



2702 S. Boulder Dr.  
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WQQB | WGKC | WSJK & WJEK

## ANNUAL EEO PUBLIC FILE REPORT August 1, 2019 – July 31, 2020

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080 ©(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit (SEU) for the purposes of the EEO Rules:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
WSJK-FM	Tuscola, IL	57471
WQQB-FM	Rantoul, IL	73229
WGKC-FM	Mahomet, IL	10112
WJEK-FM	Rantoul, IL	57466

The information contained in this Annual EEO Report covers the time period from August 1, 2019 to, and including, July 31, 2020 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (identified by name, person, phone, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.



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WQQB(FM)/WGKC(FM)/WSJK(FM)/WJEK(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2019 – July 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title/Name/Hire Date	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Business Office Manager – Kaitlyn Graham 8/9/2019	Self Referral	
Dedicated Salesperson – Position Remains Unfilled		
Production Manager – Trevor Vallese 1/7/2020	Internal Transfer	
Receptionist – Position Remains Unfilled		



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II, MASTER RECRUITMENT SOURCE LIST ("MRSL")

Number	RS (Recruitment Source) Information	Number of Interviewees with this source	No. of Interviewees Referred by RS, recruitment source, Over Reporting Period
1	IllinoisJobLink.com		
2	Illinois Broadcaster's Association		
3	On-Air Announcements (3,030 across all stations)	1	2
4	Internal Transfer/Promotion	1	1
5	Employee Referral	1	1
6	Career Services Center University of Illinois I-Link website		
7	Parkland College Career Center 2400 West Bradley Champaign, IL 61821		
8	NAACP Champaign County Branch Jerome Chambers PO Box 403 Champaign, IL 61824		
9	Indeed.com	4	4
11	Danville Area Community College Career Services 2000 East Main Danville, Illinois 61832		
12	Word of Mouth		
13	Internship Program		
14	Self-Initiative (stop by, call, email)	1	1
15	Community Outreach		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

*Stevie Jay*  
Broadcasting

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Internship Program	<p>During this reporting period, this SEU hosted eight (11) student interns, one (1) from 5/2019-8/2019, one (1) from 7/2019-9/2019, two (2) from 7/2019-12/2019, one (1) from 1/2020-7/31/2019, one (1) from 6/2020-8/2020, one (1) from 8/2019-9/2019, one (1) from 8/2019-12/2019, one (1) from 8/2019-3/2020 and two (2) from 8/2019-present. These students from the University of Illinois-Champaign, Parkland College, The University of Georgia and Centennial High School expanded their knowledge about broadcasting by obtaining hands-on experience in a broadcast environment. The interns began their internships under the tutelage of this SEU's Promotions Director. Depending on their particular interests, we allow them to explore different aspects of the business. For example, some learned to operate studio equipment and assist with remote broadcasts, some worked in the sales arena and assisted with the development of sales materials. Interns were rewarded with course credit hours upon completion of the program and new skills for resume building.</p>
15	Community Outreach – All Stations	<p>The following events gave this SEU venues with which to distribute company information and employment opportunities. JAN 6, 2020 – Entered into Champaign Center Partnership Business Directory. JAN 14-16, 2020 – Presented at Parkland College Career Fair, Over 1,000 participants. MAR 11, 2020 – Presented at Edison Middle School in Champaign, IL for Career Day. APR 16, 2020 – Attended Champaign Chamber of Commerce Hiring During a Crisis Event. APR 20, 2020 – Attended Rantoul Chamber of Commerce Business Leadership Event. MAY 25, 2020 – Attended Illinois Joining Forces and Department of Veterans and Military Affairs event. JUN 25, 2020 – Tuscola Chamber of Commerce Drive Thru Job Fair. JUL 13-31, 2020 – On Air “Business Bounce Back” Program, powered by WQQB.</p>