

EEO PUBLIC FILE REPORT

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Operations Manager	Date Filled: 8/28/04
2. Job Title: Air Talent / Production Asst	Date Filled: 8/30/04
3. Job Title: Sales Manager	Date Filled: 9/07/04
4. Job Title: News Reporter - WTAX	Date Filled: 10/07/04
5. Job Title: Sales Representative	Date Filled: 11/29/04
6. Job Title: Sales Representative	Date Filled: 12/06/04
7. Job Title: Promotions Assistant	Date Filled: 12/06/04
8. Job Title: News Reporter - WTAX	Date Filled: 1/24/05
9. Job Title: Local Sales Manager	Date Filled: 5/2/05
10. Job Title: Sales Representative	Date Filled: 7/5/05
11. Job Title: Sales Representative	Date Filled: 7/11/05

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Operations Manager		Date Filled: 8/28/04		
Source	Contact Person	Address	Tel #	Referred Person Hired?
Saga Website	Steve Goldstein	One Turkey Hill Road Westport, CT 06880	203-221-1666	Yes
State Journal Register	Tina Antonnaci	One Copley Plaza Springfield, IL 62705	217-788-1376	No
IBA Website	Dennis Lytle	300 N Pershing Energy, IL 62933	618-988-7056	No
Stations Websites	Liz Founders Bob Parrish V VanHooser M Eccles Jane Newton	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
				No
**SEE	ATTACHED	RECRUITMENT SOURCES		No
2. Job Title: Air Talent/Production Asst		Date Filled: 8/30/04		
Source	Contact Person	Address	Tel #	Referred Person Hired?
In House	Valorie Rogers	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
**SEE	ATTACHED	RECRUITMENT SOURCES		No

3. Job Title: Sales Manager			Date Filled: 9/7/04	
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
IBA Website	Dennis Lytle	300 N Pershing Energy, IL 62933	618-988-9056	No
Saga Website	Michelle Novak	One Turkey Hill Rd Westport, CT 06880	203-221-1666	No
State Journal Register	Tina Antonacci	One Copley Plaza Springfield IL 62705	217-788-1376	No
Illini Radio Group	Alan Beck	2603 W Bradley Ave Champaign, IL 61821	217-352-4141	Yes
Station Websites	Liz Founders Bob Parrish V VanHooser M Eccles	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
**SEE	ATTACHED	RECRUITMENT SOURCES		No
4. Job Title: News Reporter – WTAX			Date Filled: 10/07/04	
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
INBA	Bob Roberts	borowmag@aol.com	312-409-7997	Yes
In house	Jennifer O'Neill	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
**SEE	ATTACHED	RECRUITMENT SOURCES		No
5. Job Title: Sales Representative			Date Filled: 11/29/04	
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
State Journal Register	Tina Antonacci	One Copley Plaza Springfield, IL 62705	217-788-1376	Yes
In House Referral	Leanne Arndt	3501 E Sangamon Springfield, IL 62707	217-753-5400	No
Illini Radio Group	Mark Bretsch	2603 W. Bradley Champaign IL 61821	217-352-4141	No
**SEE	ATTACHED	RECRUITMENT SOURCES		No
6. Job Title: Sales Representative			Date Filled: 12/6/04	
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
State Journal Register	Tina Antonacci	One Copley Plaza Springfield, IL 62705	217-788-1376	No
In House Referral	Leanne Arndt	3501 E Sangamon Springfield, IL 62707	217-753-5400	Yes
Illini Radio	Mark	2603 W. Bradley	217-352-	No

Group	Bretsch	Champaign IL 61821	4141	
**SEE	ATTACHED	RECRUITMENT SOURCES		No
7. Job Title: Promotions Assistant Date Filled: 12/6/04				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
In house	In House Posting	3501 E Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
In House	In house Posting	3501 E Sangamon Ave Springfield, IL 62707	217-753-5400	No
8. Job Title: News Reporter Date Filled: 1/24/05				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
Saga.com	Michelle Novak	Sagacommunications.com	203-221-1666	No
Allaccess		Allaccess.com		No
WTAX	Jennifer O'Neill	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
Inba	Bob Roberts	Inba.net		No
**SEE	ATTACHED	RECRUITMENT SOURCES		No
9. Job Title: Local Sales Manager Date Filled: 5/2/05				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
In-house	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
****Note		This position created for hiree.		
10. Job Title: Sales Representative Date Filled: 7/5/05				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
Radio Ads	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
State Journal Register	Tina Antonnaci	One Copley Plaza Springfield, IL 62705	217-788-1376	No
**SEE	ATTACHED	RECRUITMENT SOURCES		
11. Job Title: Sales Representative Date Filled: 7/11/05				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
Radio Ads	Kevin Anfield	3501 E. Sangamon Ave	217-753-5400	Yes

