

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, W253BX, WSTQ, WYYS, and employees of WAL.S.

Report Dates: July 22,2019-July 21, 2020

A: Full Time Vacancies Filled During Past Year

1. Job Title: Office Assistant - Date Filled 8/26/2019
2. Job Title: Account Representative – Date Filled 8/27/2019
3. Job Title: Account Representative - Date Filled 07/22/2019
4. Job Title: Account Representatives (2) - Date Filled 10/31/2019 & 01/27/2020
5. Job Title: On Air Personality – Date Filled 01/13/2020
6. Job Title: Engineering Apprentice – Date Filled 05/19/2020

B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Office Assistant - Date Filled 8/26/2019

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	Yes	Yes

2. Job Title: Account Representative – Date Filled 8/27/2019

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	Yes	Yes

3. Job Title: Account Representative - Date Filled 07/22/2019

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	Yes	Yes
WBZG	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WSPL	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WYYS	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WSTQ	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	Yes
WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310- 457- 6616	No	Yes
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650- 308- 7300.	No	Yes

4. Job Title: Account Representatives (2) - Date Filled 10/31/2019 & 01/27/2020

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	Yes	Yes

5. Job Title: On Air Personality – Date Filled 01/13/2020

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes
Illinois Media School	Don Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	No	Yes

6. Job Title: Engineering Apprentice – Date Filled 05/19/2020

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Studstillmedia.com	Summer Studstill	3905 Progress Blvd., Peru, IL 61354	815-224-2100	Yes	Yes
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No

WBZG	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 37

D: Total Number of Interviewees For All Full Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	22
WALS	Staff	3905 Progress Blvd, Peru	815-224-2100	4
WSTQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	1
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	6
Illinois Media Center	D. Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	1
Studstillmedia.com	Summer Studstill	3905 Progress Blvd., Peru, IL 61354	815-224-2100	1

Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	2
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E. Outreach Activity Description Form

Name of Activity: Participation in events relating to career opportunities in broadcasting sponsored by educational institutions.

Description of Activities:

Programs are in place to relate broadcast careers to students of educational institutions. They are as follows:

Career Days

Announcers and other personnel give presentations and explain to area students about the operation of a radio station, the skills required, the importance of an education, and the availability of radio careers.

This year:

Spoke at Serena Schools on 12/11/2019. Cheryl Knirlberger, sales manager, spoke at event.

Name of Activity: Job Fair (station hosted two fair)

Description of Activities:

Hosted a job fair on August August 22, 2019, in Ottawa Illinois. We facilitated the hiring process for 31 companies and organizations, and fielded questions about radio careers from several potential applicants. In addition, we accepted applications from several applicants, and interviewed 3 candidates.

Due to the pandemic, particularly the limitations of social distancing, and being mandated to exercise essential travel only, which precluded many of our normal outreach activities, we allowed businesses and organizations to promote their job needs on a job fair website that we hosted from May until the end of July, 2020. As many as 8 companies at any given time participated in this event.

Name of Activity: Training Program established that is designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Description of Activities:

Several training programs have been initiated in order to allow personnel to be qualified for higher level positions and encourage life-long learning.

This year:

Weekly one-half hour training sessions are held with all members of the programming staff.

Weekly one-hour training sessions are held for marketing and management staff.

October 16, 2019 – Sales manager, promotions manager, station manager attended an one hour session on using SMS technology to communicate with listeners and clients. Hosted by Marketron, Inc.

October 15 & 16, 2019 – Chief engineer attended a two-day broadcaster clinic from the Wisconsin Broadcasters Association.

October 2019 – A webinar on Smart Speakers attended by chief engineer.

Ongoing – Chief engineer attended many seminars given by the Society of Broadcast Engineers, in which he and the general manager are members. Including the following:

August 22, 2019 – Tips for Broadcast Engineers
December 12, 2019 – Workbench Topics
October 21, 2019 – Using Drones for Engineering
March 18, 2019 – Mentoring for Engineers
September 2, 2019 – Working in Extreme Weather
September 16, 2019 – The upcoming year discussed
September 19, 2019 – Filters and Combiners
September 25, 2019 – Simple Network Protocols

Ongoing – Chief Engineer attended several sessions hosted by transmitter maker Nautel, and Broadcast Electronics, about various developments. They are as follows:

September 4, 2019 – (BE)– New Developments
November 5, 2019 (BE) – Customer Service Navigation
November 21, 2019 (Nautel) – Maintenance of Older Transmitters
November 29, 2019 (BE) – Solid State Transmitters
November 30, 2019 (Nautel) – Tips and Tricks.

April 1, April 3, April 7, April 10, April 14 April 15, 2020, – Sales manager and general manager attended webinars on advertising, safely during the pandemic.

Name of Activity: Station is open to tours from groups interested in learning about broadcasting.

Description of Activities:

Hosted a job shadow on November 11, 2019 from Illinois Valley Community College. Hosted by Chelsea McGuire, on-air personality.

Name of Activity: Training managers who are involved in the process of employment on non-discriminatory hiring practices.

Description of Activities:

March 20, and April 2, 2020, Station Manager attended a webinar on the new Families First Act and how to comply with its new regulations.

May 27, 2020, Station Manager attended a webinar discussing how to reopen safely and have a safe workplace.

October 17, 2019 – Station Manager and Sales manager attended a seminar on legally recruiting and hiring.

April 9, 2020 – Station manager attended a webinar hosted by a legal organization on ramifications involving the new CARES Act.

September 19, 2019 – Seminar on preparing the new workforce for the future from the Michigan Association of Broadcasters. Sales and General Manager both attended.

Name of Activity: Solicited community organizations for job candidates.

Description of Activities:

Invited community organizations to be added to our mailing list for job vacancy announcements and other employment related information. Aired broadcast soliciting their support during this period.