

## 2021 ANNUAL EEO PUBLIC FILE REPORT

**Period Covered by this Report ("Period"):** August 1, 2020, through July 31, 2021.

**Call signs of stations comprising the reporting Station Employment Unit:**  
**WIUM(FM)/WIUW(FM)**

### **I. Full-time vacancies filled during period:**

WIUM/WIUW filled one position during this period: Southeast Iowa News Reporter (Media Writer/Producer/Announcer I).

### **II. Each recruitment or referral source used to seek candidates for the vacancies:**

#### Southeast Iowa News Reporter

A regional search was conducted twice. The first search, which began in March 2020, was for a Broadcast Program Assistant; this was a failed search. The position was then reclassified (according to WIU Civil Service regulations) to Media Writer/Producer/Announcer I in September 2020. In both instances, the vacancy was advertised with the following sources:

Recruitment Source (RS) Information (including contact information if available)	RS Entitled to Vacancy Notification? (Yes/No)	Referred Person Hired? (Yes/No)
WIU website 1 University Circle, Macomb, IL 61455 Human Resources	No	No
Tri States Public Radio social media 1 University Circle, Macomb, IL 61455	No	No
NAB	No	No
McDonough County Voice (Macomb, IL) www.mcdonoughvoice.com	No	No
The Daily Gate City (Keokuk, IA) 1016 Main Street, Keokuk, IA, 52632	No	No
The Daily Democrat (Ft. Madison, IA) 1226 Avenue H, Fort Madison, IA 52627	No	No
The Burlington Hawkeye (Burlington, IA) www.thehawkeye.com	No	Yes

In addition, 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 the station at 800-895-2912."*

**III. Total number of persons interviewed for all full-time vacancies filled during period: 1**

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

Recruitment Source (RS)	No. of Interviewees Referred by RS over 12-month period
WIU website	0
Tri States Public Radio social media	0
NAB	0
McDonough County Voice (Macomb, IL)	0
The Daily Gate City (Keokuk, IA)	0
The Daily Democrat (Ft. Madison, IA)	0
The Burlington Hawkeye (Burlington, IA)	1
Publicmediajobs.com (including social media)	0
WomenAndHigherEd.com	0
Illinois.gov	0
VeteransinHigherEd.com	0
BlackInHigherEd.com	0
HispanicsInHigherEd.com	0
NativeAmericansinHigherEd.com	0
AsiansInHigherEd.com	0
LGBTinHigherEd.com	0
HigherEdJobs.com	0
Indeed.com	0
DisabledInHigherEd.com	0
Total:	1

**V. Outreach activities during period:**

**Haddock Scholarship:** WIUM/WIUW established the E.C. "Tug" Haddock Scholarship in 1985 and awards funds annually to a student employee or student employees who best exemplifies on-the-job characteristics including cooperation, punctuality, leadership, positive attitude, narrative quality, technical ability, and attention to detail. The scholarship is named for Elmer "Tug" Haddock, a former General Manager of the station who mentored hundreds of broadcasters. During this period, one \$3,200 scholarship was awarded to a broadcasting major who has worked both at WIUM/WIUW and at the station's radio reading service for the visually impaired.

**Talent Grant/Tuition Waiver Awards and Student Payroll:** WIUM/WIUW awards Talent Grant and Tuition Waiver stipends to full-time Western Illinois University 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 Audio Information Service. Recipients of these 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. In addition to Talent Grants and Tuition Waivers, WIUM/WIUW and the subcarrier Radio Information Service employ additional full-time Western Illinois University students as hourly employees paid from grants and other funds in similar roles. A total of 10 Western Illinois University students were employed during the period in these positions. In a normal year, this number is 12-15; many students were away from campus during the reporting period due to COVID-19.

### **Speaking Engagements/Tours**

WIUM/WIUW regularly welcomes Western Illinois University students for tours and its news staff routinely speak to journalism and broadcasting classes about student employment opportunities, careers in the journalism industry, and specific news stories covered. This did not occur during the reporting period due to COVID-19.

WIUM/WIUW's subcarrier Audio Information Services Coordinator typically presents to journalism, broadcasting and theatre voice performance classes describing services available through AIS, technology issues and employment opportunities (student employees specifically recruited). Again, these presentations were put on hold due to COVID-19.

### **COVID-19 Programming**

WIUM/WIUW served as a regional Covid Information Center, both broadcast and online. Much of the news coverage during the period covered the spread of the virus, scientific updates, local school/business/other closures and regulations, as well as up-to-date vaccination information. A section of the website ([tspr.org](http://tspr.org)) was dedicated to local news, updates and announcements.

In lieu of live performances, WIUM/WIUW partnered with Knox College in Galesburg, IL, to broadcast two holiday radio plays (Halloween and Christmas) and live streamed three performances by the Knox Galesburg Symphony during the period. Our News Director hosted an online "Collective Gratitude" forum with the Western Illinois Museum in January of 2021.