

EEO PUBLIC FILE REPORT

FOR

STATIONS WRSP-TV, WCCU-TV, & WBUI-TV
Decatur, Champaign, and Springfield, Illinois

This EEO Public File Report
Covers August 1, 2008
Ending on July 31, 2009

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed for Stations WRSP, WCCU, and WBUI TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period of August 1, 2008 to July 31, 2009, the station filled the following full-time vacancies:

Traffic Assistant
Account Executive – WBUI
Account Executive – WBUI
Web Producer
Sales Manager - WRSP
Commercial Producer - WCCU
Account Executive – WRSP
National Sales Manager
National Sales Assistant
Account Executive – WRSP
Account Executive - WCCU
Account Executive - WRSP
Web Producer

The station interviewed a total of 60 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Internal Posting / Walk-ins	22
WRSP TV Television Ad (On-air Spot)	6
WCCU TV Television Ad (On-air Spot)	0
WBUI TV Television Ad (On-air Spot)	0
WRSP TV Website	11
WCCU TV Website	0
WBUI TV Website	2
State Journal Register	1
Association for Women in Communications	0
Capital Area Career Center	0
Career Services	0
Danville Area Community College	0
Eastern Illinois University	0
Illinois College	0
Illinois Community College Board	0
Illinois Skills Match	0
Lake Land College Career Services	0
Lake Land College Resource Room	0
Lincoln Land Community College	0
Milliken University	0

Parkland College	0
Robert Morris College	0
Springfield Urban League	0
U of I @ Springfield	2
U of I @ Urbana/Champaign	0
Urban League of Champaign County	0
Manpower	7
Mediarecruiter.com	2
Spots n Dots	2
FOX & CW Sales Seminar – Champaign	5
FOX & CW Sales Seminar – Springfield	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Job Title of Vacancy: Traffic Assistant

Recruitment Source That Referred the Hire: Internal

Date Vacancy Opened: 7/18/08

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 8/4/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP Television Ad	Fox 55	Christy Skelley	217-523-8855	0	No
WCCU Television Ad	Fox 27	Christy Skelley	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
The State Journal Register	1 Copley Plaza, Springfield, IL 62705	Classified Dept.	217-788-1498	1	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WBUI

Recruitment Source That Referred the Hiree: Manpower

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 8/25/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	4	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisCW.com	careers@foxillinois.com	217-523-8855	0	No
WRSP Television Ad	Fox 55	Randy Stone or Bart Greenberger	217-523-8855	0	No
WCCU Television Ad	Fox 27	Randy Stone or Bart Greenberger	217-523-8855	0	No
WBUI Television Ad	CW 23	Randy Stone or Bart Greenberger	217-523-8855	0	No
Manpower	2719 W. Monroe, Springfield, IL 62704	Ginette Comstock	217-528-2323	6	No

Job Title of Vacancy: Account Executive – WBUI

Recruitment Source That Referred the Hire: Internal

Date Vacancy Opened: On Going Opening

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 9/8/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	3	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	Fox 55	Randy Stone or Bart Greenberger	217-523-8855	0	No
WCCU TV Television Ad	Fox 27	Randy Stone or Bart Greenberger	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Randy Stone or Bart Greenberger	217-523-8855	0	No
Manpower	2719 W. Monroe, Springfield, IL 62704	Ginette Comstock	217-528-2323	1	No

Job Title of Vacancy: Web Producer

Recruitment Source That Referred the Hiree: WRSP Website

Date Vacancy Opened: 8/20/08

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 8/29/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	3	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoiswcw.com	careers@foxillinois.com	217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Sales Manager - WRSP

Recruitment Source That Referred the Hire: Mediarecruiter.com

Date Vacancy Opened: 8/15/08

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 10/20/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
mediarecruiter.com	22102 E. Canyon Place, Centennial, CO 80016	Jim@MediaRecruiter.com	303-400-5150	2	No
Spots n Dots	600 W. Peachtree St. NW, Suite 350 Atlanta, GA 30308	ads@spotsndots.com	888-884-2630 x1	2	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Commercial Producer

