

**August 2008- July 2009 EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report ("This Report") is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rules.

This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations in the Iroquois County Broadcasting Co. Inc. cluster: WGFA - AM & FM (serving East Central Illinois and West Central Indiana)

This report is required to be placed in the public inspection files of these stations and posted on their websites.

The Commission's EEO Rules require that this Report contain the following additional information:

1. A list of all full-time vacancies filled by the Reporting Station during the Reporting Period; identified by job title ;
2. 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 Commission's EEO rules, which should be separately identified, identified by name, address, contact person, and telephone number ;
3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period ;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies ; and
5. A list and brief description of the Initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission's EEO Rules during the Reporting Period.

For the purposes of this Report, a vacancy was deemed "filled" not simply when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

**This Report covers full-time vacancy recruitment data for the period August 1, 2008 to July 31, 2009**

**1) Employment Unit Location/Name: WGFA AM/FM - Watseka**

**2) Unit Members (List all station call signs and communities of license):**

**WGFA AM/FM**

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  Iroquois County Broadcasting 1973 East 1950 North Road Watseka, IL 60970	Telephone Number: 815-432-4955
	Contact Person: J Kaiser, M Martin, S. Smith
	E-mail Address: employment@wgfarradio.com

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit: None This Year**

**Job Title Recruitment Source Referring Hiree - WGFA AM/FM is an Equal Opportunity Employer**

**5) Job Title: None This Year**

**Referral Source(s) of Hiree: None This Year Total Interviews: 6**

**Internship and other recruiting announcements are sent to the following...**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Illinois Institute of Technology	Claire Finando	5656 W Adams Chicago, IL 60661	312/906-6523	No
Western Illinois University	Sharon Evans	1 University Circle   Macomb, IL 61455-1390	309/298-1098	No
University Of Illinois, Urbana-Champaign	Tracy Cramer	52 East Gregory Drive, Champaign, IL 61820	217/333-1508	No

WGFA On-Air Promo	J Kaiser, 2005M Martin	1973 East 1950 North Rd Watseka, IL 6097	815/432/4955	No
WGFA Radio website	J Kaiser, 2005M Martin	www.wgfaradio.com	815/432/4955	No
All Access Web-site	Joel Denver	www.allaccess.com	310/457-6616	No
Lafayette Journal & Courier	Ellison Rhodes	217 N. 6th St., Lafayette, IN 47901-1448	(800) 456-3223	No
Radio and Records	L. Lanares	10100 Santa Monica Blvd. Third Floor Los Angeles, CA 90067-4004	(310) 553-4330	No
Radio-info	N/A	http://www.radio-info.com	N/A	No
Website posting	N/A	http://www.sportsjobs.com	N/A	No
Vincennes University Placement Center	Steve Simon	1002 North First Street Vincennes, IN 47591	(812) 888-4280 Fax: (812) 888-2201	No
University of Notre Dame	Amanda MacIntire	248 Flanner Hall University of Notre Dame Notre Dame, IN 46556 http://carrercenter.nd.edu	(574) 631-4057	No
Purdue University Center for Career Opportunities Job Postings Site	Mary Beth Wood	Purdue University West Lafayette, IN 47907 http://www.cco.purdue.edu	N/A	No
Ball State University Dept. of Telecommunications Career Center	Gini Ice	Ball State University Career Center Muncie, IN 47306 gice@bsu.edu	(765) 285-1522	No
Purdue University Dept. of Communications	Bonnie Parker	1366 Bering Hall 2114 West Lafayette, IN 47907 bparker@sla.purdue.edu	(765) 496-1394	No
IUPUI	Tom Cooke	425 University Blvd. Indianapolis, IN 46202	(317) 274-5555	No
Butler University Radio & TV Dept.	Dr. Ken Creech	2835 North Illinois Street Indianapolis, IN 46208	(317) 940-9828	No
Latino Coalition of Tippecanoe County	Vadna Handa	Hawkins Graduate House #747-2 West Lafayette, IN 47906 handav@purdue.edu	(765) 495-7811	No
Olivet Nazarene University	Bill Devries	One University Avenue Bourbonnais, IL • 60914-2345	(815) 939-5011	No
Purdue University Black Cultural Center	Renee Thomas	Black Cultural Center 1100 Third Street West Lafayette, IN 47906	(765) 494-4600	No

