

Illinois Public Media

WILL-AM, WILL-FM, WILL-TV

ANNUAL EEO PUBLIC FILE REPORT for August 1, 2018 – July 31, 2019

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Illinois Public Media Station Employment Unit that is comprised of the following stations: WILL-AM, WILL-FM and WILL-TV in Urbana, IL. This report is required to be placed in the public inspection files of this station, and posted on our website. The information in this Report covers the time period beginning August 1, 2018 to and including July 31, 2019 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(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.
5. A list and brief description of the supplemental (non-vacancy specific) recruitment initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Section 1. Seven full-time vacancies filled during this reporting period. For full contact information for all recruitment sources, see alphabetical list following job listings.

Job#1 Title: Creative Specialist/Video Production Manager

Date Filled: September 16, 2018

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Word of mouth

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #2 Title: Senior Multimedia Producer

Date Filled: October 1, 2018

Recruitment sources used for this vacancy:

ACJOB Listserv for University of Illinois

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

CPB Job line

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

NAAJ (National Association of Asian Journalist)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAHJ (National Association of Hispanic Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Job #3 Title: Senior Web Development

Date Filled: January 16, 2019

Recruitment sources used for this vacancy:

Women Who Code

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Media Bistro

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Employ Diversity

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Investigative Reporters & Editors (IRE) Job Board

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

AbilityLinks.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois
Number of persons interviewed from this source: 2
Number of persons hired from this referral source: 1

College of Media Website
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CPB Job line
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Current Newspaper and current.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

HigherEdJobs.com
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

News Gazette
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Word of mouth
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Job #4 Title: Director of Broadcast Operations

Date Filled: April 2, 2019

Recruitment sources used for this vacancy:

AbilityLinks.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 1

College of Media Website
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Indeed.com
Number of persons interviewed from this source: 2
Number of persons hired from this referral source: 0

HigherEdJobs.com
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

News Gazette
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Word of mouth
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Job #5 Title: Broadcast Engineer

Date Filled: May 8, 2019

Recruitment sources used for this vacancy:

AbilityLinks.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CPB Job line
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

Current Newspaper and current.org
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Society of Broadcast Engineers

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #6 Title: Business and Finance Coordinator

Date Filled: June 3, 2019

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois

Number of persons interviewed from this source: 3

Number of persons hired from this referral source: 1

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #7 Title: Multimedia Producer

Date Filled: June 3, 2019

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismNext.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAAJ (National Association of Asian Journalist)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAHJ (National Association of Hispanic Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Word of mouth

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Section 2. Full contact information for all recruitment sources used for above vacancies follows in alphabetical order.

AbilityLinks.org

Ken Skord

Ability Links Program

26W171 Roosevelt Road

Wheaton, IL 60187

630-909-7440

ACJOB Listserv for University of Illinois

ACJOB-L@LISTSERV.illinois.edu

University of Illinois Human Resources

807 S. Wright St.

Champaign, IL 61820

217-244-7854

College of Media Administration

Megan Smith

119 Gregory Hall

Urbana, IL 61801

217-333-4116

CPB Jobline

www.cpb.org/jobline

401 Ninth Street NW

Washington, DC 20004-2129

(202)879-9600

Current Newspaper and Online

Emily Lowrey, Advertising Director

6930 Carroll Ave., Suite 350

Takoma Park, MD, 20912

301-270-7240

www.current.org

Employ Diversity

<https://employdiversity.com/contact/>

HigherEdJobs.com online service with Affirmative Action email listing

Internet Employment Linkage, Inc.

708-848-4351 Ext. 201

billing@higheredjobs.com

Indeed.com
6433 Champion Grandview Way
Building 1
Austin, TX 78750
<https://www.indeed.com/>

Investigative Reporters & Editors (IRE) Job Board
Missouri School of Journalism
120 Neff Hall
Columbia, MO 65211
573-882-1908
journalism@missouri.edu

Media Bistro
825 Eighth Avenue, 29th Floor
800-205-7792
New York, NY 10019
<https://www.mediabistro.com/jobs/contact-us/>

NABJ (National Association of Black Journalists)
1100 Knight Hall, Suite 3100
College Park, MD 20742
(301) 405-0248

NAHJ (National Association of Hispanic Journalists)
Kevin Olivas
1050 Connecticut Avenue NW, 10th Floor
Washington, DC 20036
202-662-7145

News Gazette
John Grygiel III
15 E. Main St.
Champaign, IL 61820
217-351-5329
jgrygiel@news-gazette.com

PBS Connect (PBS system online service to stations)
<https://secure.connect.pbs.org/>
PBS
2100 Crystal Drive
Arlington, VA 22202

