



EEO Public File Report

August 1, 2012 to July 31, 2013

WVIK has had no full time vacancies in this period. Therefore, there are no recruitment sources or number of applicants to report.

A handwritten signature in black ink, appearing to read "Jay Pearce", written over a horizontal line.

7/31/13

Jay Pearce, General Manager

Date

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC's rules.

1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

- Jay Pearce attend the Illinois Public Broadcasters Council retreat in Peoria, IL on August 16-17, 2012
- Mary McNeil attended a DEI webinar "Identify your best underwriters with a smart category strategy" September 27th, 2012.
- Jay Pearce attended the Augustana College Goal Setting Training And Performance Appraisal Preview, October 26th, 2012
- Colleen Sibthorp attend a DEI webinar "Kick off the New Year: Managing Your Time and Priorities" on January 8th, 2013.
- Colleen Sibthorp attended Time Clock Plus Manager Training on January 21, 2013.
- Jay Pearce, Mary McNeil and Colleen Sibthorp attended the Development Exchange Halo Effect Webinar on February 28th, 2013
- Colleen Sibthorp attended a webinar "New User Orientation for Organizations with Parents on March 5, 2013.

- Mary McNeil attended the Performance Appraisal Preview training session on March 19th, 2013.
- Mary McNeil attended the Augustana College Blue and Gold Certification workshops on Feb 28th, 2013 – Beginning Word, March 12 - Intermediate Word, March 14 – Intermediate Word, April 30th, 2013 – Beginning Excel, May 9th, 2013 – Intermediate Excel.
- Mary McNeil attended the DEI webinar “2013 Underwriting Category Initiative: Retail” on April 10th, 2013.
- Jay Pearce and David Garner attended the 2013 NAB Show in Las Vegas held April 6-11th, 2013.
- Jay Pearce and Michelle O’Neil attended the Illinois News Broadcasters Conference held April 19th-20th, 2013.
- Herb Trix attended the Iowa Broadcast News Association Spring Convention on April 20th, 2013.
- David Garner attended a training on May 1, 2013, Nautel NV Series Advance User Interface Software Update
- David Garner attended training on May 3, 2013 for ENCO: Automation Product Walkthrough
- Michelle O’Neil attend Investigative Reporting and Editors Training, June 4-5 2013.
- Jennifer Blohm attended the Great Public Media conference in Atlanta, July 11-13th, 2013.

2. Establishment fo Internship Program to Assist Members of Community in Acquiring Broadcast Employment Skills:

April 1st 2013 to present– Provides direct exposure to broadcast journalism environments by providing paid internships for area college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.



Jay Pearce, General Manager

7/29/13

Date