

**2021-2022 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, 2021, to and including July 31, 2022 (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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August 1, 2021 – July 31, 2022**

**1. VACANCY LIST**

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

| <b>Job Title</b> | <b>Recruitment Sources (“RS”) Used To Fill Vacancy</b> | <b>RS Referring Hire</b> |
|------------------|--------------------------------------------------------|--------------------------|
| Radio Host       | <b>1, 3, 4, 5, 10</b>                                  | <b>10</b>                |
|                  |                                                        |                          |
|                  |                                                        |                          |



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

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                                          | Brief Description of Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Internships program at corporate office                                                                             | SEU continued its internship program 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 college student interns in the production studio, applying her knowledge in real life situation for radio editing, sound mastering, etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2 | Provided Training to employee participant to gain experience for future advancement.                                | SEU provided training to sales department employee on how to produce program with the anticipation this employee will serve as emergency on-air talent if need be and possibly gain experience to start a new career path. The training of the production studio employee continues in anticipation of possibly allowing him to host his own program segment this fall – for now this employee serves as emergency on-air talent when necessary.                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3 | Participate and sponsor (media sponsor) Community Event                                                             | This SEU played a role as media sponsor for 4 events this summer: The Holy Trinity Polish Mission (June 12) for their “Annual Family Fest”, “SwietoJanki” by the Legion of Young Polish Women (June 25), The Polish Highlanders Alliance of North America’s Annual “Grand Fest” (July10) and “Sharing Hope” Event by Common Ground Community Network and Northwest Compass (July 16). Station Manager and On-Air Host were on hand to provide media training prior to on-air interviews with organization leaders and event participants. Station personnel connected with students of Polish descent present at these events to talk about the way radio supports the community and how being a part of media outlet impact those around. They talked with interested individuals about various jobs in broadcasting, the internship program and handed out applications to interested individuals. |
| 4 | Mentorship program with the Polish American Chamber of Commerce (PACC) and the Polish American Youth Council (PAYC) | Station Manger meet (via Zoom) with the Executive Director and Community Outreach Director of the PACC and representatives of the Board of Directors of the PAYC to establish a common mentorship program for college students of Polish descent and highlight the importance of Polish language radio (and media in general) to preserve the Polish                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

|   |  |                                                                                                                                         |
|---|--|-----------------------------------------------------------------------------------------------------------------------------------------|
|   |  | language and culture for future generations of Polish Americans. SEU will participate in the mentoring program, once it is established. |
| 5 |  |                                                                                                                                         |
| 6 |  |                                                                                                                                         |

Due to difficulties caused by the 2 years of the Covid-19 Pandemic as well as the current Russian war with Ukraine, there were still events, conference meetings, etc. this SEU was schedule to participate which have been canceled and/or rescheduled, including:

1. 60 Million Congress – May 2022 (canceled)
2. Polish American Chamber of Commerce Trade Show – May 2022 (rescheduled for fall)
3. Polish American Women Conference – June 2022 (canceled)