

Exhibit 1

EEO Public File Report for 2021-2022 Reporting Period

2022 ANNUAL EEO PUBLIC FILE REPORT
Period Covered by this Report: August 1, 2021 through July 31, 2022
Stations Comprising the Reporting Station Employment Unit: WQPT-TV
Amended May 6, 2024

I. Full-time vacancies filled during period:

WQPT-TV: 1, General Manager filled 12/1/2021 (referred from WQPT.org)
1, Program Coordinator filled 6/6/2022 (referred from WQPT.org)

II. Each recruitment or referral source used to seek candidates for each vacancy:

Recruitment sources routinely notified of vacancies when they occur include the following:

Western Illinois University Human Resources Website

WQPT website (<http://www.wqpt.org>)

BlacksinHigherEd.com

Chronicle.com

WomenandHigherEd.com

HispanicsinHigherEd.com

DisabledinHigherEd.com

The Greater Quad Cities Hispanic Chamber gqchcc.com¹

Current.org¹

LGBTinHigherEd.com

VeteransinHigherEd.com

HigherEdJobs.com

AsiansinHigherEd.com

Indeed.com

NativeAmericansinHigherEd.com

IllinoisJobLink.illinois.gov

QuadCitiesChamber.com¹

MacombAreaChamber.com²

WQPT-TV continually seeks to add to its list of recruitment sources by broadcasting the following announcement:

"For inquiries about job opportunities at WQPT and Western Illinois University, please visit wqpt.org or wiu.edu/employment."

WQPT does not have any organizations requesting notification of open positions.

III. Total number of persons interviewed for all full-time vacancies filled during period:

WQPT-TV: 5

IV. Total number of interviewees for all full-time vacancies filled during period per source:

WQPT-TV: 2 persons interviewed from source WQPT.org for General Manager

2 persons interviewed from source WQPT.org and 1 from a WIU employee
for Program Coordinator

¹ Only the General Manager position

² Only the Program Coordinator position

V. Outreach activities during period:

EEO On-Air Spot: WQPT regularly broadcasts a spot to encourage organizations to contact the Station if they wish to receive lists of job openings. The spot runs, on average, about 20 times a week.

Internship Program

WQPT offers professional internships to students from local Universities. These students gain experience in accounting, marketing, programming, educational outreach and event planning.

Accounting intern

Semester/months: summer 2021 and fall 2021

Supervisor: Business Manager

Production/Marketing intern

Semester/months: fall 2021 (student worker spring and summer 2022)

Supervisor: Director of Development

Communications

Semester/months: fall 2021, spring 2022 and summer 2022

Supervisor: Assistant Director of Development

Educational Outreach intern

Semester/months: summer 2022

One intern who was paid with a grant from Augustana College. Two received class credit for their participation in the program.

Due to Covid restrictions and university policy we could only participate in limited and socially distanced face-to-face outreach through Spring 2022. We restarted our WQPT Ambassador Program (students from area schools who receive special training to be ambassadors for the station) for the summer of 2022. Six area high school and college students have been attending library and community events throughout our viewing area.

Job Fairs

In person career fairs continue to be suspended due to Covid. Two job fairs (October 2021 and February 2022) were hosted virtually during this year. WQPT's general manager was able to participate in these by setting up an account on an online portal called Handshake. Students are able to apply online. This year we were also able to participate in a Summer Opportunity Fair where we recruited for our Ambassador Program. WQPT staff participated in virtual networking events

Training

WQPT staff have an opportunity to take classes through Western Illinois University. Western Illinois University offers a variety of classes in broadcast, theater, education, business and parks and tourism. We

also participate in conferences and training offered by university HR, the chamber of commerce, CPB, and fundraising professional organizations to name a few.

In person meetings were cancelled for most of the year. All WQPT staff participated in PBS-provided diversity training online. The station manager, Assistant Development Director and Corporate Support participated in Mental Health First-Aid (July 12, 2022). All station employees, including managers, are required to complete self-paced online training on topics such Harassment & Discrimination Prevention (December 2021 and Spring 2021), Ethics (October 2021), Title IX (March 2022). Station manager also participated in the Quad Cities Leadership Institute (every Tuesday January 25-March 8, 2022) and Women Lead Change Conference (October 13,2021). Additionally, staff participated in job specific workshops during the virtual PBS annual meeting, NETA Conference, General Manager meetings and many other virtual meetings.

Community Events

Social distancing restrictions continued to influence our ability to host or participate in community events. However, we endorsed and supported many community events through our weekly broadcast of “Out and About” that raises our viewers’ awareness of community events and activities that are taking place in our region. In May, as crowd restrictions relaxed, WQPT began partnering with local libraries and organizations to present community activities for children. At these events, children learn through, games, crafts, and PBS KIDS shows. Each child receives an activity book to inspire everyday fun.

