

August 1, 2019 – July 31, 2020 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 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, 2019 to July 31, 2020.

- 1) **Employment Unit Location/Name:** WGFA-FM & WIBK-AM – Watseka
- 2) **Unit Members (List all station call signs and communities of license):** WGFA-FM & WIBK-AM
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address Iroquois County Broadcasting 1973 East 1950 North Road Watseska, IL 60970	Telephone Number: 815.432.4955 Contact Person: D. Elliott, S. Smith, J. Lloyd Email address: 941fm@wgfarradio.com
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- 4) **List all full-time job vacancies filled by each station in the employment Unit: one**

Job title recruitment source referring hiree – WGFA AM/FM is an Equal Opportunity Employer

5) Job Title: Total Interviews: 6**Account Executive Referral Source(s): Total Interviews: 6****Internships and other recruiting announcements are sent to the following...**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
WGFA On-Air Promo	S. Martin, J Lloyd	1973 East 1950 North Rd Watseka, IL 60970	(815) 432.4955	No
All Access Music Group		www.allaccess.com	(310) 457.6616	No
Radio Online	Ron Chase	www.radio-online.com	(806) 352.7503 x3	No
Indeed		www.indeed.com		No
Olivet Nazarene University		One University Av. Bourbonnais, IL 60914	(815) 939.5330	No
RFD Radio Network	DeLoss Junke	1701 Towanda Av 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 9 th St Charleston, IL 61920	(217) 581.5956	No
KCC Career Board				
Miller Media Group	Randy Miller	918 East Park St Taylorville, IL 62568	(217) 824.3395	No
Illinois Broadcasters Assc.		200 Missouri Av Carterville, IL 62918	(618) 985.5555	No
Eastern Illinois University		600 Lincoln Av Charleston, IL 61920	(217) 581.5000	No

6) Total # of Interviewees Referred by Each Source: For the period from August 1, 2019 to July 31, 2020, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Indeed.com	0
(2) On-Air Promo	4
(3) Intern Program at Watseka High School	0
(4) All Access dot Com Ad	0

- (6) Daily Journal Newspaper 2
- (7) Facebook Announcement 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.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WGFA AM/FM has made significant contributions to the wgsradio.com website at the Trading Post Section, which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcast industry and of the job skills necessary to compete for them.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd
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 0 intern over the past year that has turned into a part-time employee. For those interested in an internship, contact Don Elliott, Director of Operations at (815)432.4955x228.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

(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.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: (Position)
Station participated in a conference provided by management to review and implement the new FCC EEO regulations and recruitment procedures. This is a yearly effort.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd