

## 2020 ANNUAL EEO PUBLIC FILE REPORT

**Period Covered by this Report ("Period"): August 1, 2019, through July 31, 2020.**

**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 did not seek candidates for any full-time vacancies during this period but 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:**

N/A

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

N/A

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

**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 \$1,500 scholarship was awarded to a broadcasting major who has worked both at WIUM/WIUW and at the station's radio reading service for the visually impaired.

**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 Audio 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 15 Western Illinois University students were employed during the period in these positions.

### **Speaking Engagements/Tours**

WIUM/WIUW regularly welcomes Western Illinois University students for tours and its news staff routinely speak to journalism and broadcasting classes. During this period, the station's News Director and Morning Edition Host provided a tour of WIUM/WIUW offices and studios to WIU's chapter of National Association for Black Journalists (NABJ) which included a Q&A session in October of 2019. The News Director also spoke to a broadcasting and journalism class on February 7, 2020, about their careers, the journalism industry, and specific stories they have covered.

WIUM/WIUW's subcarrier Audio Information Services Coordinator presented to two WIU broadcasting and journalism classes during the period, February 6 and 18, describing services available through AIS, technology issues and employment opportunities (student employees specifically recruited).

WIUM/WIUW News Director and a student reporter/anchor moderated a candidates forum in advance of the Democratic primary for the 93<sup>rd</sup> district state representative (Illinois) for WIU NEWS3 (student television station).

A short course on public radio, *Public Radio 101 – Past, Present and Future Public Radio*, was planned for April 8 through WIU's Learning is Forever (LIFE) program for adult learners. The course was not able to be held due to Covid-19.

## **Narrative Statement**

Western Illinois University (“Licensee”) is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender or religion. Western Illinois University’s Policy Statement on Equal Opportunity is as follows:

*Western Illinois University complies fully with all applicable federal and state nondiscrimination laws, orders, and regulations. The University is committed to providing equal opportunity and an educational and work environment for its students, faculty, and staff that is free from discrimination based on sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or veteran status.*

Licensee has developed a list of recruitment and sources to widely disseminate information regarding the station’s job openings to the community. WIUM/WIUW reviews its list of outreach sources periodically to determine if the source information should be updated, expanded or modified. Licensee has engaged in several non-vacancy specific “recruitment initiatives” to promote broadcasting employment generally, such as job fairs, tours of broadcast facilities, community outreach and internal training efforts. For details, see the EEO Public File Reports attached.