Exhibit 2

EEO Public File Report for 2022-2023 Reporting Period

2023 ANNUAL EEO PUBLIC FILE REPORT
Period Covered by this Report: August 1, 2022 through July 31, 2023
Stations Comprising the Reporting Station Employment Unit: WQPT-TV
Amended May 6, 2024

I. Full-time vacancies filled during period:

WQPT-TV: 1, Production Assistant filled 10/31/2022 (referred from WIU HR website)

II. Each recruitment or referral source used to seek candidates for each vacancy:

Recruitment sources routinely notified of vacancies when they occur include the following:

Western Illinois University Human Resources Website

WQPT website (<http://www.wqpt.org>)

BlacksinHigherEd.com

Chronicle.com

WomenandHigherEd.com

HispanicsinHigherEd.com

DisabledinHigherEd.com

The Greater Quad Cities Hispanic Chamber gqchcc.com

Current.org

LGBTinHigherEd.com

VeteransinHigherEd.com

HigherEdJobs.com

AsiansinHigherEd.com

Indeed.com

NativeAmericansinHigherEd.com

IllinoisJobLink.illinois.gov

QuadCitiesChamber.com

LinkedIn

Facebook

Macomb Area Chamber of Commerce

WQPT-TV continually seeks to add to its list of recruitment sources by broadcasting the following announcement:

"For inquiries about job opportunities at WQPT and Western Illinois University, please visit wqpt.org or wiu.edu/employment."

WQPT does not have any organizations requesting notification of open positions.

III. Total number of persons interviewed for all full-time vacancies filled during period:

WQPT-TV: 3

IV. Total number of interviewees for all full-time vacancies filled during period per source:

WQPT-TV: 2 persons interviewed from source WIU Human Resource website and 1 from a WIU employee

V. Outreach activities during period:

EEO On-Air Spot: WQPT regularly broadcasts a spot to encourage organizations to contact the Station if they wish to receive lists of job openings. The spot runs, on average, about 20 times a week.

Internship Program

WQPT offers professional internships to students from local Universities. These students gain experience in accounting, marketing, programming, educational outreach and event planning.

Accounting intern

Semester/months: summer 2023

Supervisor: General Manager

Production/Marketing intern

Semester/months: fall 2022

Supervisor: Director of Local Production

Communications/fundraising

Semester/months: August 2022

Supervisor: Assistant Director of Development

Educational Outreach intern

Semester/months: August and September 2022 and summer 2023

Student Worker

Semester/months: 12 months

Supervisor: General Manager

Two interns who was paid by Augustana College through the Illinois Board of Higher Education (IBHE) Illinois Cooperative Work Study (ICWS) Grant.

The Director of Educational Outreach and WQPT Ambassadors (students from area schools who receive special training to be ambassadors for the station) were busy during August and September 2022 as well as the summer of 2023. Six area high school and college students have been attending library and community events throughout our viewing area. They attended over 100 events given away more than 2,400 free books as well as visited 35 schools in the region presenting literacy workshops.

Job Fairs

WQPT's General Manager participated in two job fairs (September 2022 and February 2023). One was hosted at Augustana College the other was at the Vibrant Arena. Our General Manager and well as Development Director participated at the WIU New Faculty Resource fair(August 2022) on the Macomb IL campus. WQPT's Director of Educational Outreach participated in a Early Childhood Resource fair in September 2022. We continue to search for diverse students on an online portal called Handshake. Students are able to apply online. This year we were also able to participate in a Summer Opportunity Fair where we recruited for our Ambassador Program. WQPT staff participated in in-person and virtual

networking events

Training

WQPT staff have an opportunity to take classes through Western Illinois University. Western Illinois University offers a variety of classes in broadcast, theater, education, business and parks and tourism. We also participate in conferences and training offered by university HR, the chamber of commerce, CPB, and fundraising professional organizations to name a few.

All WQPT staff participated in PBS-provided diversity training online. All station employees, including managers, are required to complete self-paced online training on topics such as Harassment & Discrimination Prevention (Spring/Fall 2023), Ethics (October 2022), Title IX (March 2023). Station manager participated in the Women Lead Change Conference (October 2022). The Hispanic Chamber hosted a speaker series- DEI with Anthony Arrington. Five WQPT staff as well as a Community Advisory Board member attended. Additionally, staff participated in job specific workshops during the virtual PBS annual meeting, NETA Conference, General Manager meetings and many other virtual meetings.

Community Events

WQPT endorsed and supported many community events through our weekly broadcast of "Out and About" that raises our viewers' awareness of community events and activities that are taking place in our region. From May to September WQPT partners with local libraries and organizations to present community activities for children. At these events, children learn through, games, crafts, and PBS KIDS shows. Each child receives an activity book to inspire everyday fun.

Throughout the school year (September-May) WQPT's Director of Educational Outreach as well as community volunteer, Literacy Liaisons, participate in classroom doing literacy workshops, back to school nights, teacher training and family nights. These encourage educators, parents and children to participate in fun learning opportunities all based on the PBS learning model.

In April 2023 WQPT held the Ready to Learn conference to provide educators, caregivers and others with knowledge and resources to foster enhanced outcomes for children while earning professional development credits. We partnered with WIU-QC's Center for Best Practices in Early Childhood and StarNet Regions I & III.