

**2013 ANNUAL EEO PUBLIC FILE REPORT**  
**Period Covered by this Report ("Period"): August 1, 2012 through July 31, 2013**  
**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:        General Manager  
                             Broadcast News Specialist

WQPT-TV:                General Manager

**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>)

WQPT website (<http://www.wqpt.org> )

<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, Moline Dispatch, 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 (General Manager's Name) at 800-895-2912."*

In addition to the above, for WIUM/WIUW-FM, the General Manager position announcement was published on the Western Illinois University Human Resources website, on the Tri States Public Radio website, and classified ads also appeared in the McDonough County Voice and the Quincy Herald Whig.

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](http://wpqt.org) or [wiu.edu/employment](http://wiu.edu/employment)."*

In addition to the above, for WQPT-TV, the General Manager position announcement was published on the Western Illinois University Human Resources website, on the Current.org website, and classified ads also appeared in the Chronicle of Higher Education.

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

WIUM/WIUW-FM:           General Manager – 3 interviewed  
                                  Broadcast News Specialist – 3 interviewed

WQPT-TV:                General Manager-4 interviewed

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

WIUM/WIUW-FM: General Manager – 3 individuals interviewed, two learned of our vacancy from the CPB online job listing, and one from the Western Illinois University Human Resources website. The referral source for the hire was the CPB online job listing.

Broadcast News Specialist – 3 individuals interviewed, one learned of our vacancy from the CPB online job listing, and two from the Western Illinois University Human Resources website. The referral source for the hire was the CPB online job listing.

WQPT-TV: General Manager-4 individuals interviewed. All candidates learned of our vacancy from the Chronicle of Higher Education. The referral source for the hire was the Chronicle of Higher Education.

**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 April, one \$1,000 scholarship was awarded to student reporters and production assistant Geoff Norfleet.

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. In April of 2012, WIUM/WIUW hosted the Spring Convention of the Illinois News Broadcasters Association, which includes student attendees. INBA Scholarship applicants toured the station and were interviewed by the INBA Board of Directors at WIUM-FM's Macomb studios.

## **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. Applications are currently being reviewed for the 2013 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 will run, on average, about 20 times a week.

### Professional Supervisor Training

Jamie Lange and Dawn Schmitt completed six core sessions and six electives to receive certification. This was offered by Western Illinois University.

### Internship Program

WQPT offered two professional internships to students of Western Illinois University. Two student were interviewed for this position. WQPT also offers 10 Ambassador positions to act as extensions of our staff in outreach activities.

### Diversity Training

Alfred Ramirez is a management consultant who specializes in developing and improving the impact of national, regional and local organizations and programs across diverse socio-economic arenas and constituencies. Through one-on-one training or in group settings, he specializes in creating or implementing diversity and inclusion strategies; recruitment and retention plans; and executive and organizational leadership development strategies. He is an expert at facilitating groups and meetings and organizing and managing focus groups. This independent training was completed by all WQPT staff, Community Advisory Board and Development Board.

### Civil Service Book Grant and Tuition Waiver

Certified employees who qualify for educational benefits (see Educational Benefits) may apply for tuition

waiver. Permanent employees in 50-100 percent appointments are eligible for tuition waivers. Employees on probation may enroll in classes with their supervisor's approval. WQPT's Administrative Assistant was granted this waiver and also received the Civil Service Book Award. The Employee Education Award was established in 1982 and five recipients are chosen at random from Civil Service employees actively enrolled at WIU each semester. These awards are subsidized by the Civil Service Award Fund, a WIU foundation fund initiated and supported by employee contributions.