

August 1, 2010 – July 31, 2011 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, 2010 to July 31, 2011

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: E. David, M. Martin, S. Smith
	E-mail Address: employment@wgfaradio.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: **13**

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)
WGFA On-Air Promo	E. David, M. Martin	1973 East 1950 North Rd Watseska, IL. 6097	(815) 432-4955	No
All Access Music Group		www.allaccess.com	(310) 457-6616	No
Radio Online	Ron Chase	www.radioonline.com	(806) 352-7503 ext. 3	No

National Job Bank		www.nationaljobbank.com		No
Olivet Nazarene University	Carl Fletcher	One Univeristy Ave Bourbonnals, IL 60914	(815) 939-5330	No
RFD Radio Network	Alan Jarand	1701 Towanda Ave. Bloomington, IL 61701	(309) 557-3163	No
Lakeland College	Greg Powers	5001 Lake Land Blvd Mattoon, IL 61938	(217) 234-5335	No
WEIU	Jeff Owens	Buzzard Hall 9th Street Charleston, IL 61920	(217) 581-5956	No
Capital Area Career Center	Jim Grimes	2201 Toronto Road Springfield, IL 62712	(217) 529-5431	No
Miller Media Group	Randy Miller	918 East Park Street Taylorville, IL 62568	(217) 824-3395	No
Illinois Broadcasters Association (IBA)		200 Missouri Avenue Carterville, IL 62918	(618) 985-5555	No
Eastern Illinois University (EIU)		600 Lincoln Avenue Charleston, IL 61920	(217) 581-5000	No

6) Total # of Interviewees Referred by Each Source: For the period from August 1, 2010 to July 31st, 2011, this Employment Unit these interviewees were referred by the following sources:

Recruitment Source	Total Number of Interviewees Referred
(1) Olivet Nazarene University	2
(2) On-Air Promo	7
(3) Job Fair at Kankakee Community College	4
(4) Intern Program Recruitment at Watseka HS	0
(5) Illiana Help Wanted	0
(6) All Access.com Ad	0

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.	E. David, 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	E. David, 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 1 intern over the past year that has turned into a part-time	2002-TFN	E. David, M. Martin, S. Smith

employee. For those interested in an internship, contact Erick David, Director of Operations, at (815) 432-4955 x228.		
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 http://www.theconclave.com	July 10, 2003 – TFN	E. David, 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	E. David, 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.	April 29, 2003-TFN	E. David, 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	E. David, M. Martin, S. Smith

Iroquois County Broadcasting EEO Narrative Statement for WGFA AM/FM

August 1, 2010 – July 31, 2011

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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 had one opening for full-time employment this year. WGFA is currently administering four initiatives that address the EEO "prong 3" longer-term recruitment requirements:

Erick David

Director of Operations

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