

Annual EEO Public File Report
WBIG-AM Aurora, Illinois
August 1, 2020

The purpose of the EEO Public File Report (“report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule.

The information contained in this report for WBIG-AM (the “station”) covers the time period beginning 8/1/19 to and including 7/31/20 (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 during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
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 conjunction 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.

For the 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.

Appendix 1 to Annual EEO Public File Report
WBIG-AM Aurora, Illinois
Covering the period from 8/1/19 to 7/31/20

Full-time vacancies filled during the hiring period:

WBIG did not fill any full-time vacancies during this hiring period.

Appendix 2 to Annual EEO Public File Report
WBIG-AM Aurora, Illinois
Covering the period from 8/1/19 to 7/31/20

Recruitment source information

No full-time vacancies were filled during the Reporting Period; therefore no recruitment sources are applicable. When recruiting for candidates, WBIG does utilize the following resources:

Wheaton College Career Services	501 College Avenue, Wheaton IL 60187
College of DuPage Career Services	425 Fawell Blvd, Glen Ellyn IL 60137
Lewis University Career Services	One University Parkway, Romeoville IL 60446
North Central College Career Services	30 N. Brainard Street, Naperville IL 60540
Illinois Media School	455 Eisenhower Lane, Lombard IL 60148
WBIG Internal Postings	620 N. Eola Road, Aurora IL 60502
WBIG On-Air Announcements	AM 1280 WBIG
WBIG Website listing	wbig1280.com
Illinois Skills Match	260 East Indian Trail, Aurora, IL 60505
Aurora Hispanic Chamber of Commerce	54 W Downer Place, Aurora IL 60506
Waubonsee Community College Career Services	Waubonsee Drive, Sugar Grove IL 60554
All Access web site	289955 Pacific Coast Hwy, Malibu CA
QuadCounty AfricanAmerican Chamber Jobs	43 W. Galena Blvd, Aurora IL 60506
Craigslist web site	Chicago.Craigslist.org
Elmhurst College Career Services	190 S. Prospect Avenue, Elmhurst, IL 60126
Benedictine University Employer Services	5700 College Road, Lisle IL 60532
National Latino Education Institute	2011 W. Pershing Rd, Chicago IL 60609
Illinois Broadcasters Association	200 Missouri Avenue, Carterville IL 62918
Elgin Community College Job Fair	1700 Spartan Drive, Elgin IL 60123
Aurora University Career Services	347 S. Gladstone Ave, Aurora IL 60506
Joliet Junior College Careers	1215 Houbolt Road, Joliet IL 60431
Indeed Job Site	indeed.com

Appendix 3 to Annual EEO Public File Report
WBIG-AM Aurora, Illinois
Covering the period from 8/1/19 to 7/31/20

Supplemental (non-vacancy specific) recruitment activities undertaken by WBIG-AM

Internship program:

WBIG continues to expand its internship program through partnerships with local schools and universities, including North Central College, Illinois Media School, Northern Illinois University, Illinois State University, the University of Illinois and the College of DuPage. During the reporting period, five students participated in the internship program at our stations. We work with students to provide experience within the broadcasting field. These students participated in live broadcasts, remote field setups, audio production, voiceover work, promotions, writing for our website, as well as on-air assistance.

Training program:

WBIG Radio offers training in programming, studio operations and sales to those employees who desire to qualify for a higher-level position. Specific training in audio production, on-air engineering, and sales techniques are taught to such employees. During the reporting period, one sales representative trained in on-air operations, and one board operator trained in the sales department, and one air personality trained in promotions and marketing.

Community outreach:

WBIG visits local businesses twice a week with "Road Show" events and speaks with local business leaders and members of the community about the radio station. WBIG offers tours of the radio station to youth groups and community organizations. In addition, WBIG sends a representative to meeting of the Aurora Area Chamber of Commerce. Other special events included public events where information is given about the station, including the various jobs available in the broadcast industry. Special events during the reporting period included a booth at a Kane County Cougars baseball game, and attendance at the Aurora Family Fitness Fun Fair.

EEO education:

WBIG employees in a position to hire receive education and information about EEO policies, and are encouraged to support diversity in the broadcast media.