

Galesburg Broadcasting Company
WAAG-FM, WGIL-AM, WLSR-FM Galesburg, IL
WKAY-FM, Knoxville, IL
2007 EEO Public File Report
August 1, 2006 – July 31, 2007

A. Full-time Vacancies Filled During Past Year

1 Job Title: Account Executive **Date Filled:** 11/27/06
2 Job Title: News Director **Date Filled:** 04/28/07

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

1. Job Title: Account Executive

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
Galesburg Register-Mail	Classified Department	140 S. Prairie St., Galesburg, IL 61401	309-343-3161	No
On-Air Radio Advertising	Chris Postin	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
Recruitment List	See attached list of additional referral sources.			No

2. Job Title: News Director

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
All-Access.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	No
IL Broadcasters Association	Debbie Gray	300 N. PERSHING, SUITE B, ENERGY, IL 62933	(618) 942-2139	No
INBA Job File	Bob Roberts	815 Long Road, Glenview, IL	847-729-6397	Yes
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
Main St. Tattler	Tom Kay	4517 Minnetonka Blvd, Minneapolis, MN 55416	952-927-4487	No
Recruitment List	See attached list of additional referral sources.			No

C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.

12

D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source

<u>Source:</u>	<u># Interviewed</u>
INBA Job File	1
Newspaper Ads	1
On-Air Radio Ads	4
In House Posting	2
All Access.com	3
Job Fairs	1
Total	<hr style="width: 50%; margin: 0 auto;"/> 12

Galesburg Broadcasting Company 2006-07 Additional Referral List

Additional referral sources notified of each full-time job vacancy
from August 1, 2006 to July 31, 2007.

None of the Recruitment/Referral Sources have requested
notification of job vacancies

<u>BUSINESS</u>	<u>ADD 1</u>	<u>CITY</u>	<u>ST</u>	<u>CONTACT</u>
Augustana College	639 38th Street	Rock Island	IL	Douglas Tschopp
Bradley University	1501 W. Bradley Ave.	Peoria	IL	Lisa Curtis
Bradley University, Communications and Fine Arts	1501 W. Bradley Ave.	Peoria	IL	Alyssa L. Rodgers
Broadcast Employment Services	P.O. Box 4116	Oceanside	CA	Mark C. Holloway
Brown College/Radio	1440 Northland Ave.	Mendota Heights	MN	Karol Baumeister
Carl Sandburg College	2400 Tom L. Wilson Blvd.	Galesburg	IL	Career Services
Culver- Stockton College	One Chicago Hill	Canton	MO	Job Placement
Eastern Illinois University	600 Lincoln Avenue	Charleston	IL	Debbie Endsley
Franciscan University	400 N. Bluff Blvd.	Clinton	IA	Career Services
Illinois Center for Broadcasting	55 W. 22nd Street #240	Lombard	IL	Chip Egan
Illinois Community College Board	401 E. Capital	Springfield	IL	Karen Anderson
Illinois Department of Employment Security	821 W. Main St.	Galesburg	IL	
Illinois State University Career Center	Illinois State University	Normal	IL	Toni Krippel
John Wood Community College	1301 S. 48th Street	Quincy	IL	Susan Deege
Knox College Career Services	2 E. South St.	Galesburg	IL	Heather Poppy
Lake Land College	5001 Lake Land Blvd.	Mattoon	IL	Brian Minnigerode
Lake Land College	5001 Lake Land Blvd.	Mattoon	IL	Ken Beno
Latino Resource Group	Lulac Hall	Galesburg	IL	Sal Garza
Medill School of Journalism Northwestern Univ.	1845 Sheridan Road	Evanston	IL	Loraine Hasebe
Millikin University	1184 W. Main St.	Decatur	IL	Pam Folger
National Association of Broadcasters	Minority & Specialty Services Dept.	Washington	DC	Job Coordinator
NIU Career Plan & Placement	Northern Illinois University	DeKalb	IL	Kathy Zuidema
North Central College	30 N. Brainard Street	Naperville	IL	Marlene Starzyk
Parkland College	2400 W. Bradley Ave.	Champaign	IL	Carolyn Martin

Peoria Community Action Agency	711 W. McBean	Peoria	IL	Connie Johnson
Quincy University	1800 College St.	Quincy	IL	Kristen Liesen
Radio 1 Broadcast School		LaCrosse	WI	Joe Casper Deschler
Richland Community College	One College Park	Decatur	IL	Michael Diggs
Rock Valley College	3301 N. Mulford Road	Rockford	IL	Art Delgado
Southern Illinois University	Woody Hall, B204	Carbondale	IL	Beverly Robbins
Southern Illinois University	Community Building 1012	Carbondale	IL	Tom Johnson
Spoon River College	23235 N. County 22	Canton	IL	Michelle Bugos
St. Ambrose University	518 West Locust Street	Davenport	IA	Kim Matteson
The JobFile, a joint project of the Illinois News Broadcasters Association, and the Chicago Headline Club Chapter of the Society of Professional Journalists	815 Long Road	Glenview	IL	Bob Roberts, Editor
Tri-County Peoria Urban League	317 S. MacAuthur Highway	Peoria	IL	Wayne Cannon
University of Illinois at Springfield	One University Plaza	Springfield	IL	Student Affairs
University of Illinois at Urbana/Champaign	810 S. Wright Street	Urbana	IL	Lynn Holley
Vatterott College	501 N. 3rd Street	Quincy	IL	Mark Shepard
Western IL University	Career Services - WIU	Macomb	IL	
WZND Radio at Illinois State University	Campus Box 4481	Normal	IL	Deb Lesser

WAAG-FM

WGIL-AM

WKAY-FM

WLSR-FM

Galesburg/Knoxville, IL

2007 EEO Public File Report
Outreach Initiative Activity
August 1, 2006 - July 31, 2007

Date of Initiative:

April 12, 2007

Initiative Description/Participation:

Carl Sandburg College Job Fair held at the John Lewis Gym on the college campus. Station Department Head Shared information about our company, met perspective employees (both full and part-time) and shared information about careers in radio broadcasting. Attended by GSM Chris Postin.

