

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0005005137** File Number: **0000118786** Submit Date: **07/28/2020** Call Sign: **WGFA-FM** Facility ID: **29203**
 City: **WATSEKA** State: **IL**
 Service: **Full Power FM** Purpose: **EEO Report** Status: **Submitted** Status Date: **07/28/2020** Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	WIBK(AM)/WGFA-FM EEO Program Report
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
IROQUOIS COUNTY BROADCASTING COMPANY Doing Business As: IROQUOIS COUNTY BROADCASTING COMPANY	Stacey E. Smith 130 East Walnut Street WATSEKA, IL 60970 United States	+1 (815) 432-4955	stacey@wgfaradio.com	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Anne Thomas Paxson Attorney Borsari & Paxson	5335 Wisconsin Ave N.W. Suite 440 Washington, DC 20015 United States	+1 (202) 296-4800	atp@baplaw.com	Legal Representative
Stacey E. Smith President & General Manager IROQUOIS COUNTY BROADCASTING COMPANY	130 East Walnut Street WATSEKA, IL 60970 United States	+1 (815) 432-4955	stacey@wgfaradio.com	President-GM

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
29202	WIBK	WATSEKA	IL	No
29203	WGFA-FM	WATSEKA	IL	No

Program Report Questions

Section	Question	Response
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Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Don Elliott	Operations Director

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	07/28 /2020
Certified Title	President
Authorized Party Name	Stacey E. Smith

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
<u>WIBK(AM) & WGFA-FM 2018-2019 EEO public file report (as amended).pdf</u>	Applicant	EEO Public File Report	2018-2019 EEO public file report	Done with Virus Scan and/or Conversion
<u>WIBK(AM) & WGFA-FM 2019-2020 EEO public file report (as amended).pdf</u>	Applicant	EEO Public File Report	2019-2020 EEO public file report	Done with Virus Scan and/or Conversion
<u>WIBK(AM) & WGFA-FM EEO Narrative Statement.docx</u>	Applicant	Narrative Statement	EEO Narrative Statement	Done with Virus Scan and/or Conversion

August 1, 2018 – July 31, 2019 EEO Public File Report - AMENDED

The purpose of this EEO Public File Report ("This Report") is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rules.

This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations in the Iroquois County Broadcasting Co. Inc. cluster: WGFA FM & WIBK AM (serving East Central Illinois and West Central Indiana).

This report is required to be placed in the public inspection files of these stations and posted on their websites.

The Commission's EEO Rules require that this Report contain the following additional information.

1. A list of all full-time vacancies filled by the Reporting Station during the Reporting Period; identified by job title.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Commission's EEO rules, which should be separately identified; identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission's Rules during the Reporting Period.

For the purposes of this Report, a vacancy was deemed "filled" not simply when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

This Report covers full-time vacancy recruitment data for the period August 1, 2018 to July 31, 2019.

- 1) **Employment Unit Location/Name:** WGFA-FM & WIBK-AM – Watseka
- 2) **Unit Members (List all station call signs and communities of license):** WGFA-FM & WIBK-AM
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address Iroquois County Broadcasting 1973 East 1950 North Road Watsoka, IL 60970	Telephone Number: 815.432.4955 Contact Person: D. Elliott, S. Smith, J. Lloyd Email address: 941fm@wgfaradio.com
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- 4) **List all full-time job vacancies filled by each station in the employment Unit: one**

Job title; Account Executive– recruitment source referring hiree; WGFA on-air promo

5) **Job Title:** **Total Interviews:** 8

Account Executive Referral Source(s): **Total Interviews:** 8

Internships and other recruiting announcements are sent to the following...

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
WGFA On-Air Promo	S. Smith, J Lloyd	1973 East 1950 North Rd Watseka, IL 60970	(815) 432.4955	No
All Access Music Group		www.allaccess.com	(310) 457.6616	No
Radio Online	Ron Chase	www.radio-online.com	(806) 352.7503 x3	No
Indeed		www.indeed.com		No
Olivet Nazarene University		One University Av. Bourbonnais, IL 60914	(815) 939.5330	No
RFD Radio Network	DeLoss Junke	1701 Towanda Av Bloomington, IL 61701	(309) 557.3163	No
Lakeland College	Greg Powers	5001 Lake Land Blvd. Mattoon, IL 61938	(217) 234.5335	No
WEIU	Jeff Owens	Buzzard Hall 9 th St Charleston, IL 61920	(217) 581.5956	No
KCC Career Board				
Miller Media Group	Randy Miller	918 East Park St Taylorville, IL 62568	(217) 824.3395	No
Illinois Broadcasters Assc.		200 Missouri Av Carterville, IL 62918	(618) 985.5555	No
Eastern Illinois University		600 Lincoln Av Charleston, IL 61920	(217) 581.5000	No

