

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: Account Manager **Date Filled: 09/08/08**

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

1. Job Title: Account Manager **Date Filled: 09/08/08**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Broadcast Company Referral	Kathy Arias with Clear Channel Radio	4270 Byrd Dr Loveland, CO	970-461-2560	Yes
Radio Commercials	Karen Cochrane	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):

1

D. Total Number of Interviews For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number Of Interviewees Referred
Radio Commercials	Karen Cochrane	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	0
Broadcast Company Referral	Kathy Arias with Clear Channel Radio	4270 Byrd Dr Loveland, CO	970-461-2560	1

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008-2009	Name of Activity:
Description of Initiative: Participation in Job Fairs	
<p>Saga Communications of Illinois has participated in the following Job Fairs:</p> <p>Parkland College Job Fair – on 9/10/08, with a focus on part-time employment. Promoted Internships and the Illini Radio Group Parkland Broadcasting Scholarship. Representatives were: Sheila Wetherell, Business Manager and Gary Saladino, Marketing Director.</p> <p>Saga Communications of Illinois will continue participating in job fairs on an ongoing basis.</p>	
Description of Initiative: Internship Program	
<p>Saga Communications of Illinois has established a twelve week internship program. Internships are unpaid. All interns may receive training in the fields of promotions, marketing, sales, on-air work, business office and/or production. Internship flyers are handed out at all participating job fairs and sent to local area colleges.</p>	
Description of Initiative: Training and Mentoring Programs	
<p>Saga Communications of Illinois posted to all employees the training and mentoring programs for the staff. Both programs will enable an employee to acquire skills that could qualify them for a higher level position in another department. The program is individualized and the training or mentoring period depends on the position of the employee and their needs and desires.</p>	
Description of Initiative: Scholarship Program	
<p>Saga Communications of Illinois has established a scholarship to assist Parkland College students interested in pursuing a career in broadcasting with financial assistance in the amount of \$500.00.</p>	
Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting	
<p>Tours of Saga Communications of Illinois broadcasting facility were given to clubs, schools and to students of the broadcasting classes at the local community college, Parkland College. We touch on all aspects of radio and offer opportunities for any of the broadcasting students to take advantage of our internship program.</p>	
<p>Saga Communications of Illinois participated in job shadowing when requested. This program allows student to come to our facilities and “shadow” various staff members to observe their activities. Through this program we are able to show young people what our industry is all about which encourages them to pursue careers in broadcasting.</p>	
Description of Initiative: Participation of job openings in job banks, internet:	
<p>On-going – www.mix945.com, www.wixy.com, www.extra991.com, www.925thechief.com, www.sagacom.com, illinihelpwanted.com and www.ilba.org.</p>	

Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination

Saga Communications of Illinois, LLC continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses with each department head EEO regulations when a position becomes available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
2. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
3. The company EEO policy is stated on Page 8 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 11, 2008)
4. All Saga Communications of Illinois staff (including managers) upon hire view a video entitled "With All Due Respect" as part of our market's orientation for new employees.