

August 1, 2021 – July 31, 2022 EEO Public File Report

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 and 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, 2021 to July 31, 2022.

- 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 130 E Walnut Street Watsaka, IL 60970	Telephone Number: 815.432.4955 Contact Person: S. Smith, J. Loyd Email address: 941fm@wgfarradio.com
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- (5) **List all full-time job vacancies filled by each station in the employment Unit: Two**

(6) Job Title: Account Executive Total Interviews: 2

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 Loyd	130 E Walnut Street Watsaka, IL 60970	(815) 432.4955	No
All Access Music Group		www.allaccess.com	(310) 457.6616	No
Facebook – WGFA & WIBK			(815) 432.4955	No
Indeed		www.indeed.com		No
Daily Journal	Lyle Turo	8 Dearborn Square Kankakee, IL 60901	815-937- 3300	No
Kankakee Cty Chamber	A. Villareal	Kankakee	815-351- 9068	No
KCC Career Board				
Handshake (college board)		Pushed to several colleges and universities in our area		No

7) Total # of Interviewees Referred by Each Source: For the period from August 1, 2021 to July 31, 2022, 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	1
(2) On-Air Promo	0
(3) Intern Program at Watsaka High School	0
(4) All Access dot Com Ad	0
(5) K3 County Chamber	0
(6) Daily Journal Newspaper	1
(7) Facebook Announcement	0
*source of hire	

List all full-time job vacancies filled by each station in the employment Unit: one

(8) Job Title; Operations Manager August 2021– recruitment source referring hiree; WGFA on-air promo

Total Interviews: 1

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 Loyd	130 E Walnut Street Watseka, IL 60970	(815) 432.4955	No
All Access Music Group		www.allaccess.com	(310) 457.6616	No

(9) Total # of Interviewees Referred by Each Source: For the period from August 1, 2021 to July 31, 2023, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) *On-Air Promo	1
(2) All Access dot Com Ad	0

*source of hire

(10) Job Title: Production Director/Office Assistant Total Interviews: 1

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 Loyd	130 E Walnut Street Watsoka, IL 60970	(815) 432.4955	No
All Access Music Group		www.allaccess.com	(310) 457.6616	No
Daily Journal	Lyle Turo	8 Dearborn Square, Kankakee, IL 60901	813-937- 3300	No

(11) Total # of Interviewees Referred by Each Source: For the period from August 1, 2021 to July 31, 2022, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) *On-Air Promo	1
(2) All Access dot Com Ad	0
(3) Daily Journal Newspaper	0

*source of hire

(12) Job Title; Operations Manager July 2022 – recruitment source referring hiree; PME Engineering

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)
All Access Music Group		www.allaccess.com	(310) 457.6616	No
PME Engineering	Peter Femal	Pmeworks.com	(312) 286-9918	No
Walk In off the street				No

13) Total # of Interviewees Referred by Each Source: For the period from August 1, 2021 to July 31, 2022, this Employment Unit these interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) All Access dot Com Ad	4
(2) *PME Engineering	1
(3) Walk-in *source of hire	1

(14) 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	S. Smith, J Loyd

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WGFA-FM and WIBK-AM has made significant contributions to the wgsfaradio.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	S. Smith, J Loyd
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 Stacey Smith at (815)432.4955x224.	May 2013-TFN	S. Smith, J Loyd
www.wgsfaradio.com has our application posted to our website	May 2013 – TFN	S. Smith, J Loyd

(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 questions from the students regarding their careers. When invited we participate.	May 2013-TFN	S. Smith, J Loyd
Attended Watseka Community High School Career Day to discuss radio and job requirements.	3/30/22	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	S. Smith, J Loyd