

## 2018 ANNUAL EEO PUBLIC FILE REPORT

**Period Covered by this Report ("Period"): August 1, 2017 through July 31, 2018**

**Call signs of stations comprising the reporting Station Employment Unit:**

**WIUM(FM)/WIUW(FM)**

### **I. Full-time vacancies filled during period:**

WIUM/WIUW did not fill any full-time vacancies during this period.

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

WIUM/WIUW sought to fill the Galesburg Correspondent position during this period through the Western Illinois University Internship Program with approval of the Executive Director of the State Universities Civil Service System and in coordination with Western Illinois University's Department of Human Resources.

The Internship Program can be used when recruitment efforts have failed to attract qualified candidates and/or no qualified candidates are available from a reemployment register or promotional register for the civil service class. The Internship Program allows the hiring of candidates that may lack one or more minimum qualifications of the class and requires a compensation program that provides for progressively increasing salary levels payable upon completed of defined phases of training.

Per the university's guidelines for advertising positions with the Internship Program, the position was advertised on:

Western Illinois University Human Resources Website

WIUM/WIUW's website ([www.tspr.org](http://www.tspr.org))

WIU Human Resources social media accounts (Facebook and Twitter)

Additionally, WIUM/WIUW continually seeks to add to its list of recruitment sources by broadcasting the following announcement five times weekly:

*"Organizations regularly distributing information about employment opportunities to job seekers, and wishing to receive notice of full-time openings at Tri States Public Radio, are encouraged to call the station at 800-895-2912."*

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

Two individuals were interviewed for the Galesburg Correspondent vacancy during this period, but the position was not filled.

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

Two individuals were interviewed for the Galesburg Correspondent vacancy during this period, but the position was not filled. (1 WIU website, 1 [www.tspr.org](http://www.tspr.org))

## **V. Outreach activities during period:**

### **WIUM/WIUW-FM**

**Haddock Scholarship:** WIUM/WIUW established the E.C. “Tug” Haddock Scholarship in 1985 and awards funds annually to a student employee or student employees who best exemplifies on-the-job characteristics including cooperation, punctuality, leadership, positive attitude, narrative quality, technical ability, and attention to detail. The scholarship is named for Elmer “Tug” Haddock, a former General Manager of the station who mentored hundreds of broadcasters. During this period, one \$1,250 scholarship was awarded to student production assistant and news reporter Marcellus Angel, a sophomore Broadcasting major.

**Talent Grant/Tuition Waiver Awards and Student Payroll:** WIUM/WIUW awards Talent Grant and Tuition Waiver stipends to full-time Western Illinois University students who wish to pursue a career in radio broadcasting and gain practical experience in the field by working at WIUM/WIUW and the subcarrier Radio Information Service. Recipients of these awards work under the direction of full-time professional staff as board operators, announcers, hosts, recording technicians, general assignment reporters, features writers, editors, music librarians, news anchors, and outreach and programming assistants. In addition to Talent Grants and Tuition Waivers, WIUM/WIUW and the subcarrier Radio Information Service employ additional full-time Western Illinois University students as hourly employees paid from grants and other funds in similar roles. A total of 14 Western Illinois University students were employed during the period in these positions.

**Illinois News Broadcasters Association and other Outreach Involvement:** WIUM/WIUW encourages its student reporters to join the Illinois News Broadcasters Association, attend its conferences, and apply for INBA scholarships and awards. WIUM/WIUW full-time reporters routinely speak to journalism and broadcasting classes about the stations and broadcast opportunities, and the stations offer tours to student classes each semester.