

**NELSON ENTERPRISES, INC.
STATION EMPLOYMENT UNIT
ANNUAL EEO PUBLIC FILE REPORT
JULY 31, 2017**

Annual EEO Public File Report

This EEO Public File Report is filed in compliance with Section 73.2080©(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:

WSPY-FM	Plano, IL
WSPY-AM	Geneva, IL
WOAM-AM	Peoria, IL
WSQR-AM	Sycamore, IL
WLBK-AM	DeKalb, IL
WCSJ-AM	Morris, IL
WCSJ-FM	Morris, IL
WJDK-FM	Seneca, IL
WMNK-FM	Minooka, IL
WAED-FM	Lee, IL

The information contained in the Report covers the time period beginning August 1, 2016 to and including July 31, 2017.

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. This has been provided when available, otherwise we only supplied the information we used when we contacted the recruitment sources.
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.

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.

**Nelson Enterprises, Inc.
Station Employment Unit
Outreach Activities
July 31, 2017**

Through July 2017 Participating in job fairs by station personnel who have substantial responsibility for hiring decisions (#1)

Job Internship Fair

Nov 9 2016 7:25am-2:35pm

Yorkville High School
Yorkville IL

This event was held in the hallways of the high school. The students were able to come out in class groups and talk to the business's they were interested in learning more about. Nelson Enterprises, Inc. participated and took applications and conducted on-site interviews and talked one on one with the students about a career in the radio field.

Beth Pierre, General Manager/ Vice President represented the Stations and received resumes for sales, office/clerical, talent and internships from attendees and discussed employment opportunity at the Stations.

**Nelson Enterprises, Inc.
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Outreach Activities
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Through July 2017

Networking to inform business and professionals of career opportunities in Broadcasting (#11)

Employment Unit is a member of 5 Leads Groups. Most of the Leads Groups meet on a weekly basis with some meeting on a twice monthly basis.

The basic structure of all the groups consist of a 30 second intro and description of what is a good lead for that business. Each member must make a presentation about their business. The number of presentations per year vary with each group. Attendance and leads are recorded and there is a set criteria for each group as to what is required. Tips and referrals are also shared with members which many times consist of recruitment efforts. Each Leads Group is attended by a different staff member

Nelson Enterprises, Inc.
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Outreach Activities
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Through July 2017 Mentoring Program designed for Management Level Position (#10)

Employment Unit established a mentoring program to mentor a person for the position of station manager. The mentored employee now oversees all sales responsibilities for 2 radio stations in this employment group. The employee is instrumental in making management decisions affecting many stations operations and many hiring discussions/decisions.

The employee has traveled this year to day Management meetings involving broadcast groups to keep abreast of broadcast management issues involved with local broadcast operations, thus broadening her exposure to management ideas, techniques, and styles. Employee has shared primary responsibility in recruiting and hiring and training key staff members responsible for Station Employment Unit operational and programming functions. This year the corporate President, Treasurer & Vice President have actively worked with the employee in mentoring for Assistant Station Manager. In addition to creating and overseeing implementation of sales products and training and management of the sales staff, trainee audits incoming sales orders for accuracy and compliance with station rates and policies. Under the Mentoring Program, the employee participates in weekly Management/Operation meetings of department heads and is involved in procedure and policy making decisions. In these meetings the employee is exposed to staffing, sales, news and broadcast content, technical and engineering issues and participates in decisions to accommodate these issues.

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Job Title -	Telco Sales		
Date Filled -	6/12/2017		
		Referred Person	
Recruitment /Referral Sources:		Hired?	Interviewees Referred
Indeed	Indeed.com	yes	3
Other	Beth Pierre Vice President	no	0
Facebook	WSPY Facebook Page	no	0
Radio Ads	WSPY Beth Pierre	no	0
		total	3

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Job Title -	Sales		
Date Filled -	10/3/2016		
Recruitment /Referral Sources:		Referred Person Hired?	Interviewees Referred
Other	Beth Pierre Vice President	Yes	1
Indeed	Indeed.com	No	1
Facebook	WLBK Facebook	No	0
Sycamore Chamber	407 W State Sycamore	No	0
Radio Ads	WLBK Vickey Buckley		0
		total	2

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Job Title -	Sales		
Date Filled -	6/19/2017		
Recruitment /Referral Sources:		Referred Person Hired?	Interviewees Referred
Other	Beth Pierre Vice President	Yes	2
Indeed	Indeed.com	No	8
Facebook	WLBK Facebook	No	0
Sycamore Chamber	407 W State Sycamore	No	0
Radio Ads	WLBK Vickey Buckley	No	0
NIU	http://www.niu.edu/careerservices/	No	0
Kishwaukee College	https://www.kishwaukeecollege.edu/services-career-center/employer-services	No	0
	https://www.waubonsee.edu/experience/services/career/	No	0
Waubonsee Community College		No	0
		total	10

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Job Title -	Sales Manager		
Date Filled -	8/1/2016		
Recruitment /Referral Sources:		Referred Person	
		Hired?	# Interviewees Referred
Indeed	Indeed.com	Yes	2
IBA	IBA.com	No	0
Head Hunter	Beth Pierre Nelson Multi Media	No	8
Facebook	wspy Facebook	No	0
		Total	10

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Job Title -	News Director		
Date Filled -	12/27/2016		
Recruitment /Referral		Referred Person	
Sources:		Hired?	# Interviewees Referred
All Access	AllAccess.com	Yes	1
Indeed	Indeed.com	No	0
Facebook	wspy Facebook	No	0
Journalism jobs	Journalism Jobs.com	No	1
		Total	2

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Total Number of Persons Interviewed for All Full-Time Vacancies Filled		
During the Past Year:		27
Total Number of Interviewees Referred for All Full-Time Vacancies Filled		
During the Past Year per Recruitment/Referral Sources:		Interviewed
Head Hunter	Beth Pierre- WSPY, 1 Broadcast Center, Plano, IL 60545	8
Shaw Suburban Media - DeKalb Chronicle, MidWeek, Valley Free Press	Norm Fossmeier, Shaw Suburban Media 1586 Barber Greene Rd DeKalb, IL 60115	0
On Air Radio Announcements	Beth Pierre- WSPY, 1 Broadcast Center, Plano, IL 60545	0
WSPY Station Website	Beth Pierre- WSPY, 1 Broadcast Center, Plano, IL 60545	0
WLBK Station Website	Beth Pierre- WSPY, 1 Broadcast Center, Plano, IL 60545	0
Linkedin	Linkedin.org	0
RAB	RAB.com	0
Fox Valley Shopper	Classifieds 630-553-6616 222 S. Bridge Street, Yorkville, IL 60560	0
Record Newspapers	111 S. Water, Wilmington, IL 60481	0
Braidwood Journal	111 S. Water, Wilmington, IL 60481	0
AllAccess.com	AllAccess.com	1
NIU	http://www.niu.edu/careerservices/ https://www.kishwaukeecollege.edu/services-career-center/employer-services	0
Kishwaukee College	https://www.waubonsee.edu/experience/services/career/	0
Waubonsee Community College	https://www.waubonsee.edu/experience/services/career/	0
Facebook.com	Facebook.com \ WSPY	0
Indeed.com	Indeed.com	14
Illinois Broadcasters Association	ilba.org	0
Chicagoradiomedia.com	Chicagoradiomedia.com	0
Journalism Jobs	Journalismjobs.com	1
Other	Walk In/Employee/Client Referral	3