

HARRY F. COLE
ANNE GOODWIN CRUMP
PAUL J. FELDMAN
JEFFREY J. GEE
CHRISTINE GOEPP*
KEVIN M. GOLDBERG
FRANK R. JAZZO
M. SCOTT JOHNSON
DANIEL A. KIRKPATRICK
MITCHELL LAZARUS
STEPHEN T. LOVELADY*
SUSAN A. MARSHALL
HARRY C. MARTIN
MICHELLE A. MCCLURE
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LEE G. PETRO*
RAYMOND J. QUIANZON
JAMES P. RILEY
DAVINA SASHKIN
PETER TANNENWALD
KATHLEEN VICTORY
HOWARD M. WEISS

FLETCHER, HEALD & HILDRETH, P.L.C.

ATTORNEYS AT LAW

11th FLOOR, 1300 NORTH 17th STREET
ARLINGTON, VIRGINIA 22209

OFFICE: (703) 812-0400

FILED/ACCEPTED FAX: (703) 812-0486

www.fhhlaw.com

JUN - 1 2010

Federal Communications Commission
Office of the Secretary

June 1, 2010

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THIS COPY TO
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OF COUNSEL
THOMAS J. DOUGHERTY, JR.
DANIEL J. EVANS
ROBERT J. GURSS*
RICHARD F. SWIFT
WRITER'S DIRECT
(703) 812-0400
GEE@FHHLAW.COM

* NOT ADMITTED IN VIRGINIA

VIA HAND DELIVERY

Ms. Marlene Dortch, Secretary
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Attention: EEO Staff, Policy Division, Media Bureau

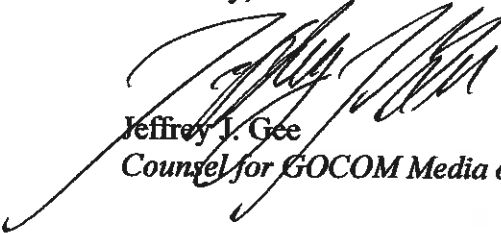
Re: **EEO Audit Response of GOCOM Media of Illinois, LLC
Station WRSP-TV, Springfield, IL (Facility ID No. 62009)**

Dear Ms. Dortch:

Submitted herewith is the response of GOCOM Media of Illinois, LLC, licensee of Station WRSP-TV, Springfield, Illinois (Facility ID No. 62009), in response to EEO audit letter dated April 19, 2010, from the Policy Division of the Media Bureau regarding the WRSP-TV employment unit.

Please communicate directly with this office if there are any questions or concerns regarding this matter.

Sincerely,


Jeffrey J. Gee
Counsel for GOCOM Media of Illinois, LLC

Enclosures

cc (w/o encl.): Lewis C. Pulley, Assistant Chief, Policy Division

GOCOM MEDIA OF ILLINOIS, LLC
200 Main Street, Suite 201 B
Hilton Head Island, SC 29926
(843) 342-4405

May 28, 2010

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, D.C. 20554

Attention: Lewis C. Pulley, Assistant Chief, Policy Division

**Re: EEO Audit Response of Gocom Media of Illinois, LLC
Station WRSP-TV, Springfield, IL (Facility ID No. 62009)**

Dear Mr. Pulley:

This letter is provided by GOCOM Media of Illinois, LLC ("GOCOM"), licensee of Station WRSP-TV, Springfield, IL (Facility ID No. 62009), in response to your EEO Audit letter dated April 19, 2010, regarding the random EEO audit of the WRSP-TV station employment unit (the "Unit").

The Unit employs five or more full-time employees, thus the audit data requested in paragraph (3) of your letter is provided below. The Unit includes stations WRSP-TV, Springfield, IL (Facility ID No. 62009); WBUI(TV), Decatur, Illinois (Facility ID No. 16363); and WCCU(TV), Urbana, Illinois (Facility ID No. 69544).

(a) EEO Public File Reports.

Copies of the Unit's two most recent EEO public file reports are enclosed at Exhibit A hereto. The Unit station website is: <http://www.myfoxillinois.com>. The Unit's most recent EEO public file report is provided at: [http://www.myfoxillinois.com/subindex/about us](http://www.myfoxillinois.com/subindex/about_us).

