

EEO PUBLIC FILE REPORT

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Production Director	Date Filled: 08/18/14
2. Job Title: Air Talent	Date Filled: 9/02/14
3. Job Title: Sales Rep	Date Filled: 09/15/15
4. Job Title: General Manager	Date Filled: 12/29/15
5. Job Title: Air Talent	Date Filled: 03/2/15
6. Job Title: Brand Manager/Air Talent	Date Filled: 03/23/15
7. Job Title: Sales Rep	Date Filled: 6/1/15
8. Job Title: Sales Rep	Date Filled: 6/22/15
9. Job Title: Promotions Director	Date Filled: 05/4/15

**** resulted in hiree**

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

1. Job Title: Production Director **Date Filled: 08/14/14**

Source	Contact Person	Address	Referred Person Hired?
*IL Broadcasters Assn	Via e-mail	IBA@iba.org	Yes
IL State University	Via e-mail	Careercenter.illinoisstate.edu	No
University of IL Springfield (2X)	Via e-mail	Uis.edu/career/jobs	No
Saga	Via e-mail	Sagacom.com	No

2. Job Title: Air Talent **Date Filled: 09/02/14**

Source	Contact Person	Address	Referred Person Hired?
*Saga	Via e-mail	Sagacom.com	Yes
Eastern IL University	Via e-mail	Eiu.edu	No
Lincoln Land College	Via e-mail	Llcc.edu	No
Parkland College	Via e-mail	Parkland.edu	No

3. Job Title: Sales Rep		Date Filled: 09/15/14	
Source	Contact Person	Address	Referred Person Hired?
*University of IL Springfield	Via e-mail	Bryan.rosa@uis.edu	Yes
Southern IL University	Via e-mail	ucsu@siu.edu	No
Lincoln Land College	Via e-mail	Llcc.edu	No
Western IL University	Via e-mail	Wiu.edu	No
4. Job Title: General Manager		Date Filled: 12/29/14	
Source	Contact Person	Address	Referred Person Hired?
*Inside Radio	Via e-mail	ads@insideradio.com	Yes
Saga (2x)	Via e-mail	Sagacom.com	No
Inside Radio (4x)	Via e-mail	ads@insideradio.com	No
5. Job Title: Air Talent		Date Filled: 03/02/15	
Source	Contact Person	Address	Referred Person Hired?
*Columbia College	Via e-mail	Colum.edu	Yes
Columbia College	Via e-mail	Colum.edu	No
University of IL Springfield	Via e-mail	Uis.edu	No
IL News Broadcasters Assn	Via e-mail	Inba.net	No
6. Job Title: Brand Manager		Date Filled: 03/23/15	
Source	Contact Person	Address	Referred Person Hired?
*Saga	Via e-mail	Sagacom.com	Yes
WDBR	C Ferguson	3501 E. Sangamon Ave., Springfield, IL 62707	No
All Access (2x)	Via e-mail	All access.com	No
7. Job Title: Sales Rep		Date Filled: 06/1/15	
Source	Contact Person	Address	Referred Person Hired?
*Benedictine College	Via e-mail	Online.ben.edu	Yes
IL Broadcasters Assn	Via e-mail	www.ilba.org	No
Eastern IL University	Via e-mail	www.eiu.edu	No
Southern IL University	Via e-mail	Siu.edu	No
University of Illinois	Via e-mail	Illinois.edu	No
Western IL University	Via e-mail	Wiu.edu	No

8. Job Title: Sales Rep		Date Filled: 06/22/15	
Source	Contact Person	Address	Referred Person Hired?
*IL Broadcasters Assn	Via e-mail	www.ilba.or	Yes
Benedictine University	Via e-mail	online.ben.edu	No
Eastern IL University	Via e-mail	www.eiu.edu	No
Southern IL University	Via e-mail	Siu.edu	No
University of Illinois	Via e-mail	Illinois.edu	No
Western IL University	Via e-mail	Wiu.edu	No
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):		40	
D. Total Number of Interviews For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:			
Source	Contact Person	Address	Number of Interviewees Referred
All Access.com	Via e-mail	Allaccess.com	2
Capitol Radio Group	C Ferguson	3501 E. Sangamon Ave., Springfield, IL	1
IL Broadcasters Assn	Via e-mail	lba.ilba.org	3
IL State University	Via e-mail	Careercenter.illinoisstate.edu	1
Lincoln Land College	Via e-mail	Nicole.ralph@llcc.edu	2
Saga Communications	Theresa Willey	Sagacom.com	5
Southern IL University	Via e-mail	www.siu.edu	3
University of IL Springfield	Via e-mail	www.uis.edu/career/jobs	4
Eastern IL University	Via e-mail	www.eiu.edu	3
Western Illinois University	Via e-mail	Wiu.edu	3
Inside Radio	Via e-mail	ads@insideradio.com	5
Columbia College	Via e-mail	Colum.edu	2
Illinois News Broadcaster Assn	Via e-mail	Inba.net	1
Benedictine University	Via e-mail	Online.ben.edu	2
University of Illinois	Via e-mail	Illinois.edu	2
Parkland College	Via e-mail	Parkland.edu	1
E. Outreach Activities			

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2014 –	Name of Activity:
--------------	-------------------

2015

1. Description of Initiative: Participation in Job Fairs

Saga Communications of Illinois has participated in four job fairs:

The Greater Springfield Job & Career Fair held September 8, 2015 at the Crowne Plaza Hotel, Springfield Illinois attended by Claire Bitner, Creative Services Coordinator.

The IDHS Job Fair/Health & Disabilities Fair 2014 held October 29, 2014 at the Orr Building, Springfield, Springfield, Illinois attended by Krystal Mizeur, Promotions Director.

The 2015 Collegiate Career Fair held February 17, 2015 at the Recreation and Athletic Center on the University of IL Springfield, IL campus attended by Ashley Earnest, Promotions Coordinator.

The Eastern Illinois University Broadcast Industry Fair held on April 1, 2015 at the University Ballroom, Charleston, IL attended by Charlie Ferguson, General Manager.

2. Description of Initiative: Participated events with interest in broadcasting

Saga Communications of Illinois has participated in the following career days:

The ROCTE Career Day held on March 10, 2015 at Lincoln Land Community College in Springfield, IL attended by Claire Bitner, Creative Services Coordinator.

The Foot in the Door Career Fair held on September 25, 2014 at the University of Illinois Springfield attended by Ashley Earnest, Promotions Coordinator.

The Greater Springfield Career Fair held on August 31, 2014 at the Crowne Plaza, Springfield, IL attended by Claire Bitner, Creative Services Coordinator.

The Greater Springfield Career Fair held April 7, 2015 at the Crowne Plaza, Springfield, IL attended by Claire Bitner, Creative Services Coordinator.

3. Description of Initiative: Internship Program

Saga Communications of Illinois has established an internship program with local area colleges. Intern request flyers are sent out to guidance counselors and student advisors with follow up calls made by Krystal Mizeur, Promotions Director. An intern must receive college credit to qualify. All interns receive training in the field of promotions and marketing, sales, on air work and production.

Internships are coordinated with University of Illinois Springfield and Aurora University. Internships run from August 2014 through August 2015.

4. Description of Initiative: Participation in Scholarship Programs

Saga Communications of Illinois has established a Scholarship with the Lincoln Land Community College Foundation for students majoring in communications/broadcasting.

5. Established a training program for station personnel.

At Saga Communications of Illinois the following personnel were mentored:

An Air Talent was mentored by a Brand Manager to become a Music Coordinator.

An Administrative Assistant was mentored by the Business Manager in new payroll, accounts payable and standard accounting practices and procedures.

A Sales Assistant was mentored by the Administrative Assistant in Corporate reporting procedures.

Saga Communications of Illinois continues to grow talented employees by guiding them into higher positions whenever possible.

6. Participated in other activities

Saga Communications of Illinois also does job shadows and tours.