

2023-2024 ANNUAL EEO PUBLIC FILE REPORT

Robbins-Treat Resources, LLC

Stations and Communities of License:	WMOI(FM), Monmouth, IL WRAM(AM), Monmouth, IL
Reporting Period:	August 1, 2023 - July 31, 2024
No. of Full-time Employees:	5 – 10
Small Market Exemption:	Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The licensee provides an opportunity for students both in High School and College to participate in an on-going internship program. Internships are tailored to adjust to the interest level of the student, supervisor and assisting organization.

Internships Include:

- Programming
- Sports Broadcasting and Journalism
- Website Development and Content Management
- Traditional News Writing and Conducting Interviews
- Videography and Editing
- Copywriting
- Public Relations
- Bi-lingual Content Creation
- Other available upon request

During the Fall 2023 and Spring 2024 Semesters, WMOI/WRAM hosted an intern each semester from Monmouth College. An intern also was hosted during the Fall 2023 Semester from Monmouth-Roseville High School.

Sponsored events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

On March 9, 2024, WMOI/WRAM hosted the Merit Badge University on Journalism and Broadcasting for the local Boy Scout's Troop through Monmouth College's program at the radio station. Scouts were taught about journalism, news and interviews. All Scouts were able to conduct their own on-air interviews and write up a story on their subject.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

As of July 23, 2024, all full-time staff completed annual Sexual Harassment Prevention Training.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
	Sales Lead	WMOI/WRAM Website

Commented [DS1]: Please provide specific date of hire (first date on the job).

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	4
WMOI/WRAM Website	1

Commented [DS2]: Please confirm whether all 4 Indeed applicants were interviewed.

Commented [BD3]: Did we interview more than one candidate who learned about the vacancy from the station website?

RECRUITING SOURCES USED

The following sources were contacted for the full-time openings:

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	POSITION
National Association of Farm Broadcasters	N	1100 Platte Falls Road P.O. Box 500 Platte City, MO 64079	info@nafb.com	Sales Lead
RFD Radio Network/Illinois	N	Illinois Agricultural Association	DeLoss Jahnke	Sales Lead

Commented [DS4]: Please confirm whether other recruiting sources were used or if posting was limited to Indeed, Carl Sandburg College, Monmouth College, and the WMOI/WRAM website. Also, for each Recruitment Source that was in fact used, did it yield any interviewees?

Farm Bureau		P.O. Box 2901 Bloomington, IL		
Illinois Leadership Council for Agricultural Education	N	Online - https://www.ilaged.org/page.aspx?ID=4699	Glenn Nichols and Dan Swanson	Sales Lead
Maple City Area Partnership	N	100 East Broadway Monmouth, IL 61462	Stephanie Hilton	Sales Lead
Monmouth College	N	700 East Broadway Monmouth, IL 61462	Marnie Dugan	Sales Lead
Monmouth Rotary Club Service Organization	N	1451 East 3rd Ave, Monmouth, IL 61462	Amber Wood	Sales Lead
Carl Sandburg College	N	2400 Tom L. Wilson Blvd, Galesburg, IL 61401	Aaron Frey	Sales Lead
City of Monmouth	N	100 East Broadway Monmouth, IL 61462	Ken Helms, Communications Director	Sales Lead
LinkedIn	N	Online	NA	Sales Lead
Facebook	N	Online	NA	Sales Lead
Indeed	N	Online	NA	Sales Lead
WMOI/WRAM Website	N	Online - https://977wmoi.com/careers-and-internships/		Sales Lead

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.