The date of each full time hire listed in each report is included in the EEO public file reports enclosed at Exhibit A. This information also is separately provided at Exhibit B hereto.

(b) Full-time Position Announcements.

Copies of all advertisements, bulletins, letters, faxes, emails, or other communications in the Unit's possession announcing each Unit full-time position filled during the period covered by the two most recent EEO public file reports, along with copies of announcements sent to all relevant organizations, are enclosed at Exhibit C hereto.

(c) Interviewees.

The total number of interviewees for each vacancy and the referral source of each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports is included in the EEO public file reports enclosed at Exhibit A. This information also is separately provided at Exhibit B hereto.

(d) Recruitment Initiatives.

As of the date of this response, the Unit has 37 full time employees. WRSP-TV is licensed to Springfield, Illinois, WBUI(TV) is licensed to Decatur, Illinois, and WCCU(TV) is licensed to Urbana, Illinois. The U.S. Census Bureau's July 1, 2009, population estimates for the Metropolitan Statistical Area ("MSA") of each community are as follows:¹

Springfield, IL MSA:	208,182
Champaign-Urbana, IL MSA:	226,132
Decatur, IL MSA:	108,204

Section 73.2080(e)(3) states that a "smaller market" includes metropolitan areas with a population of fewer than 250,000 persons. As each station in the Unit is licensed to a metropolitan area with a population of less than 250,000 persons, pursuant to Sections 73.2080(c)(2) and (e)(3), the Unit was only required to perform two (2) initiatives within a two-year period. Nevertheless, the Unit performed the equivalent of five (5) initiatives within the two year period covered by this response. Documentation of the Unit's recruitment initiatives is enclosed at Exhibit D hereto.

(e) Complaints.

Only one complaint alleging unlawful discrimination has been filed against the Unit during WRSP-TV's current license term.

Description: GOCOM received a complaint from a former employee alleging (a) retaliation in the form of a hostile work environment and termination subsequent to a complaint of sexual harassment and (b) termination based on gender discrimination.

Complainant: Geraldine Dennis

Date Filed: December 8, 2009

¹ U.S. Census Bureau, Annual Estimates of the Population of Metropolitan and Micropolitan Statistical Areas: April 1, 2000 to July 1, 2009 (CBSA-EST2009-01), <http://www.census.gov/popest/metro/CBSA-est2009-annual.html>.

Agency: United States Equal Employment Opportunities Commission
Chicago District Office
500 W. Madison Street, Suite 2000
Chicago, Illinois 60661

File No.: EEOC Charge No. 440-2010-01166

Status: The complaint is pending as of the date of this response. On May 20, 2010, the Chicago District Office of the U.S. EEOC issued a Notice of Right to Sue in connection with the complaint. The complainant has 90 days from the date of the Notice to file a claim in federal court. As of the date of this response, the Unit has not been served with any such filing.

(f) Management EEO Responsibilities and Distribution of EEO Policies.

Subject to the oversight and supervision of the Unit's General Manager, the Unit's Business Manager has overall responsibility for ensuring that all aspects of the Unit's EEO policies are enforced. With respect to each vacancy, the manager of the position being advertised also shares responsibility for ensuring that all hiring is conducted in compliance with the Unit's EEO policies. In each case, the manager of the position being advertised sends information detailing the open position to the Business Manager and General Manager for review. The Business Manager ensures that vacancy announcements have been provided to the appropriate recruitment sources, including all organizations that have requested notice of vacancies. The Business Manager also ensures that vacancy notices have been placed on the Unit's website and posted internally at each of the Unit's offices. Before any offer of employment is made, the Business Manager and the manager of the position being advertised conduct a final review to ensure that all EEO policies have been followed in connection with that position.

The Business Manager is also responsible for maintaining the EEO information for all applicants/employees, tracking and documenting recruitment initiatives, and preparing the annual EEO public file reports. The Business Manager reviews the Unit's annual EEO public file reports with the Unit's General Manager, GOCOM's Chief Executive Officer ("CEO"), and GOCOM's legal counsel on an annual basis.

As of the date of this response, the Unit's Business Manager is Stacy Austin and the Unit's General Manager is Peter O'Brien. The CEO of GOCOM is Ric Gorman.

