

2022-2023 ANNUAL EEO PUBLIC FILE REPORT

Robbins-Treat Resources, LLC

Stations and Communities of License:	WMOI(FM), Monmouth, IL WRAM(AM), Monmouth, IL
Reporting Period:	August 1, 2022 - July 31, 2023
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During the Fall 2022 and Spring 2023 Semesters, WMOI/WRAM hosted an intern each semester from Monmouth College. Both students conducted interviews, participated in copywriting, created news stories, designed promotional items and developed digital content. The fall intern created a weekly newsletter in Spanish from our news, weather and sports content for students at Monmouth-Roseville School District and Smithfield Foods.

During the 2022-2023 school year, WMOI/WRAM helped develop a digital broadcast of information with Monmouth-Roseville School District students. They were taught how to produce a weekly broadcast of activities and events occurring at their school for parents and students.

Sponsored events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

In March 2023, WRAM hosted the annual Ag Roundtables and both FFA Presidents from the Monmouth-Roseville School District and United School District participated in the discussion. Both Presidents also were able to ask questions on the air to our State Legislators and Agri-Business Panelists.

On March 18th, WMOI/WRAM participated in the journalism and news on-site program for the Boys Scouts Troop for the local area. Kathy Mainz is the Director, and we taught the students about journalism, news and interviews. All scouts were able to conduct their own on-air interviews and write up a story on their subject.

Participated in **job fairs** by station personnel who have substantial responsibility in the making of hiring decisions.

On November 18th, WMOI/WRAM participated in the United High School Job Fair and Internship Program at the school. WMOI/WRAM presented to the Junior and Senior class opportunities for careers at the radio station.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

All full-time employees and interns participated in two separate State of Illinois Sexual Harassment Prevention Trainings March 13th and July 10th of 2023.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
5/22/2023	Sales and Ag Marketing Team Member	Word of Mouth/Referral
6/19/2023	Sales and Marketing Team Member	City of Monmouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Maple City Area Partnership	2

Monmouth Rotary Club Service Organization	1
City of Monmouth	1
Word of Mouth/Referral	1

RECRUITING SOURCES USED

The following sources were contacted for the full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	POSITION
National Association of Farm Broadcasters	N	1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079	info@nafb.com	Sales and Ag Marketing Team Member
RFD Radio Network/Illinois Farm Bureau	N	Illinois Agricultural Association P.O. Box 2901 Bloomington, IL	DeLoss Jahnke	Sales and Ag Marketing Team Member
Illinois Leadership Council for Agricultural Education	N	Online - https://www.ilaged.org/page.aspx?ID=4699	Glenn Nichols and Dan Swanson	Sales and Ag Marketing Team Member
Maple City Area Partnership	N	100 East Broadway Monmouth, IL 61462	Stephanie Hilton	Sales and Marketing Team Member
Monmouth College	N	700 East Broadway Monmouth, IL 61462	Marnie Dugan	Sales and Marketing Team Member
Monmouth Rotary Club Service Organization	N	1451 East 3rd Ave, Monmouth, IL 61462	Amber Wood	Sales and Marketing Team Member
Carl Sandburg College	N	2400 Tom L. Wilson Blvd, Galesburg, IL 61401	Aaron Frey	Sales and Marketing Team Member
City of Monmouth	N	100 East Broadway Monmouth, IL 61462	Ken Helms, Communications Director	Sales and Marketing Team Member
LinkedIn	N	Online	NA	Sales and Marketing Team Member
Facebook	N	Online	NA	Sales and Marketing Team Member

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