6) Total # of Interviewees Referred by Each Source: For the period from August 1, 2008 to July 31<sup>st</sup>, 2009, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) All Access.com Ad	0
(2) On-Air Promo	6
(3) Illiana Help Wanted	2

- (4) Job Fair Kankakee 0
- (5) Job Fair Minneapolis 0
- (6) Intern Program Recruitment at Watseka HS 5

**7) Supplemental Recruitment Measures.**

**(a) Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The station is running a general on-air promo to find qualified recruits. We have also provided information to local community college job fairs.	April 25, 2003-TFN.	J Kaiser, M Martin, S Smith

**(b) General Outreach Efforts.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WGFA AM/FM has made significant contributions to the wgfarradio.com web-site at the Trading Post Section which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Also more information at IllianaHelpWanted.com	July 10, 2003 – TFN	J Kaiser, M Martin, S Smith
Iroquois County Broadcasting has an internship program available to high school and college students. The program is designed to allow students to apply their formal course work in a day-to-day setting and provides an opportunity to acquire the skills needed for broadcast employment. We have found 2 interns over the past year that have turned into part-time employees. For those interested in an internship, contact Justin Kaiser, Director of Operations, at (815) 432-4955 x228.	2002-TFN	J Kaiser, M Martin, S Smith
Iroquois County Broadcasting Co. inc. supports an annual scholarship program by running on-air announcements and placing scholarship and contact information on our website from the Conclave a broadcast education organization <a href="http://www.theconclave.com">http://www.theconclave.com</a>	July 10, 2003 – TFN	J Kaiser, M Martin, S Smith
WGFA AM/FM originally hosted the IllianaJobs.com web-site. Content was produced and inserted locally. Illiana HelpWanted.com is now the current WGFA EEOC Site.	2001- July 10, 2003 Jan 1, 2004-TFN	J Kaiser, M Martin, S Smith

**(c) Participation in Events.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Station personnel are invited to speak regularly at local schools and colleges. They discuss various career opportunities with the station and in the broadcast industry and answered questions from the students regarding their careers. When invited we participate. We also have a table of information available at the Kankakee Community College and The Conclave learning conference in Minneapolis on an annual basis	April 29, 2003-TFN	J Kaiser, M Martin, S Smith

**(d) Training Management Personnel.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Station participated in a conference produced by management to review and implement the new FCC EEO regulations and recruitment procedures. This is a yearly effort.	September, 2003-TFN	J Kaiser, M Martin, S Smith

**Iroquois County Broadcasting EEO Narrative Statement for WGFA AM/FM**

**August 1, 2008 -- July 31, 2009**

8/1/2009

It is the policy of WGFA to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, age, sex, marital status, disability, military status, citizenship, or any other legally protected status in accordance with applicable local, state, and federal law. WGFA widely disseminates information on each of our vacancies to outlets which will reach a diverse audience of qualified individuals.

For each vacancy at WGFA, a search committee composed of a mix of Station personnel at different levels of authority is convened to review applications and choose applicants to interview. Interviews are performed both in a group setting and individually. Once hired, evaluations focus on excellence in job performance, responsiveness to WGFA's goals and vision, and professional and skill development needs. WGFA also provides career counseling and coaching to station staff.

We did not have any openings this year for full-time employment, however, we did participate in job fairs at the Kankakee Community College and at The Conclave learning conference in Minneapolis. We aired PSA's for The Conclave education scholarship program for Broadcast education and several people took information, a few filled out an application and 1 returned EEOC information requested that is available at our web-site

WGFA is currently administering four initiatives that address the EEO "prong 3" longer-term recruitment requirements:

**Justin Kaiser**

**Director of Operations**

**Iroquois County Broadcasting  
1973 East 1950 North Road  
Watseka, IL 60970**