

2026 Annual EEO Public File Report

WSMI, WSMI-FM, WAOX

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, 2025 through July 31, 2026. (the "Applicable Period").

This report contains 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

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Covering the Period from August 1, 2025 to July 31, 2026.
Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

Section 1: Vacancy Information

A: A full-time opening for an Account Executive

B: A full-time opening for a Local Sales Manager / Account Executive

C: Recruitment for a full-time Announcer in anticipation of future needs

A total of 7 people were interviewed during this period for full-time positions.

No vacancies were filled during this period.

The employment unit is continuing to recruit an Account Executive, Local Sales Manager / Account Executive and an Announcer.

Appendix 2 to

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Section 2: Recruitment Source Information

No job opening was filled during the period August 1, 2025 to July 31, 2026

A total of 7 people were interviewed during this period.

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
Indeed.com	7	Account Executive Local Sales Manager./ A.E. Announcer
Internal Staff Member	0	Account Executive Local Sales Manager/AE Announcing
Station website(s)	0	Account Executive Local Sales Manager /A.E.
On air ads broadcast on WSMI AM, WSMI-FM &/or WAOX	0	Account Executive
IllinoisJobLink	0	Account Executive

No sources 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.

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

Job openings for Account Executive and Local Sales Manager / Account Executive have been posted on our website.

Our Account Executive, Announcing and Local Sales Manager / Account Executive job openings were posted to Indeed and other websites via Hireology.

Our employment unit has continued to utilize Hireology which posts our job openings to several job sites including Indeed.

Our employment unit participated in the Montgomery County Career Day hosted by Lincoln Land Community College in Litchfield on Friday, April 17, 2026. Shawn Balin represented our stations.

Our employment unit hosted a job fair represented by our General Manager, Brian Talley, at our Litchfield-Hillsboro studios on May 29, 2026.

Our employment unit hosted a job fair represented by our General Manager, Brian Talley, at our Litchfield-Hillsboro studios on July 22, 2026.

We utilized IllinoisJobLink.com to post our account executive and part-time announcer job openings.

We have included a general non-specific job outreach for those who might have an interest in working in radio broadcasting on our website, wsmiradio.com.