

**Annual EEO Public File Report for WCBU-FM**

**Period covered by this Report ("Period"): From August 1, 2018 through July 31, 2019  
Call sign(s) of station comprising the reporting Station Employment Unit: WCBU-FM**

**I. Full time vacancies filled during period**

- News Director/Assignment Editor, filled 5/20/2019
- News Reporter, filled 5/29/2019
- Announcer/Ops Assistant/Radio Information Service Director, filled 5/27/2019
- Corporate Support Specialist, filled 5/30/2019

**II. Each recruitment or referral source ("source") used to seek candidates for each vacancy**

News Director

<i>Source</i>	<i>Location</i>	<i>Referred person hired?</i>
HR.IllinoisState.edu	Normal, IL	yes
Illinois Dept. of Employment Security	Springfield, IL	no
HigherEdJobs.com	United States	no
InsideHigherEd.com	United States	no
LinkedIn	United States	no
Western Avenue Community Center	Bloomington, IL	no
Youthbuild McLean County	Normal, IL	no
Goodwill, Inc	United States	no

News Reporter

<i>Source</i>	<i>Location</i>	<i>Referred person hired?</i>
HR.IllinoisState.edu	Normal, IL	yes
Illinois Dept. of Employment Security	Springfield, IL	no
HigherEdJobs.com	United States	no
InsideHigherEd.com	United States	no
LinkedIn	United States	no
Western Avenue Community Center	Bloomington, IL	no
Youthbuild McLean County	Normal, IL	no
Goodwill, Inc	United States	no

News Announcer/Ops Assistant/Radio Information Service Director

<i>Source</i>	<i>Location</i>	<i>Referred person hired?</i>
HR.IllinoisState.edu	Normal, IL	yes
Illinois Dept. of Employment Security	Springfield, IL	no
HigherEdJobs.com	United States	no
InsideHigherEd.com	United States	no
LinkedIn	United States	no
Western Avenue Community Center	Bloomington, IL	no
Youthbuild McLean County	Normal, IL	no
Goodwill, Inc	United States	no

Corporate Support Specialist

<i>Source</i>	<i>Location</i>	<i>Referred person hired?</i>
HR.IllinoisState.edu	Normal, IL	yes
Illinois Dept. of Employment Security	Springfield, IL	no
HigherEdJobs.com	United States	no
InsideHigherEd.com	United States	no
LinkedIn	United States	no
Western Avenue Community Center	Bloomington, IL	no
Youthbuild McLean County	Normal, IL	no

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

- News Director/Assignment Editor, 3
- News Reporter, 5
- Announcer/Ops Assistant/Radio Information Service Director, 2
- Corporate Support Specialist, 3

**IV. Total number of persons interviewed for all full-time vacancies filled during period, per source:**

- News Director/Assignment Editor, Illinois State University HR Website, 3
- News Reporter, Illinois State University HR Website, 5
- Announcer/Ops Assistant/Radio Information Service Director, Illinois State University HR Website, 2
- Corporate Support Specialist, Illinois State University HR Website, 3
- Individual Giving Director: Illinois State University HR website, Normal, IL, Illinois State University HR Website, 3

**V. Outreach activities (attach a list and brief description of activities performed during period):**

**Internship and Student Employment Program:** WCBU has offered limited number of paid student worker positions in various areas of station operation, and also offers for-credit internship opportunities. There have previously been available to Bradley University students and will be offered to both Bradley and Illinois State University students beginning in Fall 2019.

**Outreach Activities:** WCBU participates in regular job fairs hosted by Bradley University.

**Reading Information Service:** Volunteers support the WCBU Reading Information Service, reading local publications for visually impaired listeners. Using specialized receivers, listeners can hear content read from local and national newspapers and magazines. The service is provided at no charge and operates 24 hours a day, seven days a week.

**VI. Contact information for referral sources regularly used to seek candidates):**

- Illinois State University Human Resources, Campus Box 1300, Normal, IL 61790, 309-438-8311
- HigherEdJobs, 715 Lake St, Suite 400, Oak Park, IL 60301, 708-848-4351
- Inside Higher Ed, 1015 18th St NW, Suite 1100, Washington, DC 20036, 202-448-6106
- Illinois Department of Employment Security, 800-342-7533, [ides.illinois.gov](http://ides.illinois.gov)
- LinkedIn, [LinkedIn.com](http://LinkedIn.com)
- Western Avenue Community Center, 600 N. Western Ave., Bloomington, Illinois, 309-829-4807
- Youthbuild McLean County, 360 Wylie Dr #305, Normal, IL 61761, 309-454-3898