

Annual EEO Public File Report for WGLT-FM

**Period covered by this Report ("Period"): From August 1, 2017 through July 31, 2018
Call sign(s) of station comprising the reporting Station Employment Unit: WGLT-FM**

I. Full time vacancies filled during period

- 1. Job title: Development Director Date filled: 8/1/2017
- 2. Job title: Corporate Support Director Date filled: 9/11/2017
- 3. Job title: News Reporter (2) Date filled: 6/4/2017 (1) and 6/11/2017 (2)

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

1. Development Director

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

2. Corporate Support Director

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

3. News Reporter

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

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

- 1. Job title: Development Director 3
- 2. Job title: Corporate Support Director 4
- 3. Job title: News Reporter 6

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

Development Director: Illinois State University HR website, Normal, IL	3
Corporate Support Director: Illinois State University HR website, Normal, IL	4
News Reporter: Illinois State University HR website, Normal, IL	6

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

Internship and Student Employment Program: WGLT offers employment and internship opportunities to students at Illinois State University, with approximately 6 to 10 hourly student employees at any given time, and approximately 6 to 12 unpaid, for credit student internships per year. WGLT has also created a new paid graduate assistant position in journalism. Individuals are recruited through contact with Illinois State University's School of Communications, its student newspaper (The Daily Vidette), student radio station (WZND), and student television station (TV-10). Of student employees hired during the period covered by this report, five of the eight were female, and one was Hispanic/Latino female. Of interns hired during the period, six of twelve were female, one was Hispanic/Latino female, and another was Asian/American female. A graduate assistant was also hired with an expected start date of 8/15/18, but the selected candidate changed her mind several weeks before the start date, leading to WGLT's decision to leave the position unfilled for the 2018-19 academic year. The selected candidate was an African-American female.

Hosting of Job Fair: The station licensee, Illinois State University, coordinates an annual job fair through its Office of Student Employment. Station WGLT participates in the fair and in Communication Week activities in April, an extracurricular job preparation program presented by the University's School of Communication.

The WGLT market population is fewer than 250,000, and the station is therefore required to perform 2 outreach activities every 2 years.

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

1. Illinois State University Human Resources, Campus Box 1300, Normal, IL 61790-1300, 309-438-8311
2. HigherEdJobs, 715 Lake St, Suite 400, Oak Park, IL 60301, 708-848-4351
3. Inside Higher Ed, 1015 18th St NW, Suite 1100, Washington, DC 20036, 202-448-6106
4. Scholarly Hires, 4555 Lake Forest Dr #650, Cincinnati, OH 45242, sales@scholarlyhires.com
5. Illinois Job Network, 312-372-7900, info@illinoisjobnetwork.com
6. Illinois Department of Employment Security, 800-342-7533
7. LinkedIn, LinkedIn.com
8. Western Avenue Community Center, Bloomington, Illinois, 309-829-4807