

# 2009 ANNUAL EEO PUBLIC FILE REPORT

**Period Covered by this Report ("Period"): August 1, 2008 through July 31, 2009**  
**Call signs of stations comprising the reporting Station Employment Unit: WIUM and WIUW**

**I. Full-time vacancies filled during period: 1 (Production Supervisor)**

**II. Each recruitment or referral source ("source") used to seek candidates for each vacancy**

The position announcement was submitted for publication in Campus Connection, on the Western Illinois University website, and distributed to electronic job listings at Public Radio in Mid America, the Corporation for Public Broadcasting, and the Illinois News Broadcasters Association. The position description was also forwarded to other public radio stations in Illinois and surrounding states, and to the minority recruitment sources included in the list below. Classified ads appeared in the *Macomb Journal*, the *Burlington Hawkeye* and the *Keokuk Daily Gate City*.

**III. Total number of persons interviewed for all full-time vacancies filled during period: 3**

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

**Western Illinois University website - 2**  
**Word of Mouth - 1**

The source for the person hired for Production Supervisor was word of mouth.

**V. Outreach activities during period**

Haddock Scholarship: WIUM/WIUW established the Haddock Scholarship in 1985 and awards funds annually to a student or students with an interest in radio broadcasting. The Haddock Scholarship is awarded during fall semester (October of each year) and two scholarships were awarded in October 2008: \$500 to Alex Heuer, who served as a student general assignment reporter for WIUM/WIUW, and \$500 to Hannah Logan, who served as an automation producer.

Talent Grant/Tuition Waiver Awards and Student Payroll: WIUM/WIUW awards talent grant and tuition waiver stipends to 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 Radio Information Service. Recipients of grant and waiver 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 development/outreach and programming assistants. Grant and waiver awards and student payroll for the period exceeded \$75,000.

Fellheimer Internship: The Radio Information Service of WIUM/WIUW administers the Fellheimer Internship annually. The Fellheimer Intern assists in community awareness and outreach efforts to potential listeners and volunteers. This includes contacts with churches, health service organizations, senior centers and resident care facilities. The intern addresses regional social service organizations, visits with potential RIS listeners, demonstrates the use of RIS subcarrier receivers, gathers input concerning programming needs of persons who are print disabled, and aids RIS staff in implementing programming to meet those needs.

Work Study Community Service Graduate Assistantships: During the period August 1, 2008 through July 31, 2009 the station provided 4 graduate assistantships under the federal work study community service program.

Illinois News Broadcasters Association "Road Shows": Each semester (twice annually), the WIUM/WIUW News staff organizes the Illinois News Broadcasters Association (INBA) Road Show. News Directors and other broadcasters visit campus classrooms to discuss the business of broadcast journalism, critique student tapes, and encourage participation in professional organizations such as the INBA.

WIUM/WIUW encourages its student reporters to join the INBA, attend its conferences, and apply for INBA scholarships and awards. During the current EEO reporting period, student reporters Nick Wilkens and Alex Heuer (who both graduated in December 2008) picked up five awards in the student competition sponsored by the Illinois News Broadcasters Association.

Alex Heuer won 1<sup>st</sup> Place for Soft Radio Program and another 1<sup>st</sup> Place award for Use of Sound. He earned two second place awards as well, in the categories of Radio Newscast and Radio News Reporting. Alex now works as a reporter for Iowa Public Radio.

Nick Wilkens won first place for Radio News Reporting for a compilation of stories he did while working at WIUM/WIUW. Nick is now employed as News Director for station KCII, Washington, Iowa.

**Recruitment sources routinely notified of vacancies when they occur include the following:**

Western Illinois University Office of Occupational Information and Placement

Western Illinois University Campus Connection Newsletter

Electronic postings:

<http://stations.cpb.org/jobline> (Corporation for Public Broadcasting)

<http://www.sbe.org/jobline.html> (Society of Broadcast Engineers jobline)

NPR Pubtech discussion list

<http://www.mediacasting.com/submit/html> (Mediacasting.com)

<http://www.webcom/radioweb/jobsadd.html> (Radioweb)

<http://www.brsradio.com/classifieds/jobform.html> (BRS Radio)

<http://www.beradio.com> (weekly newsletter and electronic classifieds )

<http://higherjobs.com>

<http://www.tristatesradio.com>

<http://www.npr.org/about/jobs/jobopps/index.html> (National Public Radio)

<http://www.amppr.org> (Association of Music Personnel in Public Radio)

<http://www.prima.org> (Public Radio in Mid America)

Journalists of Color

Anna Lopez, Director

1601 North Kent Street, Suite 1003

Arlington, VA 22209

Asian American Journalists Association

Rene Astudillo, Executive Director

1182 Market Street, Suite 320

San Francisco, CA 94102

The National Association of Hispanic Journalists

1000 National Press Building

529 14<sup>th</sup> Street, NW

Washington, DC 20045-2001

Radio-Television News Directors Association

Noreen Welle, Director of Marketing and Communications

1600 K Street NW, Suite 700

Washington, DC 20006

American Women in Radio and Television

8405 Greensboro Drive, Suite 800

McLean, VA 22102

National Association of Blacks in Public Broadcasting  
PO Box 73617  
Washington, DC 20009

National Association of Black Journalists  
8701-A Adelphi Road  
Adelphi, MD 20783-1716

Other public radio stations licensed to state universities in Illinois.

Regional newspapers: *Burlington Hawkeye, Ft. Madison Democrat, Quincy Herald Whig, Rock Island Argus, Springfield State Journal Register, Peoria Journal Star, Macomb Journal*

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 Dorie Vallillo at 800-895-2912."*