



Milner Media Partners, LLC

Since 1960

www.rivervalleyradio.net

WVLI/WFAV/WIVR/WYUR EMPLOYMENT UNIT

2018/2019

ANNUAL EEO PUBLIC FILE REPORT

July 22, 2019



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The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2003 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WVLI 92.7 – Kankakee, IL, WIVR 101.7– Kentland, IN, WFAV 95.1 – Kankakee, IL, WYUR 103.7– Gilman, IL and is required to be placed in the public inspection files of these stations.

The information in this report covers Milner Media Partners' efforts from July 23, 2018 to July 22, 2019.

The FCC's 2003 EEO Rule requires that this report contain the following information.

I. LIST OF ALL FULL-TIME JOBS FILLED JULY 23, 2018 – JULY 22, 2019

- 1. On-air Personality: Scott Smith**
- 2. News Director: Rob Rodewald**
- 3. Sales Representative: Erika McGrath**

II. RECRUITMENT SOURCES

1. On-air Personality: Scott Smith

- a. Advertisement on www.allaccess.com
All Access Music Group
Malibu, CA 90265
(310) 457-6616

2. News Director: Rob Rodewald

- a. Internal Promotion
Milner Media Partners, LLC
292 North Convent Street
Bourbonnais, Illinois 60914
Tim Milner, CEO

3. Sales Representative: Erika McGrath

- a. Advertisement on WVLI, WIVR/WYUR, and WFAV Radio Stations
Milner Media Partners, LLC
292 North Convent Street
Bourbonnais, Illinois 60914
Tim Milner, President and General Manager
(815) 933-9297



- b. Mutual Connection
Milner Media Partners, LLC
292 North Convent Street
Bourbonnais, Illinois 60914
Kathy Gagliano, Vice President of Sales

III. Recruitment Source Who Referred the Hire for Full-Time Vacancy

1. On-air Personality: Scott Smith

Advertisement on www.allaccess.com
All Access Music Group
Malibu, CA 90265
(310) 457-6616

2. News Director: Rob Rodewald

Internal Promotion
Milner Media Partners, LLC
292 North Convent Street
Bourbonnais, Illinois 60914
Tim Milner, CEO

3. Sales Representative: Erika McGrath

Mutual Connection
Milner Media Partners, LLC
292 North Convent Street
Bourbonnais, Illinois 60914
Kathy Gagliano, Vice President of Sales

IV. Interview Data

1. On-air Personality: Scott Smith

a. Persons Interviewed

Mr. Milner interviewed six (6) prospective candidates. Five (5) were White males and one (1) was a White female.

b. Referrals

Of the six (6) prospective candidates, five (5) was referred by an All Access advertisement and one (1) was referred by a current employee.

2. News Director: Rob Rodewald

a. Persons Interviewed

Mr. Milner interviewed one (1) prospective candidate. One (1) was a White male.

b. Referrals

The one (1) candidate was referred to the job internally from Milner Media Partners, LLC.



3. Sales Representative: Erika McGrath

a. Persons Interviewed

Mr. Milner interviewed six (6) prospective candidates. Two (2) were White males and four (4) were White females.

b. Referrals

Of the five (6) prospective candidates, three (3) were referred by the radio advertisement and three (3) were referred by a Milner Media employee.

V. Description of Supplemental Outreach Initiatives

a. Internship Program

Milner Media Partners, LLC places priority on establishing opportunities for young communication students pursuing a career in radio. Internship programs are an effective way to identify, assess and develop future broadcast professionals. Company interns can be assigned short- or long-term opportunities that will develop their professional career and benefit the industry. They experience all the actual workings that pertain to a radio career whether it is in announcing, sales, production, or engineering. This program was supervised under the direction of Jim Brandt, Operations Director.

