

2022 - 2023 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, 2022 to and including July 31, 2023 (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)
EEO PUBLIC FILE REPORT**

August 1, 2021 – July 31, 2022

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
No full-time hires during this EEO period		

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	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 interned in the production studio throughout the late fall on 2022 , 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 continued to provide training to the production studio employee which resulted in him hosting his own program segment since spring of 2023. SEU Station Chief Engineer along with Station Program Director trained a contracted worker in the daily technical procedures (readings and check points for the proper station operation). The individual was promoted to employee status last quarter of 2022 and is Chief operator at location.
3	Participate and sponsor (media sponsor) Community Event	This SEU played a role as media sponsor for the following events: Taste of Polonia (September 2 – 5, 2022) hosted by the Copernicus Foundation, Polonia Cup (May 19) organized by the Polish American Chamber of Commerce and The Copernicus Foundation, The Holy Trinity Polish Mission (June 4) for their “Annual Family Fest”, The Gift from the Heart Foundation Annual “Cruise for Charity” (June 25), The Polish Highlanders Alliance of North America’s Annual “Grand Fest” (July 9). Station Manager, Newsroom Director and On-Air Host were on hand to provide media training prior to on-air real-time interviews with organization leaders and event participants. Station personnel connected with students of Polish descent & other persons present at these events to talk 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	SEU continues to work with the organization on participating in the mentorship program to offer mentorship for broadcast industry students of Polish decent, however the program is not operational yet and cannot admit any participants.

5	Self-reliance Association Job Fair	Station Manager participated in a job fair organized by the Ukrainian American SelfReliance Association on April 27

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. Polish American Chamber of Commerce Trade Show – rescheduled for September 2022 (rescheduled for late fall of 2023)
2. Polish American Women Conference – June 2023 (canceled)