Date of Initiative:

June/July/August 2007

Initiative Description/Participation:

Continued established summer internship program for local college students wanting to enter the broadcasting or marketing field. Mark Lakis was the college student participating this year from Western Illinois University. Internship program included hands on training and experience from Marketing, Sales and Programming.

Date of Initiative:

March 9, 2007

Initiative Description/Participation:

2007 Carl Sandburg College Career Day. Four fifteen minute presentations were made to different groups of college students interested in pursuing careers in radio. Topics included writing, creative, and technological skills needed and recommended education for the field and for positions in our company.

Presentations made by Program Director Chris LaGrow and Farm Director Jim Lee.

Date of Initiative:

April 25, 2007

Initiative Description/Participation:

Galesburg Area Vocational / Rotary Club Job Shadow Day. Three area high school students spent a half-day in the radio station facility observing hands on careers in radio. Each student spent time with on-air talent, production staff, news reporting staff, creative services staff and engineering staff. Radio station staff members demonstrated their typical workday and answered questions regarding their education and experience.

Date of Initiative:

December 20, 2006

Initiative Description/Participation:

Participation in the Knox County YMCA After School Kids Program. News Director Shannon Anderson spent time making a presentation to the group of kids discussing careers in broadcasting and journalism. She also demonstrated a typical workday and answered questions regarding education and experience.

Date of Initiative:

June 14, 2007

Initiative Description/Participation:

Participation in the Illinois Broadcasters Association Career Fair in Springfield, IL. Shared information about our company, and shared information about careers in radio broadcasting along with other broadcasters from around the state. Broadcasts of Public Service Announcements to encourage attendance from interested parties in our area ran prior to the event. Attended by GBC President John Pritchard, and GM Roger Lundeen.

Date of Initiative:

October 16, 2007

Initiative Description/Participation:

Participation in Carl Sandburg College "Tomorrow's Leaders Local Government Youth Academy" career experience day. Janiece Erickson spent a day in the radio station facility observing hands on careers in radio. She spent time with Farm Director, Jim Lee, and News Director Shannon Anderson. They demonstrated their typical workday and answered questions regarding their education and experience.

Date of Initiative:

March 1, 2007

Initiative Description/Participation:

Monmouth College Wackerle Career, Leadership, and Internship Fair held at the Monmouth College. Station Department Heads shared information about our company, met perspective employees (both full and part-time) and shared information about careers in radio broadcasting. Attended by GM Roger Lundeen and GSM Chris Postin.

Date of Initiative:

March 1, 2007

Initiative Description/Participation:

Knox College Career, Internship and Summer Job Fair held at the Knox College. Station Department Heads shared information about our company, met perspective employees (both full and part-time) and shared information about careers in radio broadcasting. Attended by GM Roger Lundeen and GSM Chris Postin.

Date of Initiative:

April 12, 2007

Initiative Description/Participation:

Participation in the Southeast Iowa – West Central Illinois Regional Job Fair at the Mt. Pleasant Armory, Mt. Pleasant, IA. Shared information about our company, and shared information about careers in radio broadcasting along with other broadcasters from around the state. Broadcast Public Service Announcements to encourage attendance from interested parties in our area. Attended by GBC President John Pritchard.

Date of Initiative:

June/July/August 2007

Initiative Description/Participation:

Participation in the Carl Sandburg Upward Bound Summer Career Exploration program. A.J. Honeyman spent 15 hours per week in the radio station facility observing hands on careers in radio. He spent time with on-air talent, production staff, news reporting staff, creative services staff and engineering staff.

Date of Initiative:

December 2006

Initiative Description/Participation:

Participation in the Carl Sandburg Winter Internship/Job Shadow program. Alyson Bates spent two weeks observing and participating in our news department. She was able to determine her options in careers in journalism, writing and news production.

Date of Initiative:

October 30, 2006

Initiative Description/Participation:

Job Shadow Day. ROWVA High School Dan Reynolds spent a day in the radio station facility with WLSR Program Director Chris LaGrow observing hands on careers in radio. He spent time with on-air talent, production staff, news reporting staff, creative services staff and engineering staff. Radio station staff members demonstrated their typical workday and answered questions regarding their education and experience.

Date of Initiative:

September 21, 2006

Initiative Description/Participation:

Broadcast Journalism Class Presentation. News Director Shannon Anderson spent time making a presentation to the Carl Sandburg College Journalism class discussing careers in broadcasting and journalism. She also demonstrated a typical workday and gave information about careers, skills learned in the field, and technology used in newsgathering. The class observed witnessed a live broadcast of the WGIL midday news.

Date of Initiative:

November 7, 2006

Initiative Description/Participation:

Participation at Heather Hellenga's class at Steele School. Chief Engineer Rick Heath spent time making a presentation to the group of kids discussing oral reading from the perspective of broadcasting. He also demonstrated a typical workday and answered questions regarding his education and experience in broadcasting.

Date of Initiative:

May 18, 2007

Initiative Description/Participation:

Broadcast Journalism Class Presentation. General Manager Roger Lundeen and Operations Director Brian Prescott made presentations to two journalism classes and Galesburg High School, discussing careers in broadcasting and journalism. They also discussed the process of programming decisions and promotions coordination. They also gave information about careers, skills needed for broadcast careers.