

2011 ANNUAL EEO PUBLIC FILE REPORT
Period Covered by this Report ("Period"): August 1, 2010 through July 31, 2011
Call signs of stations comprising the reporting Station Employment Unit:
WIUM(FM)/WIUW(FM) and WQPT-TV.

I. Full-time vacancies filled during period:

WIUM/WIUW-FM: One Broadcast News Specialist

WQPT-TV: One Administrative Assistant I
One Office Support Associate

II. Each recruitment or referral source used to seek candidates for each vacancy:

Recruitment sources routinely notified of vacancies when they occur include the following:

Western Illinois University Human Resources Website
WIUM/WIUW's website (<http://www.tristatesradio.com>)
<http://stations.cpb.org/jobline> (Corporation for Public Broadcasting)
<http://www.sbe.org/jobline.html> (Society of Broadcast Engineers)
<http://www.inba.net> (Illinois News Broadcasters Association Job File)
<http://www.npr.org/about/jobs/jobopps/index.html> (National Public Radio)
<http://www.amppr.org> (Association of Music Personnel in Public Radio)
<http://www.prima.org> (Public Radio in Mid America)

Asian American Journalists Association
Rene Astudillo, Executive Director
1182 Market Street, Suite 320
San Francisco, CA 94102

The National Association of Hispanic Journalists
1000 National Press Building
529 14th Street, NW
Washington, DC 20045-2001

National Association of Black Journalists
8701-A Adelphi Road
Adelphi, MD 20783-1716

Other public radio stations licensed to state universities in Illinois.

Regional newspapers: *Burlington Hawkeye, Ft. Madison Democrat, Quincy Herald Whig, Rock Island Argus, Springfield State Journal Register, Peoria Journal Star, McDonough County Voice, Galesburg Register-Mail.*

WIUM/WIUW 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 Dorie Vallillo at 800-895-2912."

In addition to the above, for WIUM/WIUW-FM, The Broadcast News Specialist position announcement was published on the Western Illinois University Human Resources website, on the Tri States Public Radio website, and distributed to electronic job listings at Public Radio in Mid America, the Corporation for Public Broadcasting, and the Illinois News Broadcasters Association. Classified ads also appeared in the McDonough County Voice, the Quincy Herald Whig, the Galesburg Register Mail, and the Peoria Journal Star.

As to the two WQPT-TV vacancies, in addition to the above standard notifications, the Office Support Associate position announcement was published on the Western Illinois University Human Resources website (WQPT's website links to the University's employment page), and the Administrative Assistant I position announcement was published on the Western Illinois University Human Resources website. Ads appeared in the 1) Daily Dispatch classified section, the Top Career Choices page, and Quad Cities Online and 2) The Quad City Times classified section, the Thrifty Nickel, and Yahoo! Hotjobs.

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

WIUM/WIUW-FM: Broadcast News Specialist -- 3 interviewed

WQPT-TV: Office Support Associate -- 3 interviewed
Administrative Assistant I -- 3 interviewed

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

WIUM/WIUW-FM: (Broadcast News Specialist Position) -- Illinois News Broadcasters Association – 2; *Quincy Herald Whig*– 1. The source for the person hired for Broadcast News Specialist was the *Quincy Herald Whig*.

WQPT-TV: For the Office Support Associate, all 3 candidates came from WIU Website and Civil Service list. The source for the person hired was the WIU Website.

For the Administrative Assistant, the source for 2 of the 3 interviewees is unknown, but the source for the person hired was *The Daily Dispatch*.

V. Outreach activities during period:

WIUM/WIUW-FM

Haddock Scholarship: WIUM/WIUW established the Haddock Scholarship in 1985 and awards funds annually to a student or students with an interest in radio broadcasting. The Haddock Scholarship is awarded during fall semester (October of each year). In October 2010, \$1,500 was awarded to student reporter Kyle Schassburger.

Talent Grant/Tuition Waiver Awards, Student Payroll and Graduate Assistantships: WIUM/WIUW awards talent grant and tuition waiver stipends to 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 Radio Information Service. Recipients of grant and waiver 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. Eighteen Western Illinois University students are currently employed in such paid positions.

Illinois News Broadcasters Association and other Outreach Involvement: WIUM/WIUW encourages its student reporters to join the Illinois News Broadcasters Association, attend its conferences, and apply for INBA scholarships and awards. WIUM/WIUW full-time reporters routinely speak to journalism and broadcasting classes about the stations and broadcast opportunities, and the stations offer tours to student classes each semester.

WQPT-TV

Broadcast Scholarship: WQPT annually awards a \$500 scholarship to a student pursuing the broadcast field. Selection is by written application coordinated and reviewed by a WQPT selection committee. The scholarship was awarded in June 2011 to WIU student Paul Strater.

EEO On-Air Spot: WQPT regularly broadcasts a spot to encourage organizations to contact the station if they wish to receive lists of job openings. The spot will run, on average, about 20 times per month.