Recruitment Source That Referred the Hiree: Internal

Date Vacancy Opened: 8/25/08

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 10/22/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	4	No
WRSP Website	www.Myfoxspringfield.com		217-523-8855	1	No
WCCU Website	www.Myfoxchampaign.com		217-523-8855	0	No
WBUI Website	www.centralillinoisw.com		217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No

Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WRSP

**Recruitment Source That
Referred the Hiree:** Internal

Date Vacancy Opened: On Going Opening

**Total Number of Persons
Interviewed for the
Vacancy:** 6

Date Vacancy Filled: 10/28/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	2	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisCW.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	Fox 55	Geri Dennis	217-523-8855	4	No
WCCU TV Television Ad	Fox 27	Geri Dennis	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Geri Dennis	217-523-8855	0	No

Job Title of Vacancy: National Sales Manager

Recruitment Source That Referred the Hiree: Spots n' Dots

Date Vacancy Opened: 11/24/08

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 12/3/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
Spots n Dots-previous ad <i>Interviewed for Sales Manager position, was called back to interview for National Sales Manager position.</i>	600 W. Peachtree St. NW, Suite 350 Atlanta, GA 30308	ads@spotsndots.com	888-884-2630 x1	1	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WRSP

Recruitment Source That Referred the Hire: Website

Date Vacancy Opened: On-Going Opening

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 2/25/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Springfield, IL	Randy Stone	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	3	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoisCW.com	careers@foxillinois.com	217-523-8855	0	No
WRSP TV Television Ad	FOX 55	Sales Manager	217-523-8855	0	No
WCCU TV Television Ad	FOX 27	Sales Manager	217-523-8855	0	No
WBUI TV Television Ad	CW 23	Sales Mananger	217-523-8855	0	No

Job Title of Vacancy: Account Executive – WCCU

**Recruitment Source That
Referred the Hire:** FOX & CW Sales Seminar

Date Vacancy Opened: On Going Opening

**Total Number of Persons
Interviewed for the
Vacancy:** 5

Date Vacancy Filled: 4/1/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Champaign Illinois	Randy Stone	217-523-8855	5	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	0	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoiswcw.com	careers@foxillinois.com	217-523-8855	0	No

Job Title of Vacancy: Account Executive - WRSP

**Recruitment Source That
Referred the Hiree:** WRSP Website

Date Vacancy Opened: On Going Opening

**Total Number of Persons
Interviewed for the
Vacancy:** 2

Date Vacancy Filled: 6/15/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	0	No
FOX & CW Sales Seminar	Hilton Garden Inn Springfield, Illinois	Randy Stone	217-523-8855	0	No
WRSP Website	www.myfoxspringfield.com	careers@foxillinois.com	217-523-8855	2	No
WCCU Website	www.myfoxchampaign.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinoiswcw.com	careers@foxillinois.com	217-523-8855	0	No

Job Title of Vacancy: Web Producer

Recruitment Source That Referred the Hire: WRSP Website

Date Vacancy Opened: 6/18/09

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: 7/15/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	2	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No
WRSP Television Ad	FOX 55	jkaufmann@foxillinois.com	217-523-8855	2	No
WCCU Television Ad	FOX 27	jkaufmann@foxillinois.com	217-523-8855	0	No
WBUI Television Ad	CW 23	jkaufmann@foxillinois.com	217-523-8855	0	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes

Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No
Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	2	No

U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	pHenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: National Sales Assistant-WBUI

Recruitment Source That Referred the Hire: Internal

Date Vacancy Opened: 7/2/09

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 7/20/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	1	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	2	No
Association for Women in Communications	780 Ritchie Hwy, 28-S, Serverna Park, MD 21146	MargStrano@aol.com	410-544-7442	0	No
Capital Area Career Center	2201 Toronto Rd., Springfield, IL 62707	WQNAradio@aol.com	217-529-5431	0	Yes
Career Services	Careerservices016@itt-tech.edu	Andrea Chancey	217-529-7861	0	No
Danville Area Community College	2000 E. Main, Decatur, IL 61832	dwyatt@dacc.edu	217-443-3222	0	No
Eastern Illinois University	600 Lincoln Ave., Charleston, IL 61920	csamd@eiu.edu	217-581-2412	0	No