		Springfield, IL 62707		
State Journal Register	Tina Antonnaci	One Copley Plaza Springfield, IL 62705	217-788-1376	No
**SEE	ATTACHED	RECRUITMENT SOURCES		
12. Job Title:				
Date Filled:				
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):				
			46	
D. Total Number of Interviews For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:				
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
In-House	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	8
IBA	Dennis Lytle	300 N Pershing Energy, IL 62933	618-988-7056	2
Illini Radio	Alan Beck	2603 W. Bradley Champaign, IL 61821	217-352-4141	3
All Access	Pete Jones	28955 Pacific Coast Hwy Ste 210-5 Malibu, CA 90265	310-457-6616	1
State Journal Register	Tina Antonacci	1 Copley Plaza Springfield, IL 62705	217-788-1376	10
Saga Website	Michelle Novak	One Turkey Hill Road South Westport, CT 06880	203-221-1666	3
INBA	Bob Roberts	Inba.net	312-409-7997	4
On Air Announcements	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	6
Station Websites	Leanne Arndt	Springfield, IL	217-753-5400	9
E. Outreach Activities				

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2004 – 2005	Name of Activity:
1. Description of Initiative: Participation in Job Fairs	
<p>Saga Communications of Illinois has participated in four job fairs: Eastern Illinois University Spring 2005 Career Network Day in Charleston, Illinois on February 29, 2005 attended by Valorie Knight, Operations Manager, Regional Office of Career and Technical Educations in Springfield, Illinois on March 8, 2005 attended by Brandy Moore, Promotions Director, Heartland Community College Job and Internship Fair in Normal, Illinois on April 5, 2005 attended by Joey McLaughlin, Program Director and Illini Media/College of Communications Career Fair at the University of Illinois in Urbana, Illinois on March 31, 2005 attended by Michelle Eccles Mclaughlin, Program Director. Saga Communications of Illinois will continue participating in job fairs on an ongoing basis.</p>	

2. Description of Initiative: Internship Program

Saga Communications of Illinois has established an internship program with local area colleges. Intern request flyers are sent out to guidance counselors and student advisors with follow up calls made by Heather Winkler, Promotions Coordinator. Internships are unpaid. An intern must receive college credit to qualify. All interns receive training in the field of promotions and marketing, sales, on air work and production. Internships are coordinated with University of Illinois Springfield (2 interns), Robert Morris College (6 interns), Lincoln Land Community College (1 intern) and Eastern Illinois University (1 intern), Southern Illinois University (1 intern) and Tulane University (1 Intern). Internships ran from August 2004 through August 2005.

3. Description of Initiative: Participation in Scholarship Programs

Illinois News Broadcasters Association offers a scholarship program designed to assist students interested in a career in broadcasting. Michelle McLaughlin, WTAX Program Director is the Chair for the Illinois News Broadcasters Association Honors & Awards Committee and represents Saga Communications of Illinois on the scholarship committee which awards four \$700 scholarships annually.

Saga Communications of Illinois has established a scholarship in the field of Communications for students attending Lincoln Land Community College in the amount of \$400.00.

Saga Communications of Illinois also co-sponsored the Lincoln Land Community College Foundation Summer Fan and All That Jazz in August 2004. This festival is a fund raiser for educational programs and scholarships which include the broadcasting and communications programs.

4. Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Training of full and part time staff in production, board operations and on-air announcing has been on-going from August 2004 through July 2005 (including a special series in production the week of March 7, 2005) in order that they may attain proficiency in the broadcasting field.

In addition, off site seminars have been attended by employees of Saga Communications of Illinois. The Association for Women in Communication's 'Persuasion of Power' seminar on February 16, 2005 was attended by Jackie Campos, Brandy Moore, Nicole Deppe and Heather Winkler. Brand Moore attended the Association for Women in Communication's 'Digital Photography and It's Benefits to Business on March 9, 2005. Ms. Moore also attended the Career Track 'Excelling as a First Time Supervisor' on May 26, 2005. Brie Nonneman participated in Rockhurst University Continuing Education Center's 'Strengthening People Skills' on May 20, 2005. On March 17, 2005 Leanne Arndt, Colleen Durako, Heather Winkler, Brandy Moore, Nicole Deppe, Vonda VanHooser and Joey McLaughlin attended the Career Track seminar 'Managing Emotions Under Pressure.

5. Description of Initiative: Participated in 4 events of programs sponsored by educational institutions relating to career opportunities in broadcasting.

Saga Communications of Illinois participated in the Eastern Illinois University job shadow on January 12, 2005 with job shadowing in the promotions, programming, production and news departments overseen by Heather Winkler, Promotions Coordinator. Job shadow with Rochester High School on March 23, 2005 with Dave Newton, WDBR Program Director. Overview of Broadcasting and career opportunities

with Rochester High School on March 15, 2005 by Heather Winkler, Promotions Coordinator. Robert Morris College in Springfield, Illinois Employer Advisory Board Meeting on April 22, 2005 was attended by Heather Winkler, Promotions Coordinator. Participating in the National Broadcaster Training Network Michelle Eccles McLaughlin, Program Director, mentored a student in News Broadcasting from November 2004 through June 2005.

6. Training to Management Level Personnel

Colleen Durako, Business Manager, participated in the Broadcast Cable Financial Management 'Fair Labor Standards' meeting on October 12, 2004. Information from this meeting was presented to Saga Communications of Illinois department heads on October 19, 2005.
EEO department head training meetings June 14, 2005 with all department heads in attendance.

7. Participate in other activities to disseminated information as to employment opportunities in broadcasting

Tours of Saga Communications of Illinois broadcast facility were give to clubs, schools and Project Next Generation to inform students of the opportunities in broadcasting.