



EEO Public File Report

August 1, 2016, to July 31, 2017

WVIK had no full-time vacancies from August 1, 2016, and July 31, 2017.

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC's rules.

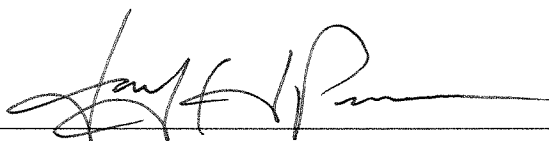
1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

- David Garner attended training on August 8, 2016, for National EAS test.
- Colleen Sibthorp attended Allegiance Traffic: Billing training on Aug 18, 2016.
- Jay Pearce attended a webinar on September 1, 2016, for CSG Compliance for General Managers.
- Michelle O'Neill attended a webinar "What NPR One can tell us about local story ideas."
- Colleen Sibthorp attended Allegiance Traffic training on December 15, 2016.
- Jared Johnson, Jay Pearce, Colleen Sibthorp, and Rita Schulte attending a webinar using TAPSCAN from Nielsen Research.
- Jay Pearce, Jennifer von Kaenel, Jared Johnson, and Herb Trix attended Supervisory Training throughout the year on Oct 26, 2016, Oct 20, 2016, October 25, March 21, 2017, and April 18, 2017.
- Colleen Sibthorp attended a webinar "Getting the most out of Chartbeat" on March 13, 2017.
- Entire staff attended Diversity Training on either December 7 or 12, 2016.
- Colleen Sibthorp attended Allegiance Traffic: What's New training on January 19, 2017
- Colleen Sibthorp attended Allegiance Traffic: Affidavit Invoice Styles training on May 18, 2017.
- Colleen Sibthorp attended a webinar "Weekend Programming: Vision and Research" by NPR on May 26, 2017.
- David Garner and Colleen Sibthorp attended Building Safety Officer training on January 27, 2017.
- Colleen Sibthorp David Garner, Jared Johnson, Jay Pearce, Herb Trix and Mindy Heusel attended a webinar "Research and Audience Building."
- Jennifer von Kaenel, Amber Nowak and Rita Schulte attended conference PMDMC August 9-13, 2016.
- Jennifer von Kaenel and Rita Schulte attended National Philanthropy Day annual conference on November 16, 2016.

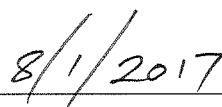
- Jared Johnson participated in a year-long leadership training program offered by Augustana College - Bartholomew Leadership Institute.
 - Jennifer von Kaenel and Rita Schulte attended the 2017 Success in Fundraising Conference, March 1 2017.
 - Jennifer von Kaenel attended conference PMDMC July 5-7, 2017.
 - Jay Pearce attended Illinois News Broadcasters Conference on Oct 14-16, 2016.
 - Jay Pearce and Herb Trix attended the Iowa Broadcast News Association Spring Convention on April 22, 2017.
 -
2. Establishment of internship program to assist recent journalism graduates in acquiring broadcast employment skills:

August to September 2017 – Sarah Ritter– – Provided direct exposure to broadcast journalism environment by offering paid internships for area college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.

April 2017 to present- Mariah Woefels– Provided direct exposure to broadcast journalism environment by offering paid internships for area college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.



Jay Pearce, General Manager



Date