Illinois College	1101 W. College, Jacksonville, IL 62650	jreif@ic.edu	217-245-3000	0	No
Illinois Community College Board		kanderson@issb.state.il.us		0	No
Illinois Skills Match	1300 S. 9 th St., Springfield, IL 62701	Virginia Ferguson – vfergus@ides.state.il.us	217-782-3846	0	No
Lake Land College Career Services	5001 Lake Land Blvd, Mattoon, IL 61938	rwallace@lakeland.cc.il.us	217-234-5253	0	No
Lake Land College Resource Room	5001 Lake Land Blvd, Mattoon, IL 61938	crennels@lakeland.cc.il.us	217-234-5253	0	No
LincolnLand Community College	5250 Shepherd Rd. Springfield, IL	Shawn Shures – wplc@llcc.edu	217-786-2410	0	No
Milliken University	1184 W. Main St., Decatur, IL 62522	kwilliston@millikin.edu	217-424-6211	0	No
Parkland College	2400 W. Bradley Ave., Champaign, IL 61821	cmartin@parkland.edu	217-351-2200	0	No
Robert Morris College	3101 Montvale Dr. Springfield, IL 62704	Amanda Spindel – aspindel@robertmorris.edu	217-793-2500	0	No
Springfield Urban League	100 N. 11 th St. Springfield, IL 62703	knorris@springfieldul.org	217-789-0934	0	No
U of I @ Springfield	Springfield, IL	Bryan.Rosa@uis.edu	217-206-6508	0	No
U of I at Urbana / Champaign	715 S. Wright St., MC-383, Champaign, IL 61820	lholley@uiuc.edu	217-333-0820	0	No
Urban League of Champaign County	314 S. Neil St., Champaign, IL 61820	phenry@urbanleague.net	217-363-3333 ext 30	0	No

Job Title of Vacancy: Account Executive - WCCU

**Recruitment Source That
Referred the Hiree:** Internal

Date Vacancy Opened: On Going Opening

**Total Number of Persons
Interviewed for the
Vacancy:** 6

Date Vacancy Filled: 7/23/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal	3003 Old Rochester Rd., Springfield, IL 62703		217-523-8855	6	No
WRSP/WCCU Website	www.myfoxillinois.com	careers@foxillinois.com	217-523-8855	0	No
WBUI Website	www.centralillinois.com	careers@foxillinois.com	217-523-8855	0	No

ATTACHMENT B

MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WRSP has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	The Greater Springfield Job & Career Fair	FOX had a booth at the job fair on 9/16/08 from 3:00 p.m. to 6:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Broadcast Industry Fair	FOX had a booth at the fair on 10/15/08 from 10:00 a.m. to 2:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Springfield Collegiate Career Fair	FOX had a table at the career fair on 2/19/09 from 11:00 a.m. to 3:00 p.m. Explained different careers and opportunities in the television industry. Also handed out fliers with detailed job descriptions and employment applications.
4	Decatur Chamber of Commerce Business Expo	FOX & CW co-sponsored the Business Expo on 4/1/09 from 8:00 a.m. to 3 p.m. FOX & CW attended the Business Connections to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.
4	Greater Springfield Chamber of Commerce Business Connections 2009	FOX was a co-sponsored at Business Connections 2009 on 4/2/09 from 10:00 a.m. to 7:00 p.m.. FOX attended the Business Connections to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.

4	Champaign County Chamber of Commerce Business Expo	FOX attended the Expo to educate potential clients and to recruit potential account executives. Played commercial advertisement on a television. Handed out Program Schedules and information on the Free Jim Doyle Seminar.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 9/18/08 at the Hilton Garden Inn in Springfield, Illinois to provide information and educate the public about employment opportunities in broadcasting.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 10/28/08 at the Hilton Garden Inn in Champaign, Illinois to provide information and educate the public about employment opportunities in broadcasting.
11	WRSP / WCCU TV & WBUI TV Sales Seminar	FOX & CW put on a seminar on 11/18/08 at Jimmy Ryan's Club 101 in Decatur, Illinois to provide information and educate the public about employment opportunities in broadcasting.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.