

2019 Annual EEO Public File Report

WSMI, WSMI-FM, WAOX

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WSMI, Litchfield, IL; WSMI-FM, Litchfield, IL; WAOX, Staunton, IL and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning August 1, 2018 through July 31, 2019. (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(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(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; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and reported to work. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to
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Covering the Period from August 1, 2018 to July 31, 2019.
Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

Section 1: Vacancy Information

One full-time vacancy was filled during the August 1, 2018 to July 31, 2019 period. Nine were interviewed for the Ag Reporter position and the recruitment source utilized by the candidate hired for the position was WSMI's website and a staff referral was also noted.

A vacancy in advertising sales and marketing remains open.

A vacancy in our announcing staff was not filled. The employment unit later decided to reduce full time staff and ceased seeking a full-time staff member.

On July 15, 2019 our bookkeeper position became open. Our employment unit is currently accepting applications and interviewing for this position.

A total of 13 candidates were interviewed during the applicable period.

During the reporting period our employment unit sought staff for a news reporter/anchor position, and a combo news/sales position for **non-vacancy positions**.

Appendix 2 to

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Section 2: Recruitment Source Information

No full-time job openings were filled during the period August 1, 2018 to July 31, 2019.

Recruitment Source (Name, Address, contact person, Telephone number)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source Was Utilized
Bradley University Smith Career Center 1501 West Bradley Ave Peoria, IL 61625 309-677-2515		Ag Reporter Account Executive (Sales, Marketing Representative)
Broadcast Center Placement Director 2360 Hampton St. Louis, MO 63139 (Fax) 314-647-1575 314-647-8181		
Brown College 1440 Northland Drive Mendota Heights, MN 55120 651-905-3400 (Fax) 651-905-3550		
Eastern Illinois University Career Services 1300 Human Services Bld. 600 Lincoln Avenue Charleston, IL 61920-3099 217-581-2412		Ag Reporter

<p>Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918</p> <p>217-793-2636</p>	<p>2</p>	<p>Ag Reporter Announcer News Reporter Account Executive (Sales, Marketing Representative)</p>
<p>Illinois News Reporters Association c/o WIUM-FM News 1 University Circle Macomb, IL 61455</p>		
<p>Illinois State University Career Center Campus Box 2520 Normal, IL 61790</p> <p>309-438-2200</p>		
<p>Iowa Wesleyan 601 North Main Mt. Pleasant, Iowa 52641</p> <p>319-385-6375 (Fax) 319-385-6296</p>		
<p>Job Fairs</p>		
<p>Lakeland College Career Services 5001 Lake Land Blvd. Mattoon, IL 61938</p> <p>217-234-5288 (fax) 217-234-5417</p>		<p>Ag Reporter News Reporter Account Executive (Sales, Marketing Representative)</p>

<p>Lewis & Clark Community College 5800 Godfrey Road Baldwin Room 2418 Godfrey, IL 62035</p> <p>618-468-4940 Career Services 618-468-5500 800-642-1794</p>		<p>Ag Reporter</p> <p>Account Executive (Sales, Marketing Representative)</p>
<p>Lincoln Land Community College 5250 Shepherd Road Springfield, IL 62702</p> <p>800-727-4161</p>		
<p>National Association of Farm Broadcasting 1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079</p> <p>816-431-4032</p>	<p>1</p>	<p>Ag Reporter</p>
<p>North Central College Career Services 30 North Brainard St. Naperville, IL 60540</p> <p>630-637-5142 (fax) 630-637.5146</p>		
<p>Northland Technical College 1101 Highway 1 East Thief River Falls, MN 56701</p> <p>218-683-8560 (Fax) 218-681-0774</p>		
<p>Ohio & Illinois Centers For Broadcasting 55 W. 22nd St. Ste 240 Lombard, IL 60148</p> <p>(FAX) 630-916.1764</p>		

<p>Job Center 11006 Airport Trail Litchfield, IL 62056</p> <p>Illinois Job Bank</p> <p>217-324-2138 (fax) 217-324-2793</p>	<p>1</p>	<p>Ag Reporter Bookkeeper Account Executive (Sales, Marketing Representative) Combo News/Sales</p>
<p>Word of Mouth / Staff Referrals/ Internal Job Posting</p>	<p>2 One noted both website & staff referral.</p>	
<p>Quincy College 1800 College Ave Quincy, IL 62301</p> <p>(FAX)217-228-5649 217- 228-5240</p>		
<p>Unsolicited / Unknown</p>	<p>2 One Noted Indeed and we didn't post directly to that site.</p>	
<p>NAFB National Association of Farm Broadcasters</p> <p>816-431-4032 816-431-4087 (fax)</p>		
<p>Southern Illinois University Carbondale Career Services Woody Hall B204 900 S. Normal Ave. Carbondale, IL 62901-4703</p> <p>618-453-2391</p>		<p>Ag Reporter Announcer News Reporter/Anchor Account Executive (Sales, Marketing Representative)</p>
<p>Southern Illinois University Edwardsville Career Development Center Campus Box 1620 Edwardsville, IL 62026 Cougar Jobline 618-650-3708 618-650-3656</p>		<p>Ag Reporter Announcer News Reporter/Anchor Account Executive (Sales, Marketing Representative)</p>

<p>University of Illinois Springfield UIS Career Services SAB, Room 50 1 University Plaza Springfield, IL 62703-5407</p> <p>217-206-6508 (fax) 217-206-7544</p>		
<p>Vincennes University 1200 N. 2nd Steet Vincennes, IN 47591</p> <p>812-888-4135 (FAX) 812-882-2237 Career & Employer Relations 812-888-4501</p>		
<p>Wabash Valley College (Eastern IL Community Colleges) 2200 College Drive Mt. Carmel, IL 62863</p> <p>618-262-8641 (FAX) 618262-8641</p>		
<p>Western Illinois University Sherman Hall 116 1 University Circle Macomb, IL 61455</p> <p>(FAX) 309-298-2838 309-298-1838</p>		<p>Ag Reporter Account Executive (Sales, Marketing Representative)</p>
<p>Station website(s)</p>	<p>2 One also noted a staff referral.</p>	<p>Ag Reporter Announcer Bookkeeper Account Executive (Sales, Marketing Representative) Combo News/Sales</p>
<p>On air ads broadcast on WSMI AM, WSMI-FM &/or WAOX</p>	<p>4</p>	<p>Ag Reporter Bookkeeper Account Executive (Sales, Marketing Representative)</p>

*Indicates sources that have requested notification of job openings.

Appendix 3 to
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.Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSMI, WSMI-FM, and WAOX.

Talley Broadcasting has established a small scholarship program at Lewis & Clark Community College.

On Thursday August 30, 2018 from 1 to 4 PM Mike Niehaus represented our stations at a job fair hosted by the Illinois Department of Employment Security and the Department of Human Services in Woodriver, Illinois.

On Friday May 10th, 2019 David Jenkins represented our stations at the Hillsboro Junior High School Career day talking about his education, background, his profession and the skills required to succeed.

On Wednesday, May 29, 2019 our stations hosted and co-sponsored a Job Fair with the Carlinville and Litchfield Job Service. The job fair was held at the Litchfield Moose Lodge in Litchfield, Illinois from 9:00 AM until 11:30 AM. Over 50 employers participated. Mike Niehaus represented our stations.

The Illinois Job Bank was utilized to disseminate our job openings.