

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

**Report Dates: July 20, 2008-July 20, 2009**

**A: Full Time Vacancies Filled During Past Year**

1. Job Title: Announcer - Peru - Date Filled: 6/5/09
2. Job Title: Traffic and Billing Clerk Peru – Date Filled 11/5/08
3. Job Title: Traffic and Billing Clerk Peru – Date Filled 9/25/08
4. Job Title: Traffic and Billing Clerk Peru – Date Filled 6/1/09

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

**1. Job Title: News Announcer Peru Date Filled: 6/5/09**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired</b>	<b>Referred Person Interviewed</b>
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
Streator Area Chamber of Commerce Job Fair	Jack Dauris	320 Main Street, Streator, IL 61364	815-672-2921	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
Illinois Valley Community College Job Fair	Sharon Barthelemy	815 N. Orlando Smith Avenue, Oglesby, IL 61348	815-224-2720	No	Yes
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	Yes	Yes

**2. Job Title: Traffic and Billing Clerk Peru – Date Filled 11/5/08**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired</b>	<b>Referred Person Interviewed</b>
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
LaSalle News Tribune	Elizabeth Edgecomb	426 Second Street, LaSalle, IL 61301	310-457-6616	Yes	Yes

**3. Job Title: Traffic and Billing Clerk Peru – Date Filled 9/25/08**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired</b>	<b>Referred Person Interviewed</b>
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
LaSalle News Tribune	Elizabeth Edgecomb	426 Second Street, LaSalle, IL 61301	310-457-6616	Yes	Yes

**4 . Job Title: Traffic and Billing Clerk Peru – Date Filled 6/1/08**

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired</b>	<b>Referred Person Interviewed</b>
WIVQ-FM	Staff	3905 Progress Blvd. , Peru, IL 61354	815-224-2100	No	No
LaSalle News Tribune	Elizabeth Edgecomb	426 Second Street, LaSalle, IL 61301	310-457-6616	Yes	Yes

Streator Area Chamber of Commerce Job Fair	Jack Dauris	320 Main Street, Streator, IL 61364	815-672-2921	No	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) : 45**

**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	3
Illinois News Broadcasters Association	Bob Roberts	1 University Circle, Macomb	312-409-7997 ext 3	5
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	7
LaSalle News Tribune	Elizabeth Edgcomb	426 Second Street, LaSalle, IL 61301	815-223-3200	17
Streator Area Chamber of Commerce Job Fair	Jack Dauris	320 Main Street, Streator, IL 61364	815-672-2921	4

WIVQ-FM	Staff	3905 Progress Blvd, Peru	815- 224- 2100	1
Illinois Valley Community College Job Fair	Sharon Barthelemy	815 N. Orlando Smith Avenue, Oglesby, IL 61348	815- 224- 2720	6

### 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 (3 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 on October 22, 2008
- Junior High Students (2) job shadowed on February 18, 2009
- High School Students (3) job shadowed on March 25, 2009

*Station Tours (3 Separate Events)*

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

This year:

- Boy Scout Tour, December 12, 2008
- Junior Achievement Tour, February 20, 2009
- Boy Scout Tour, May 14, 2009.

*Career Days (3 Separate Events)*

Announcers and other personnel give presentations to area high school students 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:

- LaSalle Elementary – Speaker Chad Hannon, March 30, 2009
- Spring Valley Elementary – Speaker Chad Hannon – July 13, 2009
- Trinity Catholic Academy – Upper Management participated as volunteer coaches in a track program in Spring of 2008.

*Job Fairs (2 Separate Events)*

Participated in Illinois Valley Community College Job Fair on April 16, 2009. Many applicants were received for the internship program, and information was disseminated about other careers in radio. We received 35 applications

Participated in Streator Chamber of Commerce Job Fair on May 28, 2009. We received 21 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 Wesleyan University Sophomore, Summer 2008

Marquette University Senior, Summer 2008

Also, given career advice and interviewed were students from Lasalle Peru High School, a home schooled student, and a Western Illinois University Student.

**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:

Monthly Half hour to one 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.