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: Marketing Consultant **Date Filled: 11/04/19**

2. Job Title: Marketing Consultant **Date Filled: 01/06/20**

3. Job Title: Marketing Consultant **Date Filled: 02/10/20**

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

1. Job Title: Marketing Consultant **Date Filled: 11/04/19**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Radio Commercials	Brian Green	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No
In House Posting	Sheila Wetherell	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	Yes
Saga Corporate Website & All Station Websites	Theresa Wiley	On-line posting	313-886-7070	No
Illinois Broadcasters Association	Debra Gray	On-line posting	217-793-2636	No
Indeed.com	Online Job Bank/Sheila W.	On-line posting		No
All Access.com	Sheila Wetherell	On-line posting		No
Employee Referral		2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No

2. Job Title: Marketing Consultant **Date Filled: 01/04/19**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Radio Commercials	Brian Green	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	Yes
In House Posting	Sheila Wetherell	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No
Saga Corporate Website & All Station Websites	Theresa Wiley	On-line posting	313-886-7070	No
Illinois Broadcasters Association	Debra Gray	On-line posting	217-793-2636	No
Indeed.com	Online Job Bank/Sheila W.	On-line posting		No
All Access.com	Sheila Wetherell	On-line posting		No

Employee Referral		2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No

3. Job Title: Marketing Consultant			**Date Filled: 02/10/20**	
Source	**Contact Person**	**Address**	**Tel #**	**Referred Person Hired?**
Radio Commercials	Brian Green	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No
In House Posting	Sheila Wetherell	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	No
Saga Corporate Website & All Station Websites	Theresa Wiley	On-line posting	313-886-7070	No
Illinois Broadcasters Association	Debra Gray	On-line posting	217-793-2636	No
Indeed.com	Online Job Bank/Sheila W.	On-line posting		No
All Access.com	Sheila Wetherell	On-line posting		No
Employee Referral	Abra Leskis	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	Yes

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):	13

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	Brian Green	2603 W. Bradley Ave Champaign, IL 61821	217-352-4141	8
In House Posting	Sheila Wetherell	2602 W. Bradley Ave Champaign, IL 61821	217-352-4141	1
Employee Referrals		2603 W. Bradley Ave On-line posting	217-352-4141	4

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: 2019-20	Name of Activity:

Description of Initiative: Training and Mentoring Programs

Saga Communications of Illinois continued our training and mentoring program for the staff. Both programs 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. The program information is posted in high traffic/visible areas of the office.

Description of Initiative: Paid Internship Program

Saga Communications of Illinois has an established Internship program that is designed to assist members of the community to acquire skills needed for broadcast employment. Internships are paid. All interns may receive training in the fields of promotions, marketing, sales, on-air work, business office, engineering, and/or production. Internship flyers are handed out at all participating job fairs and sent to local area colleges.

Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting

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 paid internship program.

Saga Communications of Illinois participates in job shadowing when requested. This program allows students 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 then to pursue careers in broadcasting.

A representative from the Illini Radio Group spoke at the Mahomet FFