

WXEF(FM) and employees at WKJT(FM)
EEO PUBLIC FILE REPORT
August 1, 2011-July 31, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Salesperson/Sports Broadcaster	1-5	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Job Match Personnel Services 137 E. Jefferson, Effingham, IL 62401 217-347-0586 Contact: Amy Propst	N	0
2	On-Air Announcements	N	1
3	Station Website Posting	N	1
4	Effingham Daily News 201 N. Banker Effingham, IL 62401 217-347-7151 Contact: Tama Price	N	2
5	Illinois Department of Employment Security 2311 Hoffman Drive Effingham, IL 62401 Fax: 217-347-7680	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On April 4, 2012, our station participated in the Broadcast Industry Career Fair at Eastern Illinois University, Charleston, IL. The event was co-sponsored by the Illinois Broadcasters Association. Station participants included our Station Manager, who spoke with more than 30 attendees considering a career in the broadcast industry.
2	Participate in job fair	On November 3, 2011, our station participated in an annual event known as “Future Fair” hosted by the Effingham County Chamber of Commerce. The event provides local junior high and high school students and also adult jobseekers from our community the opportunity to learn about careers in the broadcast industry as well as other career pursuits. Station participants included our Station Manager, who spoke with close to 100 attendees.
3	Participation in activity designed to further the goal of disseminating information as to employment opportunities in broadcasting	During this reporting period, our Station Manager served as a member of the Advisory Board to Lake Land College’s Radio/TV Department. Other than participating in the annual meeting in April, he advised on technical/ equipment issues for the College radio station on as needed basis as well as the department’s curriculum, stressing how it can ready Lake Land’s students for the world of commercial broadcasting.
4	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 28, 2012, our station hosted four students from Effingham High School as part of its junior class job shadow day. The students toured station facilities, speaking with representatives of our various departments—on-air, news and sports, production, promotions, traffic and billing—regarding the employment opportunities in radio.