

2019-2020 EEO PUBLIC FILE REPORT POLNET COMMUNICATIONS

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, 2019, to and including July 31, 2020 (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).

**WNVR (AM), WKTA (AM), WPJX (AM), WEEF (AM), WRDZ (AM)
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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
On Air Host	1, 3, 4, 5, 11, 12	12
On Air Host	1, 3, 4, 5, 11, 12	12
Front Desk/Receptionist	1, 3, 4, 5, 11, 13	4

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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)	N	2
2	Job Fairs	N	n/a
3	The Monitor 6601 W. Irving Park Road Chicago, IL 60634 773.205.0303 info@monitorpl.com	N	2
4	Station Website Posting (on one or more SEU station websites)	N	6
5	www.infolinia.com	Y	0
6	Hoy Newspaper 435 N. Michigan Ave. #22 Chicago, IL 60611 312.527.8400	N	n/a
7	Illinois Center for Broadcasting 455 Eisenhower Lane S Suite :200 Lombard, IL 60148 630.916.1700 www.beonair.com	N	n/a
8	De Paul University 1E.Jackson Blvd. Chicago, IL 60604 312.362.8000	N	n/a
9	Loyola University Career and Placement Center 601 N. Sheridan Rd. Chicago, Illinois 60626 773.508.2874	N	
10	Chicago Sun-Times	N	n/a
11	Word-of-Mouth Referral	N	2
12	Walk-in/Self Referral	N	2
13	Polish American Association (polish.org)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate and sponsor Polish American Youth Council event “NEXT – talks for the future generations”	This SEU was a media sponsor of the NEXT conference (March 7, 2020) organized by the Polish American Youth Council at the Loyola University at the Crown Center for Humanities and Station Manger met with the PAYC Board to discuss a possibility of station tour for the members of the organization (all high school students) and introduction to various jobs in broadcasting and the steps they need to take if they consider this career path (the tour did not happened due to Covid19 restrictions and “stay at home” order enacted on March 28)
2	Participate and sponsor (media sponsor) Women’s Day Event	This SEU played a role as media sponsor for Women’s Day Event (March 8, 2020) organized by animal charity “Helping Hearts for Animals” – event designed for women by women including talks on how to start your own business, how to start a charity, how to turn a hobby into a career. Station Manager, On-Air Host were on hand to talk about the way On-Air Host turned her passion for helping others and talking with people into a radio career and educate participants on various broadcasting jobs, on-air and behind the scenes, and different paths which may be taken to pursue a career in broadcasting and handing out applications to interested individuals.
3	Internships program at corporate office	SEU started summer internship program in June for high school and college students to allow them to learn about various broadcasting jobs and to gain work experience necessary in the real world. 1 high school student currently interns in news/social media department learning news writing for web and social media and 1 college student interns in the production studio, applying his knowledge in real life situation for radio commercial production, editing, sound mastering, etc
4	Participate in other activities designed by station management to further the goal of disseminating information as to employment opportunities in broadcasting to job candidate who might	Starting in February 2020, SEU Station Manager assisted non air employee (operations) interested to host and produce program, by teaching tips on bi-lingual program content and marketing. This activity has led to the April start of broadcasting Hispanic programming on 2 of Polnet’s stations when time availability opened due to the Pandemic crisis

	otherwise be unaware of such opportunities	
5	Provided Training to employee participant to gain experience for future advancement.	SEU Station Engineer started training March 2020 part-time production employee the procedures of FCC and FAA rules and regulations and other administrative and transmitter protocols for operations to avoid employee overlap during Pandemic. Also – Program Director provided training to production studio employee to produce news hour program to be able to avoid employee overlap during Pandemic. The employee hosts the news hour twice a week – the anticipation is this employee will also serve as emergency on-air talent if need be.
6	Event with educational institutions	In November of 2019 The Station Manager met with the Polish American Teachers Association to discuss ways the Station can support their language efforts, including station tours

Due to the ongoing effects of the Covid-19 Pandemic, a host of events, conference meetings, job fairs this SEU was schedule to participate have been canceled and/or rescheduled, including:

1. Polish Constitution Day Parade Queen Election – April 2020 (canceled)
2. 60 Million Congress – May 2020 (canceled)
3. Polish American Chamber of Commerce Trade Show – May 2020 (rescheduled for September/October pending City of Chicago guidelines)
4. Polish American Women Conference – June 2020 (canceled)