

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, WSTQ, WYYS, and employees of WALB.

Report Dates: July 20, 2007-July 20, 2008

A: Full Time Vacancies Filled During Past Year

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|---|-----------------------|
| 1. Job Title: News Director - Peru | Date Filled: 12/15/07 |
| 2. Job Title: Announcer - Peru | Date Filled: 3/4/08 |
| 3. Job Title: Announcer – Peru | Date Filled: 10/23/07 |
| 4. Job Title: Announcer - Peru | Date Filled: 9/16/07 |
| 5. Job Title: Announcer- Peru | Date Filled: 10/2/07 |
| 6. Job Title: News Director – Streator | Date Filled: 3/1/08 |
| 7. Job Title: Program Director – Streator | Date Filled: 1/1/08 |

B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: News Director Peru

Date Filled: 12/15/07

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Illinois News Broadcasters Association	Bob Roberts	1 University Circle, Macomb	312-409-7997 ext 3	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes

2. Job Title: Announcer Peru**Date Filled: 3/4/08**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WIVQ-FM	Staff	3905 Progress Blvd.	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	No	Yes
Ohio Center for Broadcasting	Gary James	9000 Sweet Valley Drive, Valley View, OH 44125	216-447-9117	Yes	Yes
Illinois Center For Broadcasting	Gary James	55 West 22nd St. Suite 240 Lombard, IL 60148	630-916-1700	No	Yes
National Association of Broadcasters Education Foundation	Karen Hunter	1771 N. Street, NW Washington, D.C. 20036	202-429-5424	No	Yes

3. Job Title: Announcer Peru**Date Filled: 10/23/07**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WIVQ-FM	Staff	3905 Progress Blvd.	815-224-2100	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd.	815-224-2100	No	No
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	No	Yes
Illinois Center For Broadcasting	Gary James	55 West 22nd St. Suite 240 Lombard, IL 60148	630-916-1700	No	Yes

4. Job Title: Announcer Peru**Date Filled: 9/26/07**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	Yes	Yes
WIVQ-FM	Staff	3905 Progress Blvd.	815-224-2100	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd, Peru	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes

5. Job Title: Announcer Peru**Date Filled: 10/02/07**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	Yes	Yes
WIVQ-FM	Staff	3905 Progress Blvd.	815-224-2100	No	Yes
WSTQ-FM	Staff	3905 Progress Blvd, Peru	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes

6. Job Title: News Director Streator**Date Filled: 3/1/08 (Filled by promotion)**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Illinois News Broadcasters Association	Bob Roberts	1 University Circle, Macomb	312-409-7997 ext 3	No	No
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
National Association of Broadcasters Education Foundation	Karen Hunter	1771 N. Street, NW Washington, D.C. 20036	202-429-5424	No	No

7. Job Title: Program Director Streator**Date Filled: 1/1/08 (Hired by Promotion)**

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	No	Yes
National Association of Broadcasters Education Foundation	Karen Hunter	1771 N. Street, NW Washington, D.C. 20036	202-429-5424	No	Yes

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 52

D: Total Number of Interviewees For All Full Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
WSTQ-FM	Staff	3905 Progress Blvd, Peru	815-224- 2100	6
Broadcast Center	John Carroll	2360 Hampton Ave., St. Louis, MO 63139	314-647- 8181	6
Illinois News Broadcasters Association	Bob Roberts	1 University Circle, Macomb	312-409- 7997 ext 3	3
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457- 6616	19
Illinois Center for Broadcasting	Gary James	200 West 22 nd Street, STE 202, Lombard, IL 60148	708-916- 1700	6
Ohio Center for Broadcasting	Gary James	9000 Sweet Valley Drive, Valley View, OH 44125	815-224- 2100	2
WIVQ-FM	Staff	3905 Progress Blvd, Peru	815-224- 2100	7
National Association of Broadcasters Education Foundation	Karen Hunter	1771 N. Street, NW Washington, D.C. 20036	202-429- 5424	3

E. Outreach Activity Description Form

Name of Activity: Participation in events relating to career opportunities in broadcasting sponsored by educational institutions.

Description of Activities:

Four separate and distinct programs are in place to relate broadcast careers to students of educational institutions. They are as follows:

Job Shadowing Programs (3 Separate Events)

Students are allowed to come into the station, learn about the operation of a radio station, the skills required, and the availability of radio careers.

This year:

Junior High Students (1) job shadowed on January 30, 2008

Junior Achievement Students (2) job shadowed on February 6, 2008.

Junior High Students (2) job shadowed on May 8, 2008

Station Tours (4 Separate Events)

Station encourages interested youth community groups to tour station, and staff interacts with the students and gives information about broadcasting.

This year:

Boy Scout Tour, November 30, 2007

Boy Scout Tour, December 7, 2007.

Boy Scout Tour, March 18, 2008

Boy Scout Tour, March 19, 2008

Career Days (5 Separate Events)

Announcers and other personnel give presentations to area high school students and explain to area students about the operation of a radio station, the skills required, the importance of an education, and the availability of radio careers.

This year:

Oakland Park Elementary School Streator – Speaker Jaimie London, March 13, 2008

Northern Illinois University – Speaker Maekenzie DeMay – April 29, 2008

Lincoln Peru School – Speaker Chad Hannon, November 15, 2007

Streator Elementary District – Speaker Jaimie London spoke on behalf of Junior Achievement, Mondays and Wednesdays the first three weeks of February

Trinity Catholic Academy – Upper Management participated as volunteer coaches in a track program in Spring of 2008.

Job Fairs (2 Separate Events)

Participated in Illinois Valley Community College Job Fair on April 10, 2008. Many applicants were received for the internship program, and information was disseminated about other careers in radio. We received 25 applications

Participated in Streator Chamber of Commerce Job Fair on July 17, 2008. We received 12 applications, and discussed broadcast opportunities and internships.

Name of Activity: Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Description of Activities:

Area College and broadcast students are given the opportunity to participate in an intern program.

This year:

Illinois Wesleyan University Sophomore, Summer 2008

Marquette University Senior, Winter 2007 & Summer 2008

Name of Activity: Training Program established that is designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Description of Activities:

Three training programs have been initiated in order to allow personnel to be qualified for higher level positions, and encourage life-long learning.

This year:

Monthly Half hour to one hour training sessions are held with all members of the programming staff.

Monthly one to two hour training sessions are held for marketing and management staff.

One salesperson went through the Arbitron correspondence course in January and February of 2008

Name of Activity: Listed every upper level opening in a job bank of a media trade group whose membership includes substantial participation in minorities and women.

Description of Activities:

This year, we have listed two news director positions with the Illinois News Broadcasters Association.

This year, we listed one program director and one news director position with the National Association of Broadcasters Education Foundation