

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

**Period covered by this Report ("Period"): From August 1, 2016 through July 31, 2017  
Call sign(s) of station comprising the reporting Station Employment Unit: WGLT-FM**

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

- |  |                        |
|--|------------------------|
| 1. Job title: News Director            | Date filled: 5/1/2017  |
| 2. Job title: Digital Content Director | Date filled: 7/5/2017  |
| 3. Job title: Development Director     | Date filled: 7/31/2017 |

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

**1. News 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
ScholarlyHires.com	United States	no
IllinoisJobNetwork.com	United States	no

**2. Digital Content 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
ScholarlyHires.com	United States	no
IllinoisJobNetwork.com	United States	no

**3. 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
ScholarlyHires.com	United States	no
IllinoisJobNetwork.com	United States	no

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

- |  |   |
|--|---|
| 1. Job title: News Director            | 2 |
| 2. Job title: Digital Content Director | 1 |
| 3. Job title: Development Director     | 5 |

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

<u>source</u>	<u>address</u>	<u>interviewees referred (no.)</u>
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News Director: Illinois State HR website	Normal, IL	2
Digital Content Director: Illinois State HR website	Normal, IL	1
Development Director: Illinois State HR website	Normal, IL	5

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

**Internship Program:** WGLT offers employment and internship opportunities to students at Illinois State University, with approximately 8 to 10 student employees at any given time, and multiple internships per year. Individuals are recruited through contact with the Illinois State University School of Communications, the student newspaper (The Daily Vidette), and the student radio station (WZND.) Of student employees hired during the period covered by this report, five of the seven were female, one was African-American female, another was Hispanic/Latino female, and one was Hispanic/Latino male.

**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