

Iroquois County Broadcasting EEO Narrative Statement for WGFA AM/FM

August 1, 2003 – August 1, 2004

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. All applications are carefully reviewed by the WGFA Management for information that could reveal age, race, religion, national origin, color, marital status, disability, military status, or citizenship before the applications are provided to search committee members.

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, The WGFA provides professional development and advancement opportunities to its employees through a structured Performance Management program, which focuses 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.

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

Justin Kaiser

Director of Operations

Iroquois County Broadcasting

**Iroquois County Broadcasting Co. Inc.
Equal Employment Opportunity Policy**

Iroquois County Broadcasting Co. Inc. is an equal opportunity employer and, under its current ownership, has followed a consistent practice of outreach to our community and work force regarding broadcast career and job opportunities. As of March 10, 2003, the effective date of the FCC's new EEOC rules, this Station is continuing those EEOC efforts. We are currently working to update and expand our mailing lists of organizations wishing to receive notices of job openings. In addition, we are planning to continue efforts to recruit widely for job openings at the Station by posting information about future opportunities with a variety of media and other organizations, including but not limited to the organizations that have requested to be on our expanded mailing list. Finally, we intend to engage in a variety of long-term recruitment initiatives to better educate the public about careers in broadcasting and better prepare interested students and others to enter or advance in such careers. The Station's next annual report will contain further detail about the progress of those efforts.

It is the policy of Iroquois County Broadcasting Co. Inc., that all applicants for employment be recruited, hired and, thereafter, as employees, trained, assigned, transferred, promoted and compensated solely on the basis of merit and ability to effectively perform work assignments without any regard to gender, race, color, age, religion, sexual orientation, national origin, marital status, handicapped or veteran status.

Every possible effort is made to insure that all employment actions are administered on a nondiscriminatory basis and meet all equal employment opportunity considerations. In addition, respect for the integrity and dignity of each employee in the performance of the job is fundamental at Iroquois County Broadcasting Co. Inc.,. In keeping with this commitment, it is this company's policy to provide a work environment that is free of discrimination and/or harassment of any kind.

Applicants may review elements of the Iroquois County Broadcasting Co. Inc., Affirmative Action Plan during regular working hours by calling Michelle Fergus, Station Manager, at 815-432-4955 x13. Our EEOC Report is available online at <http://www.wqfaradio.com/eeocreport.html>

**Work With Iroquois County Broadcasting Co. Inc.
Sales & Programming**

We have unpredictable/random openings in sales and programming throughout the year. We market to 4 counties, none of which have a local TV station and are located 1 1/2 hours South of Chicago's Loop. Candidates must have great digital/radio/people skills. Iroquois County Broadcasting Co. Inc. offers great benefits and locally/family owned. Iroquois County Broadcasting Co. Inc. is a full service, locally owned and managed AM/FM (50,000 watts) combo. We will turn to the very best of the current applications when our next opening arises.

Be An Intern

Do you think you have what it takes to work in the fast-paced field of radio? Iroquois County Broadcasting Co. Inc., is now accepting applications for internships.

We currently have internship openings in the areas of:

- advertising sales
- programming
- promotions
- on-air talent

If you are ready to be involved in cutting edge radio technology, please send a copy of your current resume, cover letter, and, if appropriate, demo tape or CD to Justin Kaiser, Operations Manager at the following address:

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

~OR~

Email: employment@wqfaradio.com

Candidates must possess strong communication skills and a deep desire to learn. Some nights and weekends will be required. Iroquois County Broadcasting Co. Inc. internships are non-remunerated. Iroquois County Broadcasting Co. Inc., is an Equal Opportunity Employer.

**Iroquois County Broadcasting Co. Inc. EEOC
Employment Profile Data Form**

This station is required by the Federal Communications Commission to collect the following information in order to comply with their regulations and other Federal laws relating to equal employment opportunity. This information would be used only for the report submitted to the FCC or other Federal agencies as required by law. You do not have to provide this information; however, if you do provide this information, we can assure you that it will not be used in processing your employment application or in any employment decisions.

Name:

Specific position for which you are applying:

Date you filed application or submitted resume:

Please check one: Male Female

Please check one: White (not Hispanic) Black (not Hispanic) Hispanic Asian/Pacific Islander American Indian/Alaska Native

Please identify the specific referral source through which you learned about this position (name of newspaper, magazine, school placement office, employment agency, station employee, on-air station ad, or other source):

City, state and zip code or your home address:

Comments:

**Iroquois County Broadcasting Co. Inc.
Application For Employment**

Iroquois County Broadcasting Co. Inc. Company is an equal opportunity employer. All qualified applicants will be considered without regard to race, creed, color, sex, pregnancy, marital status, age, ancestry, national origin, or disabilities or any other classification protected by applicable state or local laws. Reasonable accommodations for the needs of otherwise qualified applicants with disabilities will be made upon request. NOTICE TO APPLICANTS WITH DISABILITIES: Please advise if you need assistance in completing this form or need an alternate form. If you believe that you have been discriminated against on any bases listed above, you may notify the Federal Communications Commissions or any local, state or federal agency charged with the responsibility of investigating such claims (e.g. the Equal Opportunity Commission).

PERSONAL INFORMATION

Name:

Social Security Number:

Phone Number:

Date of Application:

Present Address:

City:

State:

Zip:

Specific position for which
you are applying:

Salary desired:

Date you can start:

Are you 18 years or older:

What is your availability to work? Full-Time Part-Time Days Nights Weekends

Do you hold any current FCC licenses? If yes, type and issue date:

Have you ever been previously employed by or applied for employment with Iroquois County Broadcasting Co. Inc.
Company or this station? If so, please state when, where, and what position held:

At time of hire, will you be able to demonstrate that you are legally authorized to work in the United States?

Can you perform the essential functions for which you are applying, with or without reasonable accommodation?

Have you ever been convicted of or pleaded guilty to a felony or a misdemeanor (do not include traffic violations)? A
conviction is not necessarily grounds for disqualification from employment. If so, explain, giving date, court, and place
where offense occurred:

EMPLOYMENT EXPERIENCE: Please list your last three employers, starting with
your current or most recent position:

First Company Name:

Address:

City:

State:

Zip:

Position Title:

Starting & Salary:

Starting & End Date:

Reason for leaving:

Supervisor's Name:

If currently employed, may we contact your employer?

Second Company Name:

Address:

City:

State:

Zip:

Position Title:

Starting & Salary:

Starting & End Date:

Reason for leaving:

Supervisor's Name:

If currently employed, may we contact your employer?

Third Company Name:

Address:

City:

State:

Zip:

Position Title:

Starting & Salary:

Starting & End Date:

Reason for leaving:

Supervisor's Name:

If currently employed, may we contact your employer?

REFERENCES: Please list three people, other than relatives or previous employers, whom you have known for at least one year.

Name & Business Relationship:

Address:

Phone Number:

Name & Business Relationship:

Address:

Phone Number:

Name & Business Relationship:

Address:

Phone Number:

EDUCATION:

Name & Location:

Course Study/Degree:

Did you graduate:

High School

Please list any other licenses, certificates or skills which are job-related:

CERTIFICATION OF APPLICANT

I hereby certify that the information I have supplied on this application is true and complete and does not contain any falsifications, omissions or concealments of material fact. I understand that any false statements or material omissions

will be sufficient cause for rejection of my application, or, if I have been hired, will be cause for discharge.

I certify that I am not a party to any contract and do not have any other obligations, which would limit, interfere with or restrict my ability to work for Iroquois County Broadcasting Co. Inc. Company.

Applicant's Signature:

Date of Application: