

Galesburg Broadcasting Company
WAAG-FM, WGIL-AM, WLSR-FM Galesburg, IL
WKAY-FM, Knoxville, IL
2008 EEO Public File Report
August 1, 2007 – July 31, 2008

A. Full-time Vacancies Filled During Past Year

1 Job Title:	On-Air	Date Filled:	October 22, 2007
2 Job Title:	On-Air	Date Filled:	October 22, 2007
3 Job Title:	News Reporter	Date Filled:	November 16, 2007
4 Job Title:	On-Air	Date Filled:	February 12, 2008
5 Job Title:	News Director	Date Filled:	March 10, 2008

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

1. Job Title: On-Air (2 Positions filled at the same time)

<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	Yes
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
IL Broadcasters Association	Debbie Gray	300 N. PERSHING, SUITE B, ENERGY, IL 62933	(618) 942-2139	No
Recruitment List	See attached list of additional referral sources.			No

2. Job Title: On-Air (2 Positions filled at the same time)

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
Same as Job #1 - Both positions were filled at the same time, with the same candidate pool / outreach				See Above

3. Job Title: News Reporter

<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	WBBM-AM Radio, Chicago		No
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
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

4. Job Title: On-Air

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

5. 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	WBBM-AM Radio, Chicago		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.

36

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	3
IL Broadcasters Assn.	2
Newspaper Ads	0
On-Air Radio Ads	0
In House Posting	4
All Access.com	27
Job Fairs	0
Total	36

Galesburg Broadcasting Company 2007-2008 Additional Referral List

Additional referral sources notified of each full-time job vacancy
from August 1, 2007 to July 31, 2008.

The Recruitment/Referral Sources that have requested notification
of job vacancies are as noted by ****.

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
Central Illinois Jobs.com	536 West Ash Ave.	Decatur	IL	Larry Williams
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
**** Goods Entertainment				Adam Goodman
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	Becky Legge
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	Student Affairs
	WZND Radio at Illinois State University	Campus Box 4481	Normal	IL	Deb Lesser
****	Ed Morris	336 N. Henderson	Galesburg	IL	Ed Morris

WAAG-FM WGIL-AM WKAY-FM WLSR-FM
Galesburg/Knoxville, IL

2008 EEO Public File Report
Outreach Initiative Activity
August 1, 2007 - July 31, 2008

Date of Initiative:

April 10, 2008

Initiative Description/Participation:

Carl Sandburg College Job Fair held at the John Lewis Gym on the college campus. 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:

June/July 2008

Initiative Description/Participation:

Continued established summer internship program for local college students wanting to enter the broadcasting or marketing field. Shalane Warden from Carl Sandburg College and Beth Terpening from Western Illinois University were the college students participating this year. Internship program included hands on training and experience from Marketing, Sales, Production and Programming Departments.

Date of Initiative:

December 12, 2007

Initiative Description/Participation:

Monmouth College "Careers in Media" panel discussion. This panel discussion included three people from local media giving students the opportunity to learn about their radio, television and newspaper media career options. The forum allowed students and professors to ask questions from the panel about experience and education in media jobs. Station representative on the panel was GSM Chris Postin.

Date of Initiative:

January 15, 2007

Initiative Description/Participation:

Participation in Spoor River High School Job Shadow Day. Area high school student and his Speech Coach spent a half-day in the radio station facility observing hands on careers in radio. Each spent time with News Director Julie Root demonstrating her typical workday and answered questions regarding their education and experience. She also explained breaking news and severe weather coverage and practices.

Date of Initiative:

June 4-6, 2008

Initiative Description/Participation:

Participation in Abingdon High School Teacher Shadowing. Cindy Arther, a teacher from Abingdon shadowed WGIL's Terry Cavanaugh and other staff members for three days to further her education with regards to current day broadcast & journalism practices, as well as looking at the way that technology is being utilized in our broadcast facility.

Date of Initiative:

March 15, 2008

Initiative Description/Participation:

Participation in "Spec-Tech-Ular" organized by Carl Sandburg College and the University of Illinois Extension. "Students from Galesburg, Abingdon, ROWVA, and Monmouth-Roseville school districts participated in this demonstration of technology. Chief Engineer/IT Director Rick Heath hosted a segment on using Digital Technology in Radio Production demonstrating how computers and creativity come together to produce sound.

Date of Initiative:

March 6, 2008

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 6, 2008

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:

May 5, 2008

Initiative Description/Participation:

Participation in the Nielson School Spring Media Tour. Sixty students visited the radio station studios and spent time with on-air talent, production staff, news reporting staff, creative services staff and engineering staff. This event was hosted by WGIL Morning Host Terry Cavanaugh and WAAG Afternoon Host Samantha Kaye.

Date of Initiative:

April 23, 2008

Initiative Description/Participation:

Participation in the Galesburg C.U.S.D. #205 Job Shadow program. GHS Student Jesse Morrison spent the day observing news, on-air and production staff members. He was able to determine her options in careers in journalism, writing, news, on-air and production.