

**Shine.FM/Olivet Nazarene University**  
**Annual EEO Public File Report**  
**For WONU-FM (Kankakee, IL)**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules. This report has been prepared for placement in the public inspection files as well as on the website.

The information contained in this report covers the time period beginning August 1, 2020 to and including July 31, 2021.

The FCC's EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources used to fill each vacancy;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy;

Attachment B contains the following information for each full-time vacancy:

- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment C contains a list and brief description of initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

# Shine.FM/Olivet Nazarene University

## Attachment A Annual EEO Public File Report

Covering the period from August 1, 2020 to July 31, 2021

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Total Number of persons interviewed during the applicable period: zero		
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# Shine.FM/Olivet Nazarene University

## Attachment B Annual EEO Public File Report

Covering the period from August 1, 2020 to July 31, 2021

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions For Which This Source Was Utilized
HisAir.net Ted Semper P.O. Box 307 Duplessis, LA 70728 225-773-5676	0	0
Olivet.edu Tom Ascher 1 University Avenue Bourbonnais, IL 60914 815-928-5473	0	0
Shine.FM (web & on-air) Brian Utter 1 University Avenue Bourbonnais, IL 60914 815-939-5037	0	0
AllAccess.com Joel Denver 1222 16 <sup>th</sup> Ave South, Ste. 25 Nashville, TN 37212 615-252-6400	0	0
LinkedIn.com 605 W. Maude Ave. Sunnyvale, CA 94085 650-687-3600	0	0
Facebook.com 1 Hacker Way Menlo Park, CA 94023 650-308-7300	0	0
CMBOnline.com Jessica Arrendell P.O. Box 241871 Little Rock, AR 72223 <a href="mailto:jessica@cmbonline.org">jessica@cmbonline.org</a>	0	0
Other: Referral, Walk-in, Prior Employee, or Intern Promotion 1 University Avenue Bourbonnais, IL 60914	0	0
Daily Journal Liz Madsen 8 Dearborn Square Kankakee, IL 60901 815-937-3322	0	0

## **Shine.FM/Olivet Nazarene University**

### **Attachment C Annual EEO Public File Report**

Covering the period from August 1, 2020 to July 31, 2021

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by Shine.FM/Olivet Nazarene University.

#### Shine.FM Internship Program

Shine.FM continues growth with the internship program designed to assist members of the community, mainly students from local high schools, colleges, and universities, to acquire skills needed for broadcast employment. Those students who are involved in the internship program gain knowledge in the areas of programming, production, operations, and overall business skills, in order to get real experiences in broadcasting.

During the 2020-2021 there was limited contact with outside students due to a major shift toward online education during the pandemic years.

In previous school years, Shine.FM has participated in job fairs hosted at local high schools, colleges, and universities.

#### Participation in job banks, Internet Programs, and other programs designed to promote outreach generally

SHINE.FM posts job opportunities on its website, [www.shine.fm](http://www.shine.fm). In addition, we advertise the website on-air. The Shine.FM website is intended also to describe the radio broadcast business, our radio ministry efforts and promote general outreach to the community.

## **Shine.FM/Olivet Nazarene University**

### **Attachment C Annual EEO Public File Report (continued)**

Covering the period from August 1, 2020 to July 31, 2021

#### Establishment of training programs and graduate assistants program designed to enable station personnel to acquire skills that could qualify them for higher-level positions

Shine.FM has often promoted from within and has trained staff to qualify for higher-level positions being offered. Promoted to position of Production Director from Assistant Program Manager occurred during this period.

Shine.FM maintains two graduate assists who earn their MBAs while learning

functional skills as Director of Listener Engagement and Director of Concerts & Events.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Shine.FM continually communicates to management level personnel the importance of hiring decisions and equal employment opportunity guidelines for the company and its radio stations. Shine.FM posts EEO policy on its website and at all of its radio stations.

Studio Tours

Shine.FM hosts numerous elementary school classrooms, scouting groups and church groups on studio tours discussing the various roles of employment positions within the company and how radio stations generally operate.

Provision of Training to Management Level Personnel

Shine.FM has posted EEO policy on the website and at the station. Shine.FM expands content and continues training as needed. The station staff is instructed in EEO procedures and are encouraged to report possible violations.