

## CORRECTED 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

<b>1. Job Title: Sales Rep</b>	<b>Date Filled: 08/07/06</b>
<b>2. Job Title: Receptionist</b>	<b>Date Filled: 11/13/06</b>
<b>3. Job Title: Traffic Assistant</b>	<b>Date Filled: 12/04/06</b>
<b>4. Job Title: Sales Rep</b>	<b>Date Filled: 02/12/07</b>
<b>5. Job Title: Sales Rep</b>	<b>Date Filled: 02/12/07</b>
<b>6. Job Title: Sales Rep</b>	<b>Date Filled: 04/30/07</b>
<b>7. Job Title: Production Assist</b>	<b>Date Filled: 05/07/07</b>
<b>8. Job Title: Production Director</b>	<b>Date Filled: 05/07/07</b>
<b>9. Job Title:</b>	<b>Date Filled:</b>
<b>10. Job Title:</b>	<b>Date Filled:</b>
<b>11. Job Title:</b>	<b>Date Filled:</b>

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

<b>1. Job Title: Sales Rep</b>		<b>Date Filled: 08/07/06</b>		
Source	Contact Person	Address	Tel #	Referred Person Hired?
Walk In	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
<b>2. Job Title: Receptionist</b>		<b>Date Filled: 11/13/06</b>		
Source	Contact Person	Address	Tel #	Referred Person Hired?
State Journal Register	Betsy Park	Springfield, IL	217-788-1376	No
Kelly Services	Leanne Pruitt	Springfield, IL	217-793-1126	Yes
State Journal Register	Betsy Park	Springfield, IL	217-788-1376	No

<b>3. Job Title: Traffic Assistant</b>				<b>Date Filled: 12/04/06</b>
<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In-House Recruited	Karen Trueblood	3501 E. Sangamon Ave Springfield, IL	217-753-5400	No
State Journal Register	Betsy Park	Springfield, IL	217-788-1379	No
State Journal Register	Betsy Park	Springfield, IL	217-788-1379	Yes
<b>4. Job Title: Sales Rep</b>				<b>Date Filled: 12/12/07</b>
<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In House – Recruited	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL	217-753-5400	Yes
<b>5. Job Title: Sales Rep</b>				<b>Date Filled: 12/12/07</b>
<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In House – Recruited	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL	217-753-5400	Yes
<b>6. Job Title: Sale Rep</b>				<b>Date Filled: 3/20/06</b>
Illini Radio Group	Alan Beck	Champaign, IL	217-351-4141	Yes
<b>7. Job Title: Production Assistant</b>				<b>Date Filled: 05/07/07</b>
<b>Referral Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
In- House Recruiting	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL	217-753-5400	Yes
State Journal Reg	Betsy Park	Springfield, IL	217-788-1376	No


**8. Job Title: Production Director**

**Date Filled: 05/07/07**

Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
IBA	Dennis Lytle	Springfield, IL	618-988-7056	No
IBA	Dennis Lytle	Springfield, IL	618-988-7056	No
IBA	Dennis Lytle	Springfield, IL	618-988-7056	No
State Journal Register	Betsy Park	Springfield, IL	217-788-1376	No
State Journal Register	Betsy Park	Springfield, IL	217-788-1376	No
Internal	Leanne Arndt	Springfield, IL	217-753-5400	No
Internal	Leanne Arndt	Springfield, IL	217-753-5400	Yes

**9. 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):**

20

**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	6
IBA		Springfield, IL		3
Illini Radio	Alan Beck	2603 W. Bradley Champaign, IL 61821	217-352-4141	1
Kelly Services	Leanne Pruitt	Springfield, IL	217-793-1126	1
State Journal Register	Betsy Park	1 Copley Plaza Springfield, IL 62705	217-788-1376	8
On Air Announcements	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	1

**E. Outreach Activities**

**OUTREACH ACTIVITY DESCRIPTION FORM**

Year: 2006 –	Name of Activity:
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2007

**1. Description of Initiative: Participation in Job Fairs**

Saga Communications of Illinois has participated in four job fairs: The Greater Springfield Chamber of Commerce Job & Career Fair on Wednesday, April 4, 2007 at the Crowne Plaza Hotel in Springfield, Illinois, attended Kevin Anfield, Director of Sales.

The IBA 2006 Career Fair at the IBA-U held on the Illinois State University campus in Bloomington/Normal, Illinois on October 6, 2006, attended by Robert Parrish, Program Director.

The Western Illinois University Spring 2007 Virtual Career Fair in conjunction with eight other mid-central colleges and universities from March 1, 2007 through April 20, 2007 at the Western Illinois University Website [www.careers.wiu.edu](http://www.careers.wiu.edu) submitted by Brandy Moore, Promotions Director.

The Ketch Youth through Training and Employment Job Fair, Saturday, May 5, 2007 at the Eastside Lincoln Land Community College Learning Center, Springfield, Illinois, attended by John Williams, Sales Director.

The Regional Office of Career and Technical Education's annual Career Day on Tuesday, March 13, 2007 held at Lincoln Land Community College, Springfield, Illinois, attended by Brandy Moore, Promotions Director.

**Saga Communications of Illinois will continue participating in job fairs on an ongoing basis.**

**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 (2 interns), Bradley University (1 intern) and Western Illinois University (1 intern). Internships ran from August 2006 through August 2007.

An additional internship was with the University of Illinois-Springfield Public Affairs Reporting Program from January 7, 2007 through June 29, 2007.

**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.

**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 2006 through July 2007 in order that they may attain proficiency in the broadcasting field.**

**Dave Newton, Program Director, Brandy Moore, Promotions Director and Dina Sater, Morning Show air talent attended the Children's Miracle Network training program from April 1, 2007 through April 5, 2007.**

**Leanne Arndt, General Manager, Dave Marquis and Jackie Campos, Sales Reps attended the Strictly Business: Dale Carnegie Immersion Seminar in July 2007.**

**Michelle McLaughlin, Program/News Director attended Amber Alert training at NewsPlex at the University of Carolina on March 5, 2007.**

**Michelle McLaughlin, Program/News Director, Dara Walch, Reporter and Robert Murray, Morning Show Host attended the Illinois News Broadcasters Association Convention April 20 through April 21, 2007.**

**Michelle McLaughlin, Program/News Director attended the Illinois Broadcasters Association Convention on June 7, 2007.**

**5. Established a mentoring program for station personnel.**

**Robert Parrish, Program Director, mentored a part-time employee in the field of website maintenance, music selection and merge and production of commercials.**

**John Williams, Sales Manager mentored an employee in the field of selling, creating proposals and public relations.**

**Colleen Durako, Business Manager mentored an employee in the field of general accepted accounting principles, accounts receivable and documentation.**

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

**Saga Communications of Illinois participated in the Rochester High School Annual Job Shadow on March 22, 2007 with Adam Stark, Sports Director.**

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