1. Kaylee Palacio

Olivet Nazarene University

Internship Period: 3/12/2019 – 5/31/2019

Duties: On-air, Voice-tracking, and General Production

b. Scholarship Program

Milner Media Partners, LLC has continued to play a part in the Kankakee Community College Foundation's scholarship program. This foundation helps over 200 students receive scholarships each year. It is important to support their efforts of furthering the education of members in our community. Milner Media awarded \$1,500.00 through the Milner Media WVLI/WFAV/WIVR Scholarship in May 2019.

c. Community Job Fairs

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC, Ms. Kathy Gagliano, Vice-President of Sales, and Mr. Mike Ruble, Sales Representative represented Milner Media at the following job fairs. They managed the fair booths and interviewed those who were interested in broadcast careers. Our community job fairs are a contributing factor to giving the unemployed a chance to explore different options in a variety of fields. All resumes are on file in our EEO file.



1. KANKAKEE COMMUNITY COLLEGE 2018 FALL JOB FAIR

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC attended the Kankakee Community College 2018 Fall Job Fair on Thursday, October 4th, 2018. This fair was held at Kankakee Community's College's College Center from 9:00 a.m. to 12:00 p.m. Mr. Milner interviewed five prospective candidates. Two (2) were White females and three (3) were Black females.

2. ONU MCGRAW SCHOOL OF BUSINESS INTERNSHIP & JOB FAIR

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC attended the ONU McGraw School of Business Internship & Job Fair on Wednesday, October 17th, 2018. This fair was held at Olivet Nazarene University's Weber Center and took place from 11:00 a.m. to 2:00 p.m. Mr. Milner interviewed twelve (12) prospective candidates. Five (5) were White males, six (6) were White females, and one (1) was a Black female.

3. HAROLD AND JEAN MINER SOUTH EXTENSION CENTER FALL JOB FAIR

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC attended the Harold and Jean Miner South Extension Center Fall Job Fair on Thursday, November 15th, 2019. This fair was held at the Kankakee Community College's Harold and Jean Miner South Extension Center and took place from 10:00 a.m. to 12:00 p.m. Mr. Milner interviewed five (5) prospective candidates. Two (2) were White males and three (3) were White females.

4. ONU INTERNSHIP & JOB FAIR

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC attended the ONU Internship & Job Fair on Friday, February 22nd, 2019. This fair was held at Olivet Nazarene University's Chalfant Hall and took place from 10:00 a.m. to 1:00 p.m. Mr. Milner interviewed five (5) prospective candidates. Four (4) were White females and one (1) was a Black male.

5. KCC SPRING JOB FAIR

Mr. Mike Ruble, Sales Representative at Milner Media Partners, LLC, attended the Kankakee Community College Spring Job Fair Thursday, April 4th, 2019. This fair was held at Kankakee Community College's Atrium and took place from 9:00 a.m. to 12:00 p.m. Mr. Ruble interviewed seven (7) prospective candidates. Three (3) were White females, two (2) were Black females, and two (2) were White males.

6. 2nd ANNUAL JASPER & NEWTON COUNTY JOB FAIR

Mr. Mike Ruble, Sales Representative at Milner Media Partners, LLC, attended the 2nd Annual Jasper & Newton County Job Fair Wednesday, May 1st, 2019. This fair was held at Jasper County Fairgrounds and took place from 2:00 p.m. to 4:00 p.m. Mr. Ruble interviewed two (2) prospective candidates. Two (2) were White males.



d. Hosted Job Fair

Mr. Tim Milner, President and General Manager of our employment unit of Milner Media Partners, LLC hosted a local job fair. Potential candidates were invited to the studio via radio advertisements to interview with Mr. Milner. Milner Media's job fair gave individuals more information on opportunities with the organization. Such opportunities include broadcasting, marketing, or office careers. All resumes are on file in our EEO file.

1. MILNER MEDIA JOB FAIR

Mr. Tim Milner, President and General Manager of Milner Media Partners, LLC hosted a job fair on May 13th, 2019. The fair was held at the Milner Media Studios and took place from 11:00 a.m. – 2:00 p.m. Mr. Milner interviewed two (2) prospective candidates. Two (2) were White males.