Shaker Recruitment Advertising & Communications

Rita Ghasoub

1100 Lake St.

Oak Park, IL 60301

708-358-0282

rita.ghasoub@shaker.com

Uoflteam@shaker.com

Staff Human Resources, University of Illinois

Alicia Lowery, Deputy Director

Personnel Services Building

52 East Gregory Drive

Champaign, IL 61820

(217) 333-3101

Society of Broadcast Engineers

9102 North Meridian Street

Suite 150

Indianapolis, IN 46260

317-846-9000

<http://www.sbe.org/>

University of Illinois Human Resources Job Board

<http://jobs.illinois.edu>

University of Illinois Human Resources

807 S. Wright St.

Champaign, IL 61820

217-244-7854

WILL/Illinois Public Media – internal posting

Annetta Allison, Human Resources Coordinator

300 N. Goodwin Avenue

Urbana, IL 61801

217-333-7300

WILL/IPM Staff Referral

Annetta Allison, Human Resources Coordinator

300 N Goodwin Ave

Urbana, IL 61801

217-333-7300

WILL/Illinois Public Media – website jobs page

www.will.illinois.edu/jobs

Michael Bohlmann, Assistant Dean of Technology

300 N. Goodwin Avenue

Urbana, IL 61801

217-333-7300

Women Who Code
695 Plyant Street NE, Suite 108
Atlanta, GA 30306
contact@womenwhocode.com

Section 3. No organizations asked to be notified of vacancies.

Section 4. Supplemental (Non-Vacancy Specific) Outreach/Recruitment Activities Undertaken by WILL/Illinois Public Media during reporting period 8/1/18-7/31/19.

Participation in events relating to career opportunities sponsored by educational institutions.

On Sunday August 26, 2018 Noon to 4:00pm, WILL participated in the University of Illinois Quad Day. WILL HR Manager Annetta Allison was IPMs representative. Quad day showcases 1400 student organizations on campus. WILL had a booth set up and the HR Manager did some recruiting by handing out informational flyers of displaying upcoming internships and open positions filled by students and discussed upcoming internships for both fall and spring semesters. The HR Manager answered any questions of new students interested in public radio and provided additional information.

On Saturday April 6, 2019 from 2:00pm to 5:00pm, WILL participated in the University of Illinois College of Media annual Mediapalooza. Danda Beard, Director of Development, represented the station. This event aimed at getting new admitted incoming students familiar with potential classes and extra-curricular activities available to them as a Media major.

The College of Media hosts the fair each year. WILL set up a booth and distributed information about our current internships – the past few years these have been experiences based in our radio newsroom -- and student experiences including hourly studio production work at WILL-TV. We also gave away WILL logo free pens, magnets, and posters. Danda talked with incoming students and parents about how their academic experience could potentially include a professional experience working with an NPR and PBS licensee on campus. She also spoke with a couple of current students who were quite interested in our internship opportunities.

Participation in other activities designed by the station to develop employment opportunities in broadcasting.

On an on-going basis, the WILL Stations work with teachers at University Laboratory High School in Urbana, Illinois to develop an oral history curriculum to train students in the basics of audio production and journalism. Each year, the students produce a documentary that is broadcasts on WILL Radio and WILL online. There are two current works-in-progress, however the titles have-not-been finalized, but one topic is immigration and migration and the other is guns. Their radio documentaries will broadcast in 2020 and 2021. Several students have chosen to major in journalism at the college level as a result of this experience.

Participation in job fairs by personnel who have responsibility in the making of hiring decisions.

WILL/IPM did not participate in any job fairs during reporting period 8/1/18-7/31/19.

Training opportunities for station personnel.

Station WILL-TV hires minority trainees, with little or no experience in television production, and teaches them the rudiments of camera operation and studio production. The young people involved in this program have the opportunity to develop skills that can qualify them for higher level, full-time positions in broadcasting. One-minority trainee employed during this reporting period.

Illinois Public Media hires work-study students from the University of Illinois annually and train to handle customer service and provide staff support for various departments at the stations. Through this work, students learn a great deal about different aspects of the broadcasting operation, including radio and television programming, development/fundraising activities, marketing, production, and an overview of the technical areas covered by broadcast engineering and operations. Students are encouraged to participate in station activities and to learn about careers through direct interaction with various broadcast professionals. One -minority student hired and trained in this position during this reporting period.

Internship opportunities designed to develop skills needed for broadcast employment.

WILL/IPM have several ongoing internships, Donald P. Mullally, Bob Endres, and Dave Benton, and Community Content and Engagement.

The Bob Endres Internship in News and Public Affairs in collaboration with the College of Media, IPM hired one undergraduate student hired for Fall 2018 semester. The Dave Benton Internship in News and Public Affairs, IPM hired two summer 2019 student interns, one undergraduate of UIUC and another undergraduate from Pomona College, Claremont, CA. The Donald P. Mullally Internship, and the Media Research Internship, IPM hired two students, one undergraduate student from UIUC for fall semester 2018 and one undergraduate from UIUC for spring semester 2019. WILL/IPM Community Content and Engagement hired one U of I undergraduate intern as Educational Outreach Assistants to learn and assist with educational outreach programs, for both fall 2018 and spring 2019 semesters. Altogether, WILL/IPM hired six interns hired during this reporting period.

IPM hired eight students/interns and Six were minorities, for the reporting period of 8/1/18-7/31/19.