

2018-2019 EEO Public File Report Polnet Communication

This Equal Employment Opportunity (“EEO”) Report has been prepared on behalf of Polnet Communication and has been placed in the Polnet Communication local public inspection file. The information contained in this Report covers the time period beginning August 1, 2018, to and including July 31, 2019 (the “Applicable Period”).

The FCC’s EEO rule requires that this Report contain the following information;

- A list of Full-Time vacancies filled during the Applicable Period. (See Appendix 1);
- 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 FCC’s rules, which are to be separately identified by name , address , contact person and telephone. (See Appendix 2);
- The recruitment source that referred the hire for each Full-Time vacancy during the Applicable Period. (See Appendix 1);
- Data reflecting the total number of persons interviewed for Full-Time vacancies during the Applicable Period (See Appendix 1) and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies. (See Appendix 2).
- A list and description of outreach and recruitment initiatives undertaken by Polnet Communication pursuant to Section 73.2080(c)(2) of the FCC’s rules.(See Appendix3).

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1. VACANCY LIST

See Section II , the “Master Recruitment Source List “ (MRSL)” for recruitment source data

Job Title	Recruitment Sources (“RS”) Used To Fill Vacancy	RS Referring Hire
Receptionist	1-3-4-11-13	1
On-Air-Talent	1-4-11-12	12

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No.of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (on one or more SEU stations)	No	12
2	Job Fairs	No	0
3	The Monitor 6601 W. Irving Park Road Chicago, IL 60634 773.205.0303 info@monitorpl.com	No	7
4	Station Website Posting (on one or more SEU station websites)	No	0
5	www.infolinia.com	No	0
6	Hoy Newspaper 435 N. Michigan Ave. #22 Chicago, IL 60611 312.527.8400	No	0
7	Illinois Center for Broadcasting 455 Eisenhower Lane S Suite :200 Lombard, IL 60148 630.916.1700 www.beonair.com	No	0
8	De Paul University 1E.Jackson Blvd. Chicago, IL 60604 312.362.8000	No	0
9	Loyola University Career and Placement Center 601 N. Sheridan Rd. Chicago, Illinois 60626 773.508.2874	No	0
10	Chicago Sun-Times	No	0
11	Word-of-Mouth Referral	No	0
12	Walk-in/Self Referral	No	1
13	Polish American Association (polish.org)	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	1) Our SEU Senior Sales Rep provided advanced Sales Training that started in January 2019 to promising candidate. This all-around sales training program was designed to assist mentored participant to become a full-time salesperson. Has recently become the new Sales Manager
2	Hosted Community Event	Annually, this SEU organizes the Grand Family Fest. This is an opportunity for the community to gather to hear live entertainment, sample food and learn about job opportunities. This SEU organizes the event and hosts a table where interested individuals can learn about jobs in radio. This year the event was held on August 26, 2019.
3	Provide EEO training to management level personnel.	On February 26, 2019 - SEU Employees including the General Manager and Operations Manager attended a webinar provided by Wiley Rein. This webinar provided training on the compliance with the FCC's EEO rules and regulations.
4	Co-Sponsor Job Fair with Organizations whose Membership includes Substantial Participation by Women and Minorities	On June 2 2019- Polskie Radio On Air and Management personnel sponsored participated in presentation at the 2019 Polish American Women's Conference in Chicago. This event motivated women who share best practices about empowerment, career, personal fulfillment, and balance in life. It is a great opportunity to learn, share, discuss, connect and network in fields of business, communications, politics and entrepreneurship.
5	Establish a mentoring program for station personnel.	Starting the 3 rd Q in 2018, the Owner/president provided extensive multi-department training to an employee. After completing this training, The anticipation of advancement was successful. Employee is now In an upper management position.

6	Participate in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Starting in January 2019, Program Director assisted non air employees interested to host program, by teaching basic “on air” tips on vocalizing, program content and marketing. Anticipation of this program is to have house talent producing and hosting original programming.
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