It is the Unit's policy that all job postings, regardless of where they are posted or announced, should state that the Unit is an Equal Employment Opportunity employer. All new hires are provided an Employee Handbook that details the Unit's EEO policies. Unit employees are encouraged to participate in recruitment activities.

(g) Recruitment Program Analysis.

Prior to seeking applicants for any open position, the Unit's Business Manager and the manager of the position being advertised evaluate the Unit's recruitment methods and make adjustments as deemed necessary. In addition, the Unit's General Manager, the CEO of GOCOM and the company's legal counsel conduct annual reviews of the Unit's recruitment methods and outreach activities to determine the effectiveness of past efforts and to assess whether different strategies should be employed.

(h) Examination of Pay, Benefits, etc.

Individual performance reviews are conducted annually. Compensation, including benefits, and promotions are reviewed annually based upon performance and seniority. Unit management structures and, as necessary, revises performance reviews, compensation levels and new hiring to help ensure equal opportunities and avoid discriminatory effects. The Unit has no union agreements.

(i) Religious Broadcasters. GOCOM is not a religious broadcaster, thus this data request does not apply.

I, Ric Gorman, Chief Executive Officer of GOCOM Media of Illinois, LLC, declare under penalty of perjury that the foregoing information is true and correct and is accurate and complete in all material respects.

Dated: May 28, 2010



Ric Gorman

Exhibit A

2007 - 2008 and 2008 - 2009 EEO Public File Reports

EEO PUBLIC FILE REPORT

FOR

STATIONS WRSP-TV, WCCU-TV, & WBUI-TV
Decatur, Champaign, and Springfield, Illinois

This EEO Public File Report
Covers August 1, 2007
Ending on July 31, 2008
Revised 7/28/09

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed for Stations WRSP, WCCU, and WBUI TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period of August 1, 2007 to July 31, 2008, the station filled the following full-time vacancies:

Station Manager – WCCU
Station Manager – WBUI
Account Executive – WRSP
Administrative Assistant
Traffic Assistant
Account Executive – WCCU
Account Executive – WBUI
Account Executive – WBUI
Commercial Producer
CW Creative Services Director
Weather Reporter
Master Control Operator
Account Executive – WCCU

The station interviewed a total of 75 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WRSP/WCCU TV Advertising (On-air Spot)	10
WRSP/WCCU TV Website	6
Internal Posting / Walk-ins	21
State Journal Register	17
Spots n' Dots	8
Broadcast & Cable	0
MediaRecruiter.com	2
Manpower	9
Best Express Personnel	1
Association for Women in Communications	0
Capital Area Career Center	0
Career Services	0
Danville Area Community College	0
Eastern Illinois University	0
Illinois College	0
Illinois Skills Match	0
Lake Land College	0

LincolnLand Community College	0
Milliken University	1
Parkland College	0
Robert Morris College	0
Springfield Urban League	0
U of I @ Springfield	0
U of I @ Urbana/Champaign	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * * *

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Job Title of Vacancy: WCCU Station Manager

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 7/18/07

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 10/3/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal				1	No
Broadcasting & Cable	On-line	Katie Rosa	323-965-2089	0	No
MediaRecruiter.com	On-line	Birschbach Recruitment Network	303-400-5150	2	No
Spots-n-Dots	Print & On-line	April Causey	888-884-2630	3	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	<u>MargStrano@aol.com</u>	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	<u>jimgrimes@aol.com</u>	217-529-5431	0	Yes
Career Services	<u>Careerservices016@itt-tech.edu</u>	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	<u>dwyatt@dacc.edu</u>	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No

Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No
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Job Title of Vacancy: WBUI Station Manager Recruitment Source That Referred the Hiree: Spots-n-Dots

Date Vacancy Opened: 7/18/07 Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 10/22/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal				0	No
Broadcasting & Cable	On-line	Katie Rosa	323-965-2089	0	No
MediaRecruiter.com	On-line	Birschbach Recruitment Network	303-400-5150	0	No
Spots-n-Dots	Print & On-line	April Causey	888-884-2630	5	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	<u>MargSirano@aol.com</u>	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	<u>jimgrimes@aol.com</u>	217-529-5431	0	Yes
Career Services	<u>Careerservices016@itt-tech.edu</u>	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	<u>dwyatt@dacc.edu</u>	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	ireif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wpic@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No

Job Title of Vacancy: Account Executive – WRSP

Recruitment Source That Referred the Hiree: Television Ad

Date Vacancy Opened: 7/19/07

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 9/4/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Sales Manager	217-523-8855	4	No
Internal				1	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	cssamd@eiu.edu	217-581-2412	0	No

Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Administrative Assistant

Recruitment Source That Referred the Hiree: Walk-In

Date Vacancy Opened: 9/21/07

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 11/12/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
The State Journal Register	1 Copley Plaza, Springfield, IL 62705	Classified Dept.	217-788-1498	7	No
Internal / Walk-ins			217-523-8855	2	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No

Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llec.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Traffic Assistant

Recruitment Source That Referred the Hiree: The State Journal Register

Date Vacancy Opened: 11/6/07

Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 11/29/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
The State Journal Register	1 Copley Plaza, Springfield, IL 62705	Classified Dept.	217-788-1498	10	No
Internal				0	No
Walk-ins	3003 Old Rochester Rd, Springfield, IL 62703		217-523-8855	0	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	<u>MargStrano@aol.com</u>	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	<u>jimgimes@aol.com</u>	217-529-5431	0	Yes
Career Services	<u>Careerservices016@itt-tech.edu</u>	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	<u>dwyatt@dacc.edu</u>	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jireif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WCCU

Recruitment Source That Referred the Hiree: WRSP/WCCU TV Ad

Date Vacancy Opened: 12/28/07

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 3/31/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Sales Manager	217-523-8855	2	No
Internal				2	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	0	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	brimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WBUI

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 12/28/07

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 4/1/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Sales Manager	217-523-8855	0	No
Internal				6	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	1	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@jitt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	brimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Manpower	3157 N. Woodford, Decatur, IL 62526	Richard George	217-872-8528	1	No
Best Express Personnel	655 W. Pershing, Decatur, IL 62526	Lee Best / Brian Lockwood	217-872-7400	1	No

Job Title of Vacancy: Account Executive - WBUI

Recruitment Source That Referred the Hiree: Miliken University

Date Vacancy Opened: 12/28/07

Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 6/9/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Sales Manager	217-523-8855	0	No
Internal				1	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	0	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	cssamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	ireif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	berimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	1	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pheury@urbanleague.net	217-363-3333 ext 30	0	No

Manpower	3157 N. Woodford, Decatur, IL 62526	Richard George	217-872-8528	8	No
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Job Title of Vacancy: _____ Commercial Producer _____

Recruitment Source That Referred the Hiree: _____ Website _____

Date Vacancy Opened: _____ 2/13/08 _____

Total Number of Persons Interviewed for the Vacancy: _____ 5 _____

Date Vacancy Filled: _____ 3/21/08 _____

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal				2	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	3	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No

Illinois College	1101 W. College, Jacksonville, IL 62650	jireif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmins@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llec.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Creative Services Director

Recruitment Source That Referred the Hiree: Website

Date Vacancy Opened: 2/13/08

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 3/24/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal				1	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	2	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No

Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy:

Meteorologists / Weather Reporter

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened:

4/21/08

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled:

5/22/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal				1	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargSirano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jrcif@ic.edu	217-245-3000	0	No

Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	berimmin@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwiliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Master Control Operator

Recruitment Source That Referred the Hiree: WRSP/WCCU TV Ad

Date Vacancy Opened: 1/3/08

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 4/28/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Chief Engineer	217-523-8855	3	No
Internal				2	No

Job Title of Vacancy: Account Executive – WCCU

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 12/28/07

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 7/14/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WRSP/WCCU Television Ad		Sales Manager	217-523-8855	1	No
Internal				2	No
WRSP/WCCU Website	www.Myfoxspringfield.com	Sales Manager	217-523-8855	0	No
Association For Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	jimgrimes@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwvatti@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0		No
Illinois College	1101 W. College, Jacksonville, IL 62650	jireif@ic.edu	217-245-3000	0		No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0		No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0		No
Lake Land College Job Search	5001 Lake Land Blvd, Mattoon, IL 61938	bcrimmin@lakeland.cc.il.us	217-234-5253	0		No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crenels@lakeland.cc.il.us	217-234-5253	0		No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0		No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0		No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0		No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0		No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	Mary Simmons – marysimmons@insightbb.com	217-789-0934	0		No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0		No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0		No

ATTACHMENT B

MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WRSP has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
12	Association for Women in Communications	List all upper level category openings with group.
12	Springfield Urban League	List all upper level category openings with group.
12	Urban League of Champaign County	List all upper level category openings with group.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

EEO PUBLIC FILE REPORT

FOR

STATIONS WRSP-TV, WCCU-TV, & WBUI-TV
Decatur, Champaign, and Springfield, Illinois

This EEO Public File Report

Covers August 1, 2008

Ending on July 31, 2009

Revised May 27, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed for Stations WRSP, WCCU, and WBUI TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period of August 1, 2008 to July 31, 2009, the station filled the following full-time vacancies:

Traffic Assistant
Account Executive – WBUI
Account Executive – WBUI
Web Producer
Sales Manager - WRSP
Commercial Producer - WCCU
Account Executive – WRSP
National Sales Manager
National Sales Assistant
Account Executive – WRSP
Account Executive - WCCU
Account Executive - WRSP
Web Producer

The station interviewed a total of 60 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Internal Posting / Walk-ins	22
WRSP TV Television Ad (On-air Spot)	6
WCCU TV Television Ad (On-air Spot)	0
WBUI TV Television Ad (On-air Spot)	0
WRSP TV Website	11
WCCU TV Website	0
WBUI TV Website	2
State Journal Register	1
Association for Women in Communications	0
Capital Area Career Center	0
Career Services	0
Danville Area Community College	0
Eastern Illinois University	0
Illinois College	0
Illinois Community College Board	0
Illinois Skills Match	0
Lake Land College Career Services	0
Lake Land College Resource Room	0
Lincoln Land Community College	0

Milliken University	0
Parkland College	0
Robert Morris College	0
Springfield Urban League	0
U of I @ Springfield	2
U of I @ Urbana/Champaign	0
Urban League of Champaign County	0
Manpower	7
Mediarecruiter.com	2
Spots n Dots	2
Greater Springfield Job & Career Fair	0
Broadcast Industry Fair	0
Springfield Collegiate Career Fair	0
FOX & CW Sales Seminar – Champaign	5
FOX & CW Sales Seminar – Springfield	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * * *

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Job Title of Vacancy: Traffic Assistant

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 7/18/08

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 8/4/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP Television Ad	Fox 55	Christy Skelley	217-523-8855	0	No
WCCU Television Ad	Fox 27	Christy Skelley	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
The State Journal Register	1 Copley Plaza, Springfield, IL 62705	Classified Dept.	217-788-1498	1	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serving Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WBUI

Recruitment Source That Referred the Hiree: Manpower

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 8/25/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	4	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
WRSP Television Ad	Fox 55	Randy Stone or Bart Greenberger	217-523-8855	0	No
WCCU Television Ad	Fox 27	Randy Stone or Bart Greenberger	217-523-8855	0	No
WBUI Television Ad	CW 23	Randy Stone or Bart Greenberger	217-523-8855	0	No
Manpower	2719 W. Monroe, Springfield, IL 62704	Ginette Comstock	217-528-2323	6	No

Job Title of Vacancy: Account Executive -- WBUI

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 9/8/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	3	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	Fox 55	Randy Stone or Bart Greenberger	217-523-8855	0	No
WCCU TV Television Ad	Fox 27	Randy Stone or Bart Greenberger	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Randy Stone or Bart Greenberger	217-523-8855	0	No
Manpower	2719 W. Monroe, Springfield, IL 62704	Ginette Comstock	217-528-2323	1	No

Job Title of Vacancy: _____ Web Producer _____
 Recruitment Source That Referred the Hiree: _____ WRSP Website _____

Date Vacancy Opened: _____ 8/20/08 _____
 Total Number of Persons Interviewed for the Vacancy: _____ 3 _____

Date Vacancy Filled: _____ 8/29/08 _____

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	3	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WONAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		ksanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	holley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Sales Manager - WRSP

Recruitment Source That Referred the Hiree: Mediarecruiter.com

Date Vacancy Opened: 8/15/08

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 10/20/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.cw.com	careers@foxillinois.com	217-523-8855	0	No
mediarecruiter.com	22102 E. Canyon Place, Centennial, CO 80016	Jim@MediaRecruiter.com	303-400-5150	2	No
Spots n Dots	600 W. Peachtree St. NW, Suite 350 Atlanta, GA 30308	ads@spotsndots.com	888-884-2630 x1	2	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jireif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pheury@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: _____ Commercial Producer _____

Recruitment Source That Referred the Hiree: _____ Internal _____

Date Vacancy Opened: _____ 8/25/08 _____

Total Number of Persons Interviewed for the Vacancy: _____ 5 _____

Date Vacancy Filled: _____ 10/22/08 _____

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	4	No
WRSP Website	www.Myfoxspringfield.com		217-523-8855	1	No
WCCU Website	www.Myfoxchampaign.com		217-523-8855	0	No
WBUI Website	www.centralillinoisew.com		217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Servema Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jireif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@iissb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WRSP Recruitment Source That Referred the Hire: Internal

Date Vacancy Opened: On Going Opening Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 10/28/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	2	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisw.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	Fox 55	Geri Dennis	217-523-8855	4	No
WCCU TV Television Ad	Fox 27	Geri Dennis	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Geri Dennis	217-523-8855	0	No
The Greater Springfield Job & Career Fair	Crowne Plaza Hotel, Springfield, IL	Geri Dennis	217-523-8855	0	No
Broadcast Industry Fair	Eastern IL University, Charleston, IL	Geri Dennis	217-523-8855	0	No

Job Title of Vacancy: National Sales Manager

Recruitment Source That Referred the Hiree: Spots n' Dots

Date Vacancy Opened: 11/24/08

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 12/3/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
Spots n Dots-previous ad interviewed for Sales Manager position, was called back to interview for National Sales Manager position.	600 W. Peachtree St. NW, Suite 350 Atlanta, GA 30308	ads@spotsndots.com	888-884-2630 x1	1	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centraillinois.com	careers@foxillinois.com	217-523-8855	0	No

Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@iit-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanerson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson -- yfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures -- wpic@ilcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel -- aspindel@robertmorris.edu	217-793-2500	0	No

Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WRSP

Recruitment Source That Referred the Hiree: Website

Date Vacancy Opened: On-Going Opening

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 2/25/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Springfield, IL	Randy Stone	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	3	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisw.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	FOX 55	Sales Manager	217-523-8855	0	No
WCCU TV Television Ad	FOX 27	Sales Manager	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Sales Manager	217-523-8855	0	No

Springfield Collegiate Career Fair	University of Illinois at Springfield	Geri Dennis	217-523-8855	0	No
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Job Title of Vacancy: Account Executive - WCCU

Recruitment Source That Referred the Hiree: FOX & CW Sales Seminar

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 4/1/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Champaign Illinois	Randy Stone	217-523-8855	5	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisw.com	careers@foxillinois.com	217-523-8855	0	No

Job Title of Vacancy: Account Executive - WRSP

Recruitment Source That Referred the Hiree: WRSP Website

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 6/15/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Springfield, Illinois	Randy Stone	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	2	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisvcw.com	careers@foxillinois.com	217-523-8855	0	No
Springfield Collegiate Career Fair	University of Illinois at Springfield	Geri Dennis	217-523-8855	0	No

Job Title of Vacancy: Web Producer

Recruitment Source That Referred the Hiree: WRSP Website

Date Vacancy Opened: 6/18/09

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: 7/15/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	2	No
WBUI Website	www.centralillinoisew.com	careers@foxillinois.com	217-523-8855	0	No
WRSP Television Ad	FOX 55	jkaufmann@foxillinois.com	217-523-8855	2	No
WCCU Television Ad	FOX 27	jkaufmann@foxillinois.com	217-523-8855	0	No
WBUI Television Ad	CW 23	jkaufmann@foxillinois.com	217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No

Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WONAradio@aol.com	217-529-5431	0		Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0		No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0		No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0		No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0		No
Illinois Community College Board		kanderson@issb.state.il.us		0		No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0		No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0		No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0		No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@lcc.edu	217-786-2410	0		No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0		No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0		No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0		No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0		No

U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	2	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: National Sales Assistant-WBUI

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 7/2/09

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 7/20/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisw.com	careers@foxillinois.com	217-523-8855	2	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@iissb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pberry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WCCU

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 7/23/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	6	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoiscv.com	careers@foxillinois.com	217-523-8855	0	No

ATTACHMENT B

MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WRSP has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	The Greater Springfield Job & Career Fair	FOX had a booth at the job fair on 9/16/08 from 3:00 p.m. to 6:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Broadcast Industry Fair	FOX had a booth at the fair on 10/15/08 from 10:00 a.m. to 2:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Springfield Collegiate Career Fair	FOX had a table at the career fair on 2/19/09 from 11:00 a.m. to 3:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Decatur Chamber of Commerce Business Expo	FOX & CW co-sponsored the Business Expo on 4/1/09 from 8:00 a.m. to 3 p.m. FOX & CW attended the Business Connections to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.
4	Greater Springfield Chamber of Commerce Business Connections 2009	FOX was a co-sponsored at Business Connections 2009 on 4/2/09 from 10:00 a.m. to 7:00 p.m.. FOX attended the Business Connections to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.

4	Champaign County Chamber of Commerce Business Expo	FOX attended the Expo to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 9/18/08 at the Hilton Garden Inn in Springfield, Illinois to provide information and educate the public about employment opportunities in broadcasting.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 10/28/08 at the Hilton Garden Inn in Champaign, Illinois to provide information and educate the public about employment opportunities in broadcasting.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 11/18/08 at Jimmy Ryan's Club 101 in Decatur, Illinois to provide information and educate the public about employment opportunities in broadcasting.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Exhibit B

Interviewee/Date of Hiring Summary

Full Time Hire Listed in 07/08 EEO Public File Report

Full-Time Position	Date	Total # of Interviewee's	Referral Sources*
Station Manager-WCCU	10/3/2007	6	Internal; mediarecruiter.com;
Station Manager-WBUI	10/22/2007	5	Spots-n-Dots
Account Executive-WRSP	9/4/2007	5	Spots-n-Dots
Administrative Assistant	11/12/2007	9	Television Ad; Internal
Traffic Assistant	11/29/2007	10	Walk-in; State Journal
Account Executive-WCCU	3/31/2008	4	Register ("SJR")
Account Executive-WBUI	4/1/2008	9	SJR
Account Executive-WBUI	6/9/2008	10	Television Ad; Internal
Commercial Producer	3/21/2008	5	Internal; WRSP/WCCU
CW Creative Services Director	3/24/2008	3	Website ("Website")
Weather Reporter	5/22/2008	1	Milliken University;
Master Control Operator	4/28/2008	5	Internal; Manpower
Account Executive-WCCU	7/14/2008	3	Website; Internal

Full Time Hire Listed in 03/09 EEO Public File Report

Full-Time Position	Date	Total # of Interviewee's	Referral Sources*
Traffic Assistant	8/4/2008	2	Internal; SJR
Account Executive-WBUI	8/25/2008	10	Manpower; Internal
Account Executive-WBUI	9/8/2008	4	Internal; Manpower
Web Producer	8/29/2008	3	Website
Sales Manager-WRSP	10/20/2008	4	mediarecruiter.com;
Commercial Producer-WCCU	10/22/2008	5	Spots-n-Dots
Account Executive-WRSP	10/28/2008	6	Internal; Website
National Sales Manager	12/3/2008	1	Internal; Television Ad
National Sales Assistant	7/20/2009	3	Spots n Dots
Account Executive-WRSP	2/25/2009	3	Internal; Website
Account Executive-WCCU	4/1/2009	5	Website
Account Executive-WRSP	6/15/2009	2	FOX & CW Sales
Web Producer	7/15/2009	7	Seminar
Account Executive-WCCU	7/23/2009	6	Website
			Website; Internal;
			Television Ad; University
			of Illinois - Springfield

*List of the referral sources producing interviewees for each position (source of the hiree listed first).

Exhibit C

Full-time Position Announcements