

2021 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, 2020 through July 31, 2021. (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
2021 Annual EEO Public File Report
WSMI, WSMI-FM, WAOX

Covering the Period from August 1, 2020 to July 31, 2021.
Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

Section 1: Vacancy Information

One new full-time position to add a management level staff member was listed during the August 1, 2020 to July 31, 2021 period. Two candidates were interviewed for the management position and the recruitment source utilized by the candidate hired for the position was Indeed.

A vacancy in advertising sales and marketing remains open.

Appendix 2 to

2021 Annual EEO Public File Report

WSMI, WSMI-FM, WAOX

Covering the Period from August 1, 2020 to July 31, 2021

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

Section 2: Recruitment Source Information

One full-time job opening was filled during the period August 1, 2020 to July 31, 2021.

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
Bradley University Smith Career Center 1501 West Bradley Ave Peoria, IL 61625 309-677-2515	0	Account Executive
Broadcast Center Placement Director 2360 Hampton St. Louis, MO 63139 (Fax) 314-647-1575 314-647-8181	0	
Brown College 1440 Northland Drive Mendota Heights, MN 55120 651-905-3400 (Fax) 651-905-3550	0	
Eastern Illinois University Career Services 1300 Human Services Bld. 600 Lincoln Avenue Charleston, IL 61920-3099 217-581-2412	0	Station Manager

<p>Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918</p> <p>217-793-2636</p>	<p>0</p>	<p>Account Executive Station Manager</p>
<p>Illinois News Reporters Association c/o WIUM-FM News 1 University Circle Macomb, IL 61455</p>	<p>0</p>	
<p>Illinois State University Career Center Campus Box 2520 Normal, IL 61790</p> <p>309-438-2200</p>	<p>0</p>	
<p>Iowa Wesleyan 601 North Main Mt. Pleasant, Iowa 52641</p> <p>319-385-6375 (Fax) 319-385-6296</p>	<p>0</p>	
<p>Job Fairs</p>	<p>0</p>	
<p>Lakeland College Career Services 5001 Lake Land Blvd. Mattoon, IL 61938</p> <p>217-234-5288 (fax) 217-234-5417</p>	<p>0</p>	<p>Account Executive</p>

<p>Lewis & Clark Community College 5800 Godfrey Road Baldwin Room 2418 Godfrey, IL 62035</p> <p>618-468-4940 Career Services 618-468-5500 800-642-1794</p>	<p>0</p>	<p>Account Executive</p>
<p>Lincoln Land Community College 5250 Shepherd Road Springfield, IL 62702</p> <p>800-727-4161</p>	<p>0</p>	
<p>National Association of Farm Broadcasting 1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079</p> <p>816-431-4032</p>	<p>0</p>	
<p>North Central College Career Services 30 North Brainard St. Naperville, IL 60540</p> <p>630-637-5142 (fax) 630-637.5146</p>	<p>0</p>	
<p>Northland Technical College 1101 Highway 1 East Thief River Falls, MN 56701</p> <p>218-683-8560 (Fax) 218-681-0774</p>	<p>0</p>	
<p>Ohio & Illinois Centers For Broadcasting 55 W. 22nd St. Ste 240 Lombard, IL 60148</p> <p>(FAX) 630-916.1764</p>	<p>0</p>	

<p>Job Center 11006 Airport Trail Litchfield, IL 62056</p> <p>Illinois Job Bank</p> <p>217-324-2138 (fax) 217-324-2793</p>	0	Account Executive Station Manager
<p>Word of Mouth / Staff Referrals/ Internal Job Posting</p>	0	Account Executive Station Manager
<p>Quincy College 1800 College Ave Quincy, IL 62301</p> <p>(FAX)217-228-5649 217- 228-5240</p>	0	
Indeed	2 - Manager	
<p>NAFB National Association of Farm Broadcasters</p> <p>816-431-4032 816-431-4087 (fax)</p>	0	
<p>Southern Illinois University Carbondale Career Services Woody Hall B204 900 S. Normal Ave. Carbondale, IL 62901-4703</p> <p>618-453-2391</p>	0	Account Executive Station Manager
<p>Southern Illinois University Edwardsville Career Development Center Campus Box 1620 Edwardsville, IL 62026 Cougar Jobline 618-650-3708 618-650-3656</p>	0	Account Executive

University of Illinois Springfield UIS Career Services SAB, Room 50 1 University Plaza Springfield, IL 62703-5407 217-206-6508 (fax) 217-206-7544	0	
Vincennes University 1200 N. 2 nd Steet Vincennes, IN 47591 812-888-4135 (FAX) 812-882-2237 Career & Employer Relations 812-888-4501	0	
Wabash Valley College (Eastern IL Community Colleges) 2200 College Drive Mt. Carmel, IL 62863 618-262-8641 (FAX) 618262-8641	0	
Western Illinois University Sherman Hall 116 1 University Circle Macomb, IL 61455 (FAX) 309-298-2838 309-298-1838	0	Station Manager
Station website(s)	0	Account Executive Station Manager
On air ads broadcast on WSMI AM, WSMI-FM &/or WAOX	0	

*Indicates sources that have requested notification of job openings.

Appendix 3 to
2021 Annual EEO Public File Report
WSMI, WSMI-FM, WAOX

Covering the Period from August 1, 2020 to July 31, 2021
Stations Comprising Station Employment Unit: WSMI, WSMI-FM, WAOX

.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.

Due to the lack of in person job fairs during the Covid pandemic, our employment units hosted an on line Job Fair on our websites beginning in July 2020 and running in August 2021.

The Illinois Job Bank was utilized to disseminate our job openings.