

2004 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 information contained in this Report covers the time period beginning August 1, 2003 to, and including, August 1, 2004.

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, 2003 to August 1, 2004

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:

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

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

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

5) Job Title: Account Executive (Andrea)

Referral Source(s) of Hiree: On-Air Promo

Total Interviews: 4

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------|--|-----------------------|--|
| Lewis University | Eileen Tondini | One University Parkway Romeoville, IL 60446 | 815/838-0500 ext 5282 | No |
| Elmhurst College | Annette Coduto | 190 Prospect Ave Elmhurst, IL 60126 | 630/617-3190 | No |
| Benedictine University | Katie Romanowski | 5700 College Rd Lisle, IL 60532 | 630/617-3190 | No |

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|--|--------------------------|---|--------------|----|
| Daley College | Dean Kanzze | 7500 Pulaski Rd Chicago, IL 60652 | 773/838-0300 | No |
| Harold Washington College | Debbie Childs | 30 E Lake St Chicago, IL 60601 | 312/553-5665 | No |
| Illinois Institute of Technology | Claire Finando | 5656 W Adams Chicago, IL 60661 | 312/906-6523 | No |
| Malcolm X College | Robert Kelly | 1900 W VanBuren Chicago, IL 60612 | 312/850-7078 | No |
| Olive Harvey College | Lenn Arnold | 3055 E. 92nd St. Chicago, IL 60617 | 773/291-6313 | No |
| Harry S Truman College | Lucille Ramon | 1145 W Wilson Ave Chicago, IL 60640-6063 | 773/907-4730 | No |
| East-West University | Metha Marsil | 819 S Wabash Chicago, IL 60605 | 312/939-0111 | No |
| West Side Technical Institute | Maribel Trujillo | 2800 SW Avenue Chicago, IL 60608 | 773/843-4500 | No |
| Spanish Coalition For Jobs | Sergio Yorky | 2011 W Pershing Rd Chicago IL 60609 | 773/247-0707 | 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 |
| Kennedy-King College | Darryl Denard | 6800 S Wentworth Ave Chicago, Illinois 60621 | 773/602-5412 | No |
| Lewis University | John Carey | One University Parkway Romeoville, IL 60446-2200 | 815/838-0500 | No |
| St. Xavier University | Maureen Kelly | 3700 W 103 rd St Chicago, IL 60655 | 773/298-3131 | No |
| Columbia College | Dave Gordon | 600 S Michigan Ave Chicago, IL 60605-1996 | 312/344-7342 | No |
| University of Illinois at Chicago | Dace Kezbers | 1007 W Harrison St Chicago IL 60607 | 312/413-2125 | No |
| Loyola University Downtown Campus | Ronella Norris | 820 N Michigan Ave, Ste 820 Chicago, IL 60611 | 312/915-6000 | No |
| University of St. Francis | Stacey Sibley | 500 Wilcott Joliet, IL 60435 | 815/740-3365 | No |
| Wheaton College | Rosanne Haule | 501 College Ave Wheaton, IL 60187 | 630/752-5048 | No |
| American Women In Radio And Television | Kim Rutter | 2132 W Hubbard St Chicago, IL 60612 | 312/421-7060 | No |
| Illinois Department of Human Services Office of Rehabilitation Services | Marva Campbell Pruitt | 100 W Randolph Ste 8-100 Chicago, IL 60601 | 312/814-2934 | No |
| California Indian Manpower Consortium | Antonia Sheehy | 1630 W Wilson Ave Chicago, IL 60643 | 773/271-2413 | No |
| Coalition of African, Asian, and Latino Immigrants of Illinois | Dale Asis | 1016 W Argyle Chicago, IL 60643 | 773/784-2900 | No |

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|---|------------------------------------|---|---------------------------------------|----|
| Asian American Institute | Tuyet Le | 4753 North Broadway, Suite 904 Chicago, IL 60640 | 773/271-0899 | No |
| Asian Human Services | Joyce Marks | 4753 N. Broadway, Suite 700 Chicago, IL 60640 | 773/728-2235 | No |
| Chicago Urban League | Joan Archie | 220 S State St, 11 th FL Chicago, IL 60616 | 312/692-0766 | No |
| Aspira Inc. Of Illinois (Proper name, not acronym) | Julia Garibay | 2435 N. Western Avenue Chicago, IL 60647 | 773/252-0970 | No |
| Casa Central | Maria Valdivieso | 1343 N California Chicago, IL 60622 | 773/645-2300 | No |
| Latino For Progress Institute | Frank Sanchez | 2570 S Blue Island Chicago, IL 60608 | 773/890-0055 ext 218 | No |
| Hispanic Alliance for Career Enhancement | Luisa Lara | 25 E Washington St Ste 1500 Chicago, IL 60602 | 312/435-0498 | No |
| Illinois Center For Broadcasting | Mike Kendall | 55 W 22 nd St, Ste 240 Lombard, IL 60148 | 630/916-1700 | No |
| Columbia College Marketing Department | Steve Newlander | 600 N Michigan Ave Chicago, IL 60605 | 312/344-7581 | No |
| Vincennes University | Career Services | 1002 N First St Vincennes, IL 47591 | 812/888-4313 | No |
| IIT Stuart Graduate School Of Business | Claire Finando | 565 W Adams St Chicago, IL 60661 | 312/906-6523 | No |
| Jobs For Youth | Laverne Love | 50 E. Washington, 4th Floor Chicago, IL. 60602 | 312/499-2931 | No |
| Job Corps | Corresa Martin- Jones | 837 W. 119th Street Chicago, IL. 60643 | 773/264-0795 | No |
| WGFA On-Air Promo | J Kaiser, M Fergus, M Martin | 1973 East 1950 North Rd Watseka, IL 6097 | 815/432/4955 | No |
| WGFA Radio website | J Kaiser, M Fergus, M 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 |

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|---|------------------|---|----------------|----|
| 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, 2003 to August 1st, 2004, 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 | 1 |
| (2) | On-Air Promo | 3 |

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. | April 25, 2003-TFN. | J Kaiser, M Fergus, M Martin |

(b) General Outreach Efforts.

| Description of Supplemental Recruitment Measure: | Date: | Personnel Involved: (Position) |
|--|---------------------|-----------------------------------|
| WGFA AM/FM has made significant contributions to the wgaradio.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. | July 10, 2003 – TFN | J Kaiser, M Fergus, M Martin |
| 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. For those interested in an internship, contact Justin Kaiser, Director of Operations, at (815) 432-4955 x228. | 2002-TFN | J Kaiser, M Fergus, M Martin |
| 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 | July 10, 2003 – TFN | J Kaiser, M Fergus, M Martin |

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|---|---------------------|------------------------------|
| the Conclave or you can visit http://www.theconclave.com | | |
| WGFA AM/FM hosted the IllianaJobs.com web-site. Content was produced and inserted locally | 2001- July 10, 2003 | J Kaiser, M Fergus, M Martin |

(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. | April 29, 2003-TFN | J Kaiser, M Fergus, M Martin |

(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. | September, 2003 | J Kaiser, M Fergus, M Martin |