

Illinois Public Media

WILL-AM, WILL-FM, WILL-TV

ANNUAL EEO PUBLIC FILE REPORT for August 1, 2015 – July 31, 2016

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Illinois Public Media Station Employment Unit that is comprised of the following stations: WILL-AM, WILL-FM and WILL-TV in Urbana, IL. This report is required to be placed in the public inspection files of this station, and posted on our website. The information in this Report covers the time period beginning August 1, 2015 to and including July 31, 2016 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the supplemental (non-vacancy specific) recruitment initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Section 1. Six full-time vacancies were filled during this reporting period. For full contact information for all recruitment sources, see alphabetical list following job listings.

Job#1 Title: Digital Media Associate Producer

Date Filled: September 21, 2015

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

CareerBuilder

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB jobline

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Hire Heroes USA

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

I-Link-illinois.csm.symplicity.com

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Job #2 Title: Director National and International Content

Date Filled: September 28, 2015

Recruitment sources used for this vacancy:

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Job #3 Title: Communications Manager

Date Filled: October 5, 2015

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 3

Number of persons hired from this referral source: 1

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Commercial-news.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Herald&Review.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #4 Title: Human Resources Coordinator

Date Filled: October 5, 2016

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 4

Number of persons hired from this referral source: 1

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #5 Title: Senior Producer

Date Filled: November 16, 2015

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismNext.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

PRNDI (Public Radio News Directors Inc)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

RTDNA (Radio TV Digital News Association)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Job #6 Title: MultiMedia Producer

Date Filled: May 25, 2016

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

JournalismNext.com

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

PRNDI (Public Radio News Directors Inc)

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

RTDNA (Radio TV Digital News Association)

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 1

WILL/IPM Staff Referral

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Section 2. Full contact information for all recruitment sources used for above vacancies follows in alphabetical order.

AbilityLinks.org
Ken Skord
AbilityLinks Program
26W171 Roosevelt Road
Wheaton, IL 60187
630-909-7440

ACJOB Listserv for University of Illinois Academic Professionals
ACJOB-L@LISTSERV.illinois.edu
University of Illinois Human Resources
807 S. Wright St.
Champaign, IL 61820
217-244-7854

Association for Women in Communications
AWC National Headquarters
3337 Duke St.
Alexandria, VA 22314
703-370-7436
Springfield Chapter: jobschair@awcspringfield.org

CareerBuilder online job postings
Shaker Recruitment Advertising & Communications
Uoffteam@shaker.com

College of Media
119 Gregory Hall
810 S. Wright St.
Urbana, IL 61801
217-333-2350
www.media.illinois.edu

CPB Jobline
www.cpb.org/jobline
401 Ninth Street NW
Washington, DC 20004-2129
(202)879-9600

craigslist.org
free job listing for local Champaign-Urbana area

Current Newspaper and Online
Emily Lowrey, Advertising Director
6930 Carroll Ave., Suite 350
Takoma Park, MD, 20912
301-270-7240

www.current.org

HigherEdJobs.com online service with Affirmative Action email listing
Internet Employment Linkage, Inc.
708-848-4351 Ext. 201
billing@higheredjobs.com

Hire Heroes USA
100 North Point Center East, Suite 200
Alpharetta, GA 30022
1-866-915-4376

I-Link
i-link@illinois.edu
The Career Center at Illinois
University of Illinois at Urbana-Champaign
715 S. Wright St.
Champaign, IL 60120
217-333-0820

JournalismJobs.com
Berkeley, CA
510-653-1521

JournalismNext.com
Jobs and Community for Journalists of Color
Eric Wee, President
(703)629-0178

NABE (National Association for Bilingual Education)
8701 Georgia Avenue, Suite 700
Silver Spring, MD 20910
(240)450-3700; fax: (240)450-3799
Santiago V. Wood, Natl Exec Dir

NABJ (National Association of Black Journalists)
1100 Knight Hall, Suite 3100
College Park, MD 20742
(301) 405-0248

NAHJ (National Association of Hispanic Journalists)
Kevin Olivas
1050 Connecticut Avenue NW, 10th Floor
Washington, DC 20036
202-662-7145

NASBE (National Alliance of Black School Educators)
Bernard Hamilton
310 Pennsylvania Avenue SE
Washington, DC 20003
202-608-6310, fax: 202-608-6319
info@nabse.org

News Gazette
Jorja Johnson
15 E. Main St.
Champaign, IL 61820
217-351-5329

NETA Consulting
Skip Hinton, managing director
PO Box 50008
Columbia, SC 29250
803-978-1581
skip@netaonline.org

PBS Connect (PBS system online service to stations)
<https://secure.connect.pbs.org/>
PBS
2100 Crystal Drive
Arlington, VA 22202

PRNDI (Public Radio News Directors Inc)
Christine Paige Diers, Business Manager
P. O. Box 838
Sturgis, SD 57785
605-490-3033

RTDNA (Radio TV Digital News Association)
Mike Cavender, Executive Director
National Press Building
529 14th Street, NW, Suite 425
Washington, DC 20045
(202) 659-6510

Staff Human Resources, University of Illinois
Alicia Lowery, Deputy Director
Personnel Services Building
52 East Gregory Drive
Champaign, IL 61820
(217) 333-3101

University of Illinois Human Resources Job Board
<http://jobs.illinois.edu>
University of Illinois Human Resources
807 S. Wright St.
Champaign, IL 61820
217-244-7854

WILL/Illinois Public Media – internal posting
Dee Breeding, Human Resource Specialist
300 N. Goodwin Avenue
Urbana, IL 61801
217-333-7300

WILL/IPM Staff Referral
Dee Breeding, Human Resources Specialist
300 N Goodwin Ave
Urbana, IL 61801
217-333-7300

WILL/Illinois Public Media – website jobs page
www.will.illinois.edu/jobs
Jack Brighton, Director of New Media
300 N. Goodwin Avenue
Urbana, IL 61801
217-333-7300

Section 3. No organizations asked to be notified of vacancies.

Section 4. Supplemental (Non-Vacancy Specific) Outreach/Recruitment Activities Undertaken by WILL/Illinois Public Media during reporting period 8/1/15-7/31/16.

Participation in events relating to career opportunities sponsored by educational institutions.

On Wednesday March 30 from 11:00am to 1:00pm WILL participated in the Eastern Illinois University Broadcast Job Fair. EIU alum and WILL Digital Media Associate Producer, Steve Morck represented the station. He met with approximately twenty people with different interest and skill levels the attendees included more females than males, and the people were diverse ethnic backgrounds. Steve report that three or four good of the people he meet would be good candidates for future positions at WILL. Steve provide material and encouraged them to watch our posting site and to apply. He recommended we participate in the fair next year. He also directed television production skilled attendees to contact the WILL production manager directly. Through his effort we have hired a video production specialist for a part-time position.

Participation in other activities designed by the station to develop employment opportunities in broadcasting.

On an on-going basis, the WILL Stations work with teachers at University Laboratory High School in Urbana, Illinois to develop an oral history curriculum to train students in the basics of audio production and journalism. Each year, the students produce a documentary that is broadcast on WILL Radio and WILL online. Their current project is on the topic of The Right to Marry, resulting in interviews and blog posts during this reporting period, with a radio documentary to be broadcast in the fall of 2016. Several students have chosen to major in journalism at the college level as a result of this experience.

<http://will.illinois.edu/illinoisyouthmedia/righttomarry>

Participation in job fairs by personnel who have responsibility in the making of hiring decisions.

WILL/IPM did not attend or participate in any job fairs during reporting period 8/1/15-7/31/16.

Training opportunities for station personnel.

WILL production and education staff attended four on-line training sessions regarding the technical procedures and editorial standards required to add content to PBS Learning Media. Training sessions were led by PBS staff Valerie Miller, Digital Library Specialist, and Kristin Lehner, Editorial Director. We successfully uploaded educational assets to PBS Learning Media that will support high school social studies teachers teaching the Vietnam War and WWII. WILL staff collaborated with WQPT to create the WWII content and with an award-winning science teacher, Mark Foley, to create the lesson plans from oral histories videotaped by WILL.

Station WILL-TV hires minority trainees, with little or no experience in television production, and teaches them the rudiments of camera operation and studio production. The young people involved in this program are provided with skills that can qualify them for higher level, full-time positions in broadcasting. Three minority trainees were employed during this reporting period.

Work-study students from the University of Illinois are hired annually and trained to handle customer service and provide staff support for various departments at the stations. Through this work, students learn a great deal about different aspects of the broadcasting operation, including radio and television programming, development/fundraising activities, marketing, production, and an overview of the technical areas covered by broadcast engineering and operations. Students are encouraged to participate in station activities and to learn about careers through direct interaction with various broadcast professionals. One minority student was hired and trained in this position during this reporting period.

Internship opportunities designed to develop skills needed for broadcast employment.

WILL/IPM initiated three new internships. The Dave Benton Internship in News and Public Affairs, a Sports Internship in collaboration with News and Public Affairs and the College of Media, and the 21st Internship. One student hired for the Dave Benton Internship, a graduate student at the University of Illinois. One student intern hired from Augustana College to learn hands-on experience with a live talk show. Working alongside professional reporters, hosts, and producers. One student intern hired as the Sports Internship. Two students intern hired as the Donald P. Mullally Internship in News and Public Affairs, and both were students from the University of Illinois. WILL/IPM Community Content and Engagement hired two interns as

Educational Outreach Assistants to learn and assist with educational outreach programs. Last, WILL/IPM National/International Production unit hired five Media Research Interns. Altogether WILL/IPM hired ten internships during this reporting period. WILL/IPM successfully hired twelve interns during reporting period. Four minority student interns were hired during this reporting period.