

2015 ANNUAL EEO PUBLIC FILE REPORT
Period Covered by this Report ("Period"): August 1, 2014 through July 31, 2015
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: Galesburg Correspondent
 Agriculture Correspondent
 Operations Director

WQPT-TV: Director of Education and Outreach

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

The following recruitment sources were notified of all vacancies:

- Western Illinois University Human Resources Website (wiu.edu)
- <http://stations.cpb.org/jobline> (Corporation for Public Broadcasting)
- Other public radio stations in Illinois via the IPR List Serv Email (ipr.lists@umsl.edu)

The WIU Office of Equal Opportunity and Access posted all of the announcements in the following locations:

HigherEdJobs.com
InsideHigherEdJobs.com
AsiansInHigherEd.com
BlacksInHigherEd.com
DisabledInHigherEd.com
HispanicsInHigherEd.com
LGBTInHigherEd.com
NativeAmericansInHigherEd.com
VeteransInHigherEd.com
WomenAndHigherEd.com
IL Job Link

WQPT's open position was also listed here:

- WQPT.org
- The Moline Dispatch
- Quad City Times

WIUM/WIUW's positions were also listed here:

- the station's web site (tspr.org)
- <http://www.inba.net> (Illinois News Broadcasters Association Job File)
- <http://www.npr.org/about/jobs/jobopps/index.html> (National Public Radio)
- Social media posting, via Tri States Public Radio's Facebook and Twitter accounts
- The McDonough County Voice
- The 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 the station at 800-895-2912."

WQPT-TV continually seeks to add to its list of recruitment sources by broadcasting the following announcement:

"For inquiries about job opportunities at WQPT and Western Illinois University, please visit wpqt.org or wiu.edu/employment."

WQPT does not have any organizations requesting notification of open positions.

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

WIUM/WIUW-FM: 2 for Galesburg Correspondent, the hired candidate learned about the position on the University's website.
3 for Agriculture Correspondent the hired candidate learned about the position from a social media post.
4 for Operations Director the hired candidate learned about the position from a social media post.

WQPT-TV: 5 people interviewed for Director of Education and Outreach, the hired candidate learned about the position on the University's website.

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

WIUM/WIUW-FM: Galesburg Correspondent (1 WIU web site, 1 TSPR.org)
Agriculture Correspondent (2 Facebook post, 1 Twitter post)
Operations Director (1 WIU web site, 2 internal posting, 1 TSPR.org)

WQPT-TV: 5 people were interviewed for the Director of Education and Outreach position. All 5 learned about the position for the organizations website, either WIU or WQPT

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). This year, one \$1,250 scholarship was awarded to production assistant Micah Stewart.

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. Twelve 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 offers an annually \$500 scholarship to a student pursuing the Broadcast field. Selection is by written application coordinated and reviewed by a WQPT selection committee. We did not have any qualified applicants for the 2015 Broadcast Scholarship.

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 runs, on average, about 20 times a week.

Internship Program

WQPT offered seven unpaid professional internships to students of Western Illinois University. These students gained experience in accounting, marketing, military affairs, educational outreach and event planning. Nine student were interviewed for these position. WQPT also offers 13 Ambassador Positions to act as extensions of our staff in outreach activities. The WQPT/PBS Ambassador program provides students hands-on experience in the fields of marketing, public affairs, event planning and much more. This invaluable opportunity allows students to gain real world experience while representing one of America's must trusted brands—Public Television.

Diversity Training

WQPT staff and advisory board participated in 2 training opportunities this year. Staff participated in diversity training offered by the Chamber of Commerce. Members of WQPT's Community Advisory Board as well as all staff attended a lecture by Dr. Claire Fox on "the practices of place-making in the Latina/o Midwest."

WQPT sponsors the Greater Quad Cities Hispanic Chamber of Commerce's quarterly multi-cultural speakers series and send two staff members to attend and learn.