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From: Ottawa

Date: 9/25/2008

Page: 1

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008**Contents:**

Full Time Jobs Filled
Recruitment Sources Information
Recruitment Sources Used
Summary of Prong 3 Outreach
Activities
Yearly Totals

Appendix 1

Full Time Jobs Filled

Annual EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

No:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
1	Account Executive EEO Tracking Number: 5121	1/2/2008	Radio Ad	NO	
2	Account Executive EEO Tracking Number: 5121	12/3/2007	Radio Ad	NO	
3	Account Executive EEO Tracking Number: 5121	3/17/2008	Employee Referral	NO	
4	Account Executive EEO Tracking Number: 5121	5/19/2008	Listener Referral	NO	
5	General Manager EEO Tracking Number: 5134	11/9/2007	Radio Ink Ad	NO	

Public Files

From: Ottawa

Date: 9/25/2008

Page: 2

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Appendix 2

Job Wise Notification Summary between 08/01/2007 to 07/31/2008

Account Executive (EEO1SOURCE Tracking Number: 5121) 4 individuals hired from this job posting

Notifications sent to agencies below were identical for Fax or e-mail notifications. A copy of this is shown below:

To:
All recruiting agencies listed in the report below.

Date: 07/11/2007

From: New Job Listing from Ottawa

Title: Account Executive

Description:
Senior AE with established list.

Salary:

Experience:
Minimum 3 years experience in media sales, radio preferred.

Requirements:
Strong customer service skills, creative and promotional abilities, good people skills, HS graduate, computer skills

Additional Requirements:
Desirable small community 90 minutes from Chicago. Excellent benefits. NO CALLS

Contact:
WCMY/The River
216 W. Lafayette St.
Ottawa, IL 61350
info@wcm1430.com

City: Ottawa State: IL
Zip: 61350
URL:

Non-Fax Prong 1 Outreach Efforts

No:	Category:	Name:	Date:	Description:
	ON AIR ANNOUNCEMENTS	Recruitment/Sales	07/21/2007	Ad copy
	OTHERS	Monster.com	07/21/2007	Ad on Monster.com

Public Files

From: Ottawa

Date: 9/25/2008

Page: 3

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Appendix 2

Job Wise Notification Summary between 08/01/2007 to 07/31/2008

General Manager (EEO1SOURCE Tracking Number: 5134)

Notifications sent to agencies below were identical for Fax or e-mail notifications. A copy of this is shown below:

To:
All recruiting agencies listed in the report below.

Date: 05/23/2007

From: New Job Listing from Ottawa

Title: General Manager

Description:

If you're looking to join a company which can embrace your creativity, drive and desire to acheive, then we may have an opportunity for you. Join one of the nation's largest Midwestern-based radio broadcasters in small to mid-sized markets. Don't let this chance to join a market leader pass you by.

Salary:

Experience:

Successful candidates must haven a proven track record of success in similarly-sized markets and teh ability to consistently deliver results.

Requirements:

Whether you're an experienced manager or someone who is ready to take the next step in your career, we're interested in hearing from you.

Additional Requirements:

NRG Media is an Equal Opportunity Employer. Due to the urgent need, interviews will begin immediately.

Contact:

Send your resume and salary requirements to Chuck DuCoty, COO
NRG Media, LLC
2875 Mount Vernon Rd SE
Cedar Rapids, IA 52403
or to recruiting@nrgmedia.com

City: Ottawa State: IL

Zip: 61350

URL:

Non-Fax Prong 1 Outreach Efforts

No:	Category:	Name:	Date:	Description:
	OTHERS	Radio Ink Website	05/25/2007	Ad was run on Radio Ink Website.
	OTHERS	Radio Advertising Bureau	05/25/2007	Ad was placed in Radio Advertising Bureau for 60 days.

Public Files

From: Ottawa

Date: 9/25/2008

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Page: 4

Appendix 2Job Wise Notification Summary between 08/01/2007 to 07/31/2008

OTHERS	NAB (National Association of Broadcasters) website	05/23/2007	Ad was posted to www.nab.org. (National Association of Broadcasters) website.
MAGAZINE ADS	R & R (Radio and Records) Magazine	06/01/2007	One week ad was placed in 'R&R' (Radio and Records) Magazine. Ad was also placed
OTHERS	Mainstreet Tattler	05/25/2007	Ad was placed in 'Mainstreet Tattler' online newsletter that is emailed weekly.
MAGAZINE ADS	Inside Radio	05/25/2007	Two insertions in 'Inside Radio' magazine and two weeks on the Inside Radio website.
NEWS PAPER ADS	Small Market Radio Newsletter	06/13/2007	Advertisement was run for four weeks in 'Small Market Radio Newsletter'
OTHERS	All Access Website	05/25/2007	Advertisement was run on the all access website for one month.

Public Files

From: Ottawa

Date: 9/25/2008

Page: 5

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008**Appendix 3**Recruitment Sources Used

Job #:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
5121	Account Executive	1/2/2008	Radio Ad	NO	
5121	Account Executive	12/3/2007	Radio Ad	NO	
5121	Account Executive	3/17/2008	Employee Referral	NO	
5121	Account Executive	5/19/2008	Listener Referral	NO	
5134	General Manager	11/9/2007	Radio Ink Ad	NO	

Public Files

From: Ottawa

Date: 9/25/2008

Page: 6

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Appendix 4

Total Number of Persons Interviewed for Full-Time Vacancies

Annual EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Yearly Period Beginning: 08/01/2007 Ending: 07/31/2008

Recruitment Source:	Total Referred:
Word of mouth	1
Sent in his resume.	1
Sent in his resume	1
IVCC Job Fair	1
Referral	1
Radio Ink Ad	1
Radio Ad	5
Employee Referral	2
Listener Referral	1
Total Number of Persons Interviewed for Full-Time Vacancies:	14

Public Files

From: Ottawa

Date: 9/25/2008

Page: 7

EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008**Appendix 5**

Summary of Prong 3 Outreach Initiatives

Annual EEO Public Report Form Covering the Period from 08/01/2007 to 07/31/2008

Date:	Activity Type:	No. of Station Participants	Participant Name:	Hiring Authority?	Points:
04/15/2008	Provision of training to management	2	Bill Jankowski Jill Williams	YES NO	1
Description: Vicky Smith, Director of Human Resources, reviewed NRG's handbook policies and provided training on EEO, ADA, discrimination, and sexual harassment.					
04/10/2008	Participation in Job Fairs	2	Bill Jankowski Jean Eltrevoog	YES NO	0.25
Description: Illinois Valley Community College Job Fair					
09/28/2007	Participation in Job Fairs	1	Jay LeSeure	YES	0.25
Description: Representated the station, collected resumes for sales					
Total Points:					1.5