6) **Total # of Interviewees Referred by Each Source:** For the period from August 1, 2018 to July 31, 2019, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Indeed.com	2
(2) * On-Air Promo	5
(3) Intern Program at Watseka High School	0
(4) All Access dot Com Ad	0
(6) Daily Journal Newspaper	0

(7) Facebook Announcement

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*Recruitment Source

7) Supplemental Recruitment Measures**(a) Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
The station is running a general on-air promo to find qualified recruits. We have also provided information to local community college job fairs.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WGFA-FM and WIBK-AM has made significant contributions to the wgfarradio.com website, which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcast industry and of the job skills necessary to compete for them.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd
Iroquois County Broadcasting has an internship program available to high school and college students. The program is designed to allow students to apply their formal course work in a day-to-day setting and provides an opportunity to acquire the skills needed for broadcast employment. We have found 0 intern over the past year that has turned into a part-time employee. For those interested in an internship, contact Don Elliott, Director of Operations at (815)432.4955x228.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: (Position)
Station personnel are invited to speak regularly at local schools and colleges. They discuss various career opportunities with the station and in the broadcast industry and answered	Fall 2018	D. Elliott, D. Smith

questions from the students regarding their careers. When invited we participate.		
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(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: (Position)
Station participated in a management staff meeting provided by management to review FCC EEO regulations and recruitment procedures. This is a yearly effort.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

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Radio Online	Ron Chase	www.radio-online.com	(806) 352.7503 x3	No
Indeed		www.indeed.com		No
Olivet Nazarene University		One University Av. Bourbonnais, IL 60914	(815) 939.5330	No
RFD Radio Network	DeLoss Junke	1701 Towanda Av Bloomington, IL 61701	(309) 557.3163	No
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<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Indeed.com	0
(2) *On-Air Promo	4
(3) Intern Program at Watseka High School	0
(4) All Access dot Com Ad	0
(6) Daily Journal Newspaper	2
(7) Facebook Announcement	0
*source of hire	

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The General Manager made an appearance at Watseka Community High School's career day in the fall of 2019.	Fall 2019	S. Smith

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date	Personnel Involved: (Position)
Station participated in a management staff meeting provided by management to review FCC EEO regulations and recruitment procedures. This is a yearly effort.	May 2013-TFN	D. Elliott, S. Smith, J Lloyd

WIBK(AM) and WGFA-FM, Watseka, IL

EEO Narrative Statement

The licensee, Iroquois County Broadcasting Company, has continued to achieve broad and inclusive outreach in the past two years. Given a fairly homogeneous labor force in the county in which the community of license is located (89% white/non-Hispanic, and 51% female, per the Illinois Department of Employment Security), all of the station's seven fulltime employees are white/non-Hispanic, and five are women. The station has recruited and hired one new employee in each of the past two years, in each case a white female for (the same) Account Executive position.

Station management regularly participates in annual job fairs hosted by Kankakee Community College (station management participated in the 2018 and 2019 events, but the 2020 job fair was cancelled due to COVID-19). In 2018, the stations' General Manager made a Rotary Club presentation at Kentland, Indiana (20 miles away from the station). In each of the past two years, station personnel have participated in Career Day programs at Watseka High School. The stations offers an internship to any interested Watseka High School student, but there have been no takers in the past two years.

As reflected in its annual EEO public file reports, recruiting announcements and information concerning station internships are regularly sent to the Illinois state broadcasters association, to four area colleges, and several online media job sites. The same information is broadcast over the facilities of WIBK(AM) and WGFA-FM themselves.

Despite its best efforts, the licensee has not been successful in recruiting a substantial pool of minority applicants for any advertised openings. A single minority applicant, who applied for a **part-time** position as a sports announcer, concluded that not enough hours were available to make it worth his while.