

WEBX(FM)/WQQB(FM)/WGKC(FM)/WLFH(FM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Engineer*	11	11
Promotions Director	10 (part-time to full-time)	10 (part-time to full-time)
Administrative Assistant	7, 11	11
Account Executive	2, 7, 12	12
Account Executive	2, 7, 12	2
On-Air Personality	8, 11	11
Account Executive	1, 2, 7	1
Account Executive	1, 2, 7	1
Account Executive	1, 2, 7	1
General Manager	8, 9	9
Office Manager	1, 3, 7	3
Account Executive	1, 2, 4-5, 7	5
Account Executive	1, 2, 4-5, 7	1

**Exigent Circumstances*

WEBX(FM)/WQQB(FM)/WGKC(FM)/WLFH(FM)
EEO PUBLIC FILE REPORT
 August 1, 2007 – July 31, 2008

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	News Gazette P.O. Box 677 Champaign, IL 61824-0677 217-351-5661	No	19
2	Job Fair (<i>see Section III</i>) Illinois State University/IBA 300 N. Pershing Avenue, Suite B Energy, IL 62933 618-942-2139	No	2
3	Spherion 701 Devonshire Drive, C-2 Champaign, IL 61820 217-359-4488	No	1
4	IlliniHelpWanted.com 800-365-8630, Ext. 498 Attn. L. Secrest	No	0
5	CareerBuilder.com	No	6
6	Intentionally Omitted	No	0
7	On-Air Announcements (<i>one or more SEU stations</i>)	No	3
8	AllAccess.com	No	2
9	InsideRadio.com	No	1
10	Internal Transfer/Promotion	No	1
11	Employee Referral	No	3
12	Craigslist.com jobs@craigslist.org	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

WEBX(FM)/WQQB(FM)/WGKC(FM)/WLFH(FM)

EEO PUBLIC FILE REPORT

August 1, 2007 – July 31, 2008

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>During this reporting period, this SEU hosted seven (7) student interns, three (3) in the Fall and four (4) in the Spring. These students, from the University of Illinois-Champaign and Parkland College, expanded their knowledge about broadcasting by obtaining hands-on experience in a broadcast environment. The interns began their internships under the tutelage of this SEU's Promotions Director. Depending on their particular interests, however, we allow them to explore different aspects of the business. For example, some learned to operate studio equipment and assist with remote broadcasts, some worked in the sales arena and assisted with the development of sales materials. All interns were rewarded with course credit hours upon completion of the semester-long program.</p>
2	Management-level training regarding equal employment opportunity and prevention of discrimination (2)	<p>On October 22, 2007, this SEU held an EEO training session for its management level employees. All who attended signed and dated a training document.</p> <p>On June 17, 2008, management attended an Illinois Broadcasters Association-sponsored seminar presented by Richard Zaragoza entitled "EEO Update" which was designed for Human Resources staff. The seminar included the latest information on EEO compliance, new 2008 filings and maintenance of public inspection files.</p>
3	Host Open House	<p>On April 10, 2008, this SEU hosted an Open House for anyone interested in a career in advertising. This Open House was promoted on all SEU stations. SEU staff provided information about the broadcast industry and explored the possibilities of a career in radio advertising.</p>

WEBX(FM)/WQQB(FM)/WGKC(FM)/WLFH(FM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in Job Fair	On September 28, 2007, this SEU participated in a Job Fair sponsored by the Illinois Broadcasters Association at Illinois State University. SEU participants included the General Manager and General Sales Manager, who manned a booth and provided information about careers in broadcasting and job opportunities within the SEU to college students.
5	Participate in Job Fair	On February 27, 2008, this SEU participated in a Job Fair sponsored by the Illinois Broadcasters Association at Illinois State University. SEU participant included the General Manager, who manned a booth and provided information about careers in broadcasting and job opportunities within the SEU to college students.