A. Recruitment Sources Used to Refer Interviewees For Each Full-Time Vacancy Filled During the Past Year (A complete list of all recruitment sources is found at the end of this report.): Associate Director of Finance & Administration Position Filled

<table>
<thead>
<tr>
<th>SOURCE</th>
<th>CONTACT</th>
<th>ADDRESS</th>
<th>PHONE</th>
<th>INTERVIEWEE HIRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporation for Public Broadcasting</td>
<td>Alicia Schosinski <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a></td>
<td>401 Ninth Street, NW Washington, DC 20004-2129</td>
<td>Ph: (202) 879-9686 Fax: (202) 879-9700</td>
<td>Yes (1) *3 candidates were interviewed and 1 white female hired</td>
</tr>
</tbody>
</table>

1. **Job Title:** Associate Director of Finance & Admin.  
   **Date Filled:** October 22, 2018

2. **Job Title:** Broadcasting Engineer  
   **Source is the Human Resources at SIUC**  
   **Date Filled:** January 6, 2019  
   1 candidate was interviewed and 1 white male hired

3. **Job Title:** TV Program / Operations Coordinator  
   **Source is the Human Resources at SIUC**  
   **Date Filled:** January 16, 2019  
   1 candidate interviewed and 1 white male hired

4. **Job Title:** Media Writer / Producer / Announcer  
   **Source is the Human Resources at SIUC**  
   **Date Filled:** January 16, 2019  
   1 candidate interviewed and 1 white male hired

5. **Job Title:** Media Writer / Producer / Announcer  
   **Source is the Human Resources at SIUC**  
   **Date Filled:** January 16, 2019  
   1 candidate interviewed and 1 white female hired

6. **Job Title:** Broadcasting Engineer  
   **Source is the Human Resources at SIUC**  
   **Date Filled:** June 24, 2019  
   2 candidates were interviewed and 1 white male hired

WSIU positions were filled during the reporting period: One (1) Administrative Professional hire for this period: Associate Director of Finance & Admin; Five (5) Civil Service Positions: Broadcasting Engineers (2), TV Program/Operations Coordinator (1), Media Writer/Producer/Announcer (2).
When WSIU makes a hire, each position is handled according to Illinois statute and rules for recruitment.

*Civil Service positions when filled for the period:
There are civil service positions and promotional lines within Southern Illinois University-Carbondale. The promotional requirements are governed by Illinois State Law ACT, Statute, 110ILCS 70 House Bill 831. The persons hired tested for the positions and were on the SIU hire list. All candidates hired during the reporting period were new to the hire list, and all positions were added due to the SIU Board of Trustees’ November 1, 2018 acquisition of three television stations previously licensed to Network Knowledge. Licensed to the Board of Trustees of SIU.

*“ACT 70. STATE UNIVERSITIES, CIVIL SERVICE ACT
Illinois Compiled Statutes, 110 ILCS 70House Bill 831 was passed by the 67th General Assembly and became law on January 1, 1952. The State Universities Civil Service System now covers all staff employees. 70/36j. Promotions
36j. Promotions. The Merit Board shall by rules provide for promotions on the basis of ability and experience and seniority in service and examination and to provide in all cases where it is practicable that vacancies will be filled by promotion. The Merit Board shall by rule fix lines of promotion from such several offices and places to superior offices or places in all cases where, in the judgment of the Merit Board, the duties of such several positions directly tend to fit the incumbent for a superior position.

Employees promoted in the promotional line shall have their seniority for the highest position held on the basis of length of service in that classification. For the next lower classification the employee may add his seniority in the higher classification to that in the lower to determine seniority in the lower classification.

Whenever a superior position in the promotional line in the classified civil service under the University System is to be filled, the Director shall certify to the employer, in the order of their seniority, the names and addresses of the three persons standing highest upon the promotional register for the class or grade to which said position belongs. The employer shall appoint one of the three persons whose names were certified by the Director. Sex shall be disregarded except when the nature of the position requires otherwise. Appointments to superior positions in the promotional line shall be on probation for a period of no less than 6 months and no longer than 12 months for each class of positions in the classification plan, the length of the probationary period having been determined by the Director. Persons so appointed may be demoted at any time during the period of probation, if, in the opinion of the employer, they have failed to demonstrate the ability and the qualifications necessary to furnish satisfactory service, but shall not be discharged from the superior position if they have previously completed a probationary period in an inferior position in the promotional line.
B. Outreach Activities during period

1. Hosting of four job fairs by station personnel who have substantial responsibility in hiring decisions.
   a. **Fall 2018 Saluki Student Job Fair, Southern Illinois University, Carbondale, Illinois, August 22, 2018.**
      Event Contact: Sheila Colombo, Employer Relations Coordinator, Career Development Center, Mail Code 4703, Carbondale, IL 62901, 618-453-1045.
      WSIU Staff in Attendance: Susan Coloni, WSIU Administrative Assistant.
   b. **Fall 2018 Student Employment RSO/Volunteer Fair, Southern Illinois University Carbondale, Illinois, August 25, 2018.**
      Event Contact: Sarah Marbes, Coordinator, SIU Center for Service Learning & Volunteerism, Carbondale, IL 62901, 618-453-7520.
      WSIU Staff in Attendance: Jeff Williams, Associate Director of Radio Operations, and Kevin Boucher, Radio Producer/Announcer.
   c. **Spring 2019 Student Employment RSO/Volunteer Fair, Southern Illinois University Carbondale, Illinois, January 30, 2019.**
      Event Contact: Sarah Marbes, Coordinator, SIU Center for Service Learning & Volunteerism, Carbondale, IL 62901, 618-453-7520.
      WSIU Staff in Attendance: Jeff Williams, Associate Director of Radio Operations, and Kevin Boucher, Radio Producer/Announcer.
   d. **The Greater Springfield Chamber Job Fair, Crowne Plaza Springfield Convention Center, Springfield, Illinois, April 9, 2019.**
      WSIU Staff in Attendance: Susan Coloni, WSIU Administrative Assistant.

2. Participated in scholarship programs directed at students desiring to pursue a career in broadcasting - Student scholarship and awards: O’Brian Award, TV Student of the Year Award, FM Student of the Year Award, and Overall Broadcast Student of the Year Award; and Graduate Assistantships, Undergraduate Assistantships, and Internships for students in TV & FM Production, TV & FM Master Control, Post Production, TV News, FM News, Programming, Promotions, Fundraising and Accounting.

3. Established training and mentoring programs relating to career opportunities in broadcasting sponsored by educational institutions. Station staff provide training and mentoring support for students in the College of Mass Communications & Media Arts, School of Business, and College of Liberal Arts, Education at Southern Illinois University.

4. Provide staff opportunities to attend professional development conferences and seminars for those interested in improving job-related performance. The Stations provided paid leave time and conference expenses. The Stations also provide time for staff to further their education at the University by allowing staff to attend classes to
obtain higher education degrees such as bachelors, masters and doctorates. The development and education are designed to enable Station personnel to acquire skills that could qualify them for higher level positions at the Stations.

5. Participated in all events and programs during the reporting period sponsored by the College relating to career opportunities in broadcasting, because the Station licenses are held by the Board of Trustees of Southern Illinois University, and WSIU Public Broadcasting is a department of the College of Mass Communications and Media Arts.

6. Provided management personnel with training opportunities as methods of ensuring equal employment opportunity and preventing discrimination. WSIU staff have access to the diversity committee events established at the University to encourage discussions regarding diversity for both students and staff.
## C. COMPLETE LIST OF RECRUITMENT SOURCES USED TO FILL FULL-TIME ADMINISTRATIVE PROFESSIONAL VACANCIES DURING ALL REPORTING PERIODS

<table>
<thead>
<tr>
<th>Recruitment Source’s Name</th>
<th>Name of Contact</th>
<th>Address</th>
<th>Phone Number &amp; Fax</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American Public Telecommunications</td>
<td>Shirley Snever</td>
<td>1800 N 33rd Street Lincoln, NE 68503-1409</td>
<td>Ph: (402) 472-3522 Fax: (402) 472-8675</td>
</tr>
<tr>
<td>Asian American Journalist Association</td>
<td>Kathy Chow</td>
<td>5 Third Street, Suite 1108 San Francisco, CA 94103</td>
<td>Ph: (415)346-2051 Fax: (415)346-6343</td>
</tr>
<tr>
<td>South Asian Journalists Association</td>
<td>Sharaf Mowjood</td>
<td>Columbia Graduate School 2950 Broadway New York, NY 10027</td>
<td>Ph: (212) 854-5079 Fax: (212) 854-7837</td>
</tr>
<tr>
<td>National Lesbian &amp;Gay Journalists’ Association</td>
<td>Lynette Spencer</td>
<td>2120 L St NW Suite 850 Washington, DC 20037</td>
<td>Ph: (202) 588-9888 Fax: None</td>
</tr>
<tr>
<td>National Hispanic Media Coalition</td>
<td>Jenna Badillo</td>
<td>55 South Grand Avenue Pasadena, CA 91105</td>
<td>Ph: (626) 792-6462 Fax:(626) 792-6051</td>
</tr>
<tr>
<td>American Women in Radio &amp; Television</td>
<td>Maria E. Brennan</td>
<td>1420 N Street NW Washington, DC 20005</td>
<td>Ph: (202) 234-0280 Fax: None</td>
</tr>
<tr>
<td>National Public Radio Job Line</td>
<td>D. Gatewood</td>
<td>635 Massachusetts Ave, NW Washington, DC 20001</td>
<td>Ph: (202) 377-4202 Fax: (208) 377-4202</td>
</tr>
<tr>
<td>Illinois News Broadcaster’s Association</td>
<td>Bob Roberts, <a href="mailto:borowmaq@aol.com">borowmaq@aol.com</a></td>
<td>INBA #1 University Circle Macomb, IL 61455</td>
<td><a href="http://www.inba.net/job">www.inba.net/job</a></td>
</tr>
<tr>
<td>National Association of Black Journalists</td>
<td>Darryl Matthews, Sr. Executive Director</td>
<td>1100 Knight Hall, Suite 3100 College Park, Maryland 20742 <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a></td>
<td>Ph: (626) 792-3846 Fax: (301) 314-1714</td>
</tr>
<tr>
<td>Association for Women in Communications</td>
<td>Pat Troy</td>
<td>780 Ritchie Highway, Suite 28-S Severna Park, MD 21146</td>
<td>Ph: (410) 544-7442 Fax: (410) 544-4640</td>
</tr>
<tr>
<td>Greater Public Media</td>
<td>Joyce MacDonald, President <a href="http://www.greaterpublic.org/jobs">www.greaterpublic.org/jobs</a></td>
<td>401 North 3rd Street, Suite 601 Minneapolis, MN 55401</td>
<td>(800) 454-2314</td>
</tr>
<tr>
<td>WSIU Public Broadcasting Website &amp; Posted in Office</td>
<td>Delores Kerstein Wsiu.org</td>
<td>1003 Communications Bldg Mail Code 6602 Southern Illinois University Carbondale, IL 62901</td>
<td>Ph: (618) 453-4344 Fax: (618) 453-6186</td>
</tr>
<tr>
<td>Corporation for Public Broadcasting</td>
<td>Alicia Schosinski <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a></td>
<td>401 Ninth Street, NW Washington, DC 20004-2129</td>
<td>Ph: (202) 879-9686 Fax: (202) 879-9790</td>
</tr>
<tr>
<td>Current PBS Magazine</td>
<td>Emily Lowrey <a href="https://jobs.current.org">https://jobs.current.org</a></td>
<td>6930 Carroll Ave, Suite 350 Takoma Park, MD 20912</td>
<td>Ph: 301-270-7240 Ext 38 Fax: 301-270-7241</td>
</tr>
<tr>
<td>SIUC’s Administrative &amp; Professional Employment Website</td>
<td>Ashley Followell</td>
<td>Affirmative Action Office Davies 155 Carbondale, IL 62901</td>
<td>Ph: (618) 536-6618 Fax: (618) 453-1394</td>
</tr>
<tr>
<td>Southern Illinoisan Newspaper For joint adv at SIU</td>
<td>Lori Foster</td>
<td>Anthony Hall Room 214, Mail Code 4315, SIU, Carbondale, IL 62901</td>
<td>Ph: 618-453-6671 Fax: 618453-3747</td>
</tr>
</tbody>
</table>