

# 2023 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, 2022 through July 31, 2023. (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. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

# **Appendix 1 to**

## **2023 Annual EEO Public File Report**

### **WSMI, WSMI-FM, WAOX**

Covering the Period from August 1, 2022 to July 31, 2023.  
Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

#### Section 1: Vacancy Information

- A: A full-time opening for a Account Executive
- B: A full-time opening for an Administrative Assistant (bookkeeping & order entry)
- C: A full-time opening for a Farm Director

A total of 14 people were interviewed during this period.

An administrative assistant was hired on October 10, 2022 to cover the combined tasks of bookkeeping & broadcast order entry and worked through February of 2023. She responded to an ad on Indeed.com.

An account executive was hired in January of 2023 and worked through February of 2023. He responded to an ad on Indeed.com.

A vacancy for an Account Executive remains open as do vacancies for an Administrative Assistant covering bookkeeping/traffic - broadcast orders and a Farm Director.

## Appendix 2 to

# 2023 Annual EEO Public File Report

## WSMI, WSMI-FM, WAOX

Covering the Period from August 1, 2022 to July 31, 2023

Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

### Section 2: Recruitment Source Information

Two full-time job opening were filled during the period August 1, 2022 to July 31, 2023.  
A total of 14 people were interviewed during this period.

<b>Recruitment Source (Name, Address, contact person, Telephone number)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for which This Source Was Utilized</b>
Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918  217-793-2636	0	Administrative Assistant- (Bookkeeper/Traffic)
Job Center 11006 Airport Trail Litchfield, IL 62056  Illinois Job Link  217-324-2138 (fax) 217-324-2793	0	Account Executive Admin/Bookkeeper/Traffic Ag Reporter/Director
Indeed.com	5	Account Executive Admin/Bookkeeper/Traffic Ag Reporter/Director
Internal  Staff Member	1	Account Executive Admin/Bookkeeper/Traffic Ag Reporter/Director

Station website(s)	2	Account Executive Admin/Bookkeeper/Traffic Ag Reporter/Director
On air ads broadcast on WSMI AM, WSMI-FM &/or WAOX	5	Account Executive Admin/Bookkeeper/Traffic Ag Reporter/Director
Applicant didn't state source	1	Admin/bookkeeper/traffic

\*Indicates sources that have requested notification of job openings.

**Appendix 3 to**  
**2023 Annual EEO Public File Report**  
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Covering the Period from August 1, 2022 to July 31, 2023  
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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.

Our employment unit hosted a virtual job fair on July 26, 2023.

Numerous job specific announcements for employment and non-specific jobs in radio broadcasting announcements have been run on our stations.

Job openings have been posted on our website.

The Illinois Job Link ([illinoisjoblink.com](http://illinoisjoblink.com)) in partnership with the Illinois Department of Employment Security was utilized to disseminate the Account Executive, Bookkeeping, & Traffic Director's and Ag job openings.