



EEO Public File Report

August 1, 2020 to July 31, 2021

Open positions:

No open positions to report during this period.

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC's rules.

1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Pete Peterson, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, Michael Wahlmann, Marianna Bacallao, and Megan Severson completed the Corporation for Public Broadcasting's "2020 Workplace Harassment 8 Webinar" October 31, 2020.
- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Pete Peterson, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, Michael Wahlmann, and Marianna Bacallao completed Augustana College's "FERPA Basics" webinar November 30, 2020.
- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Pete Peterson, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, Michael Wahlmann, and Marianna Bacallao completed Augustana College's "Preventing Harassment and Discrimination: Non-Supervisors with Title IX/Clery Module" webinar November 30, 2020.
- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Pete Peterson, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, Michael Wahlmann, and Marianna Bacallao completed Augustana College's "CoC: Data Security" webinar November 30, 2020.
- Jared Johnson, Jay Pearce, Colleen Sibthorp, Amber Nowak, Autumn Loete, Michelle O'Neill, Herb Trix, Mindy Heusel, David Garner, participated in Grove Training from December 2020 through May 2021.
- Michelle O'Neill completed a "2020 & Beyond: Newscast Best Practices" webinar February 20, 2020.
- Michelle O'Neill completed a "2020 & Beyond: Newscast Deep Dive" webinar February 21, 2020.
- Michelle O'Neill completed a "NPR Data Reporting: HHS COVID-19 Hospitalization Data Set" webinar December 11, 2020.
- Michelle O'Neill completed a "NPR Health Data" webinar December 11, 2020.
- Michelle O'Neill completed a "Field Reporting Safety Discussion" webinar June 3, 2020.

- Mindy Heusel completed the Corporation for Public Broadcasting's "Preventing Harassment and Discrimination" webinar July 26, 2021.
- Colleen Sibthorp completed a "KTOO Newsroom Revitalization" webinar December 9, 2020.
- Colleen Sibthorp completed a "Grove CMS Update" webinar November 17, 2020.
- Colleen Sibthorp completed a "Greater Public Email Marketing Challenge Group Kick-off" webinar February 18, 2020.
- Colleen Sibthorp completed a "Building Resilience: Diversity & Inclusion: The Leadership Level" webinar August 11, 2020.
- Colleen Sibthorp completed an "Online Fundraising Challenge Group" webinar February 16, 2021.
- Colleen Sibthorp completed a "PPP Loan" webinar January 27, 2021.
- Colleen Sibthorp completed an "Acquiring New Members in Uncharted Times" webinar August 5, 2020.
- Colleen Sibthorp completed a "PMDMC Summer Series" webinar series August 2020.
- Colleen Sibthorp completed a "PMDMC Summer Series" webinar series July 13 – 22, 2021.
- Colleen Sibthorp completed a "Leading Through Revenue Disruption: A Conversation with Joyce MacDonald and Michal Heiplik" webinar September 1, 2020.
- Colleen Sibthorp completed a "Take an Energizing Breath and Rock the Vote(rs)" webinar August 14, 2020.
- Colleen Sibthorp completed a "Rock Island County, Quad Cities REP Exercise Prep & Training" webinar September 15, 2020.
- Colleen Sibthorp completed a "Supported by Sustainers: Why and How to Get to 70%" webinar August 12, 2020.
- Colleen Sibthorp completed a "NPR Election Coverage Overview: NPR/Station Backgrounder #15" webinar August 4, 2020.
- Dave Garner completed a PRSS Webinar "PRSS New System Update" August 3, 2020.
- Dave Garner completed a Telos Alliance "Omnia MPX Node" webinar August 5, 2020.
- Dave Garner completed a Nautel Webinar "Made for Radio Standards: Setting the Stage for Air-Chain Innovation" August 14, 2020.
- Dave Garner completed a Nautel Webinar "Radio Air Chain Innovation - Webinar 2" August 27, 2020.
- Dave Garner completed a Nautel Webinar "Radio Air Chain Innovation - Webinar 3" September 10, 2020.
- Dave Garner completed a Nautel Webinar "Transmission Talk Tuesday - IP Security" September 15, 2020.
- Dave Garner completed a Nautel Webinar "Transmission Talk Tuesday - Radio Based STLs" September 22, 2020.
- Dave Garner completed a PRSS "NPR Distribution/PRSS Webinar" November 9, 2020.
- Dave Garner completed a "NPR Grove Training" webinar on November 17, 2020.
- Dave Garner completed a PRSS "NPR Distribution/PRSS Webinar" on December 14, 2020.
- Dave Garner completed a PRSS Webinar "PRSS Dual-Operations Update" February 8, 2021.
- Dave Garner completed a PRSS Webinar "PRSS New System Update" March 15, 2021.
- Dave Garner completed a June 28, 2021 CPB Required Training "Harassment and Bias Prevention" June 28, 2021.
- Jay Pearce participated in "Affirmative Action Training" for WSIU's Executive Director search on June 17, 2021.

- Jay Pearce completed "CPB Harassment and Bias training" in July 2021.
 - Jay Pearce participated in "NPR GM discussion on DEI with inclusion strategist Amber Cabral" on December 16, 2020.
 - Jay Pearce participated in "Augustana campus conversation on justice and social change" on July 1, 2021.
2. Establishment of an internship program to assist recent journalism graduates in acquiring broadcast employment skills:
- a. August 2020 thru May 2021 – WVIK Newsroom Fellowship (12 Month Internship) Marianna Bacaillao - Provided direct exposure to broadcast journalism environment by offering paid internships for college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.

Colleen M. Sibthorp

Colleen Sibthorp, Director of Finance and Membership

July 30, 2021

Date