

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: News Reporter	Date Filled: 08/14/07
2. Job Title: Sales Assistant	Date Filled: 09/10/07
3. Job Title: Air Talent	Date Filled: 12/10/07
4. Job Title: Promotions Assistant	Date Filled: 12/03/07
5. Job Title: Sales Rep	Date Filled: 03/12/08
6. Job Title: Air Talent	Date Filled: 04/01/08
7. Job Title: Sales Rep	Date Filled: 05/27/08
8. Job Title: General Manager	Date Filled: 07/22/08
9. Job Title: Air Talent	Date Filled: 06/03/08
10. Job Title:	Date Filled:
11. Job Title:	Date Filled:

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

1. Job Title: News Reporter		Date Filled: 08/14/07		
Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access		All access.com	217-753-5400	No
All Access		All access.com		No
All Access		All access.com		No
IRN	Melissa Hahn	State Capitol, Springfield, IL	217-528-3377	Yes
2. Job Title: Sales Assistant		Date Filled: 09/10/07		
Source	Contact Person	Address	Tel #	Referred Person Hired?
On-Air Radio Ads	Leanne Arndt	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	No
On-Air Radio Ads	Leanne Arndt	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	Yes
On-Air Radio Ads	Leanne Arndt	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	No
On-Air Radio Ads	Leanne Arndt	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	No
State Journal Register	Michelle Tremain	1 Copley Plaza Springfield, IL 62701	217-788-1330	No

3. Job Title: Air Talent				Date Filled: 12/10/07
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access.com	Zac Hoesly	2368 Corrigan Way Normal, IL	309-826-6697	No
Internal	Blake Stadel	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	Yes
4. Job Title: Promotions Assistant				Date Filled: 12/03/07
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
Internal	Michelle Eccles	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
Internal	Nathan Dragovan	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
On-Air Radio Ads	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Np
Saga Website	Michell Novak	One Turkey Road South Westport, CT 06880	203-221-1666	No
5. Job Title: Sales Rep				Date Filled: 03/31/08
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
On-Air Radio Ads	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	Yes
On-Air Radio Ads	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
On-Air Radio Ads	Leanne Arndt	3501 E. Sangamon Ave Springfield, IL 62707	217-753-5400	No
Yellow Pages		2560 Renaissance Blvd King of Prussia, PA 19406	800-929-3556	No
6. Job Title: Air Talent				Date Filled: 04/01/08

8. Job Title: General Manager				Date Filled: 07/22/08
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
Radio Business Report	Jim Carnegie	PO Box 6633 Woodbridge, VA 22195	703-490-3099	No
On Radio	Ken Besinger	155 N Michigan Avenue Chicago, IL 60601	630-372-8788	Yes

9. Job Title: Air Talent				Date Filled: 06/03/08
Referral Source	Contact Person	Address	Tel #	Referred Person Hired?
In House	Michelle Eccles	3501 E Sangamon Avenue Springfield, IL 62707	217-753-5400	Yes
WSIU	Jennifer Flath	1100 Lincoln Drive Carbondale, IL 62901	618-453-6101	No
All Access.com	Joel Denver	28955 Pacific Coast Hwy – Ste 210-5 Malibu, CA 90265	310-457-6616	No
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All Access.com	Joel Denver	28955 Pacific Coast Hwy – Ste 210-5 Malibu, CA 90265	310-457-6616	No

All Access.com

Joel Denver

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 39

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
All Access.com	Joel Denver	28955 Pacific Coast Hwy –	310-457-	11

		Ste 210-5 Malibu, CA 90265	6616	
Job Fair	Sharon Thesson	Crown Plaza – Chamber	217-525- 1173	1
Internal	Blake Stadel, Michelle Eccles, Nate Dragavon, Jackie Campos	3501 E Sangamon Avenue Springfield, IL 62707	217-753- 5400	5
INBA Jobfile	Bob Roberts	Borrowmaq.com	312-202- 3815	1
IRN	Melissa Hahn	State Capitol, Springfield, IL	217-528- 3377	1
On Air Radio Ads	Kevin Anfield	3501 E. Sangamon Ave Springfield, IL 62707	217-753- 5400	8
Radio Business Report	Jim Carnegie	PO Box 6633 Woodbridge, VA 22195	703-490- 3099	1
On Radio	Ken Besinger	155 N Michigan Avenue Chicago, IL 60601	630-372- 8788	1
Yellow Pages		2560 Renaissance Blvd King of Prussia, PA 19406	800-929- 3556	1
WSIU	Jennifer Flath	1100 Lincoln Drive Carbondale, IL 62901	618-453- 6101	1
Saga Website	Michell Novak	One Turkey Road South Westport, CT 06880	203-221- 1666	1
State Journal Register	Michelle Tremaian	One Copley Plaza Springfield, IL 62701	217-788- 1329	7
E. Outreach Activities				

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2007 – 2008	Name of Activity:
1. Description of Initiative: Participation in Job Fairs	
<p>Saga Communications of Illinois has participated in six job fairs: Western Illinois University Virtual Career/Job Fair March 1, 2008 through June 30, 2008 Brandy Moore, Promotions Director participated.</p> <p>The Illinois Broadcasters Association Career Fairs Association Fair held February 27, 2008 attended by Brandy Moore, Promotions Director.</p> <p>The Illinois Department of Human Services Job Fair held on March 18, 2008 attended by John Williams, Sales Manager and Jane Newton, Program Director.</p>	

The Regional Office of Career & Technical Education Career/Job Fair held in March 2008 attended by Casey Becker, Assistant Promotions Director.

The 2008 Career & Employment Expo at Illinois College on April 3, 2008 attended by Bob Parrish, Program Director and Casey Becker, Assistant Promotions Director.

The Greater Springfield Job & Career Fair held April 15, 2008 attended by Dave Newton, Program Director and Casey Becker, Assistant Promotions Director.

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 Casey Becker, Assistant Promotions Director. 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 Robert Morris College (4 interns) and Western Illinois University (2 interns). Internships ran from August 2007 through August 2008.

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

Saga Communications participates in job shadowing programs with Jobs for Illinois Graduates at Springfield Southeast High School, Lawrence Education Center, Rochester High School, Lincoln Land Community College.

Jackie Campos, Sales Representative spoke to classes at Springfield Public School District 186 on March 20, 2008 and Blake Stadel, Air Talent, was a guest speaker the Lincoln Magnet School's Business/Education Day on February 5 ,2008.

Tours were given to students from Rochester High School Oral Communications Class.