

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

Report Dates: July 20, 2009-July 20, 2010

A: Full Time Vacancies Filled During Past Year

1. Job Title: Announcer - Peru - Date Filled: 11/1/09
2. Job Title: Announcer - Peru - Date Filled: 2/1/10
3. Job Title: Sales Person Peru – Date Filled 3/25/10
4. Job Title: Sales Person Peru – Date Filled 4/25/10

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

1. Job Title: Announcer Peru Date Filled: 11/1/09

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
Mendota Reporter	Sherry Kuntzi	703 Illinois Avenue, Mendota, IL 61342	815-539-9396	No	Yes
Ohio Center for Broadcasting, Cleveland Campus	Greg James	9885 Rockside Road, Suite 160, Valley View, OH 44125	216-503-5900	No	Yes
Ohio Center for Broadcasting, Cincinnati Campus	B. Johnson	6703 Madison Road, Cincinnati, OH 45227	513-271-6060	No	Yes

Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	Yes	Yes
------------------	--------------	--	--------------	-----	-----

2. Job Title: Announcer Peru Date Filled: 2/1/10

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
Ohio Center for Broadcasting, Cleveland Campus	Greg James	9885 Rockside Road, Suite 160, Valley View, OH 44125	216-503-5900	No	Yes
Ohio Center for Broadcasting, Cincinnati Campus	B. Johnson	6703 Madison Road, Cincinnati, OH 45227	513-271-6060	No	Yes
Illinois Center for Broadcasting	B. Johnson	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	No	Yes
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	No	Yes

3. Job Title: Sales Person Peru – Date Filled 3/25/10

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	Yes	Yes
WSTQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	No

4. Job Title: Sales Person Peru – Date Filled 4/25/10

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	Yes	Yes
WSTQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	No
Illinois Center for Broadcasting	B. Johnson	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	Yes	Yes
Illinois Valley Community College Job Fair	Sharon Barthelemy	815 N. Orlando Smith Avenue, Oglesby, IL 61348	815-224-2720	No	Yes

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 49

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
WSTQ-FM	Staff	3905 Progress Blvd, Peru	815- 224- 2100	2
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314- 647- 8181	8
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310- 457- 6616	21
WIVQ-FM	Staff	3905 Progress Blvd, Peru	815- 224- 2100	3
Illinois Valley Community College Job Fair	Sharon Barthelemy	815 N. Orlando Smith Avenue, Oglesby, IL 61348	815- 224- 2720	6
Mendota Reporter	Sherry Kuntzi	703 Illinois Avenue, Mendota, IL 61342	815- 539- 9396	0
Ohio Center for Broadcasting, Cleveland Campus	Greg James	9885 Rockside Road, Suite 160, Valley View, OH 44125	216- 503- 5900	3
Ohio Center for Broadcasting, Cincinnati Campus	B. Johnson	6703 Madison Road, Cincinnati, OH 45227	513- 271- 6060	1

Illinois News Broadcasters Association	Bob Roberts	1 University Circle, Macomb	312-409-7997 ext 3	0
Illinois Center for Broadcasting	B. Johnson	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	5

E. Outreach Activity Description Form

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

Description of Activities:

Four separate and distinct programs are in place to relate broadcast careers to students of educational institutions. They are as follows:

Job Shadowing Programs (2 Separate Events)

Students are allowed to come into the station, learn about the operation of a radio station, the skills required, and the availability of radio careers.

This year:

Junior High Students (3) job shadowed from Parkside School in Peru on May 25, 2010

High School Students (3) from Mendota High School on April 28, 2010

Station Tours (5 Separate Events)

Station encourages interested youth community groups to tour station, and staff interacts with the students and gives information about broadcasting.

This year:

Peru YMCA Youth Group, July 22, 2009

Cub Scout Tour May 10, 2010

Boy Scout Tour February 14, 2010

Cub Scout Tour February 15, 2010

Boy Scout Tour March 13, 2010

Career Days (3 Separate Events)

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:

NorthBook School - Mendota – Speaker David Kuharski, News Director,
November 5, 2009

Lincoln School Mendota – Speaker Chris Carson – October 21, 2009

Illinois Valley Community College Communication Class – December 1,
2010

JFK School – Peru – Speaker Chad Hannon – April 8, 2010

Lincoln School – LaSalle – Speaker Chad Hannon – September 22, 2009

Northwest School – LaSalle – Speaker Chad Hannon – January 28, 2010

Kiwanis Club – Streator – Speaker Jaimie Landrus – May 20, 2010

Job Fairs (2 Separate Events)

Participated in Illinois Valley Community College Job Fair on April 15, 2010. Many applicants were received for the internship program, and information was disseminated about other careers in radio. We received 21 applications

Participated in Streator Chamber of Commerce Job Fair on June 6, 2010. We received 13 applications, and discussed broadcast opportunities and internships.

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

Description of Activities:

Area College and broadcast students are given the opportunity to participate in an intern program.

This year:

Illinois State University, Interned at WSPL on on-air capacity January through July 2010

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:

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

This year:

Twice Monthly Half hour training sessions are held with all members of the programming staff.

Monthly one to two hour training sessions are held for marketing and management staff.

Name of Activity: Listed every upper level opening in a job bank of a media trade group whose membership includes substantial participation in minorities and women.

Description of Activities:

This year, we have listed one news director positions with the Illinois News Broadcasters Association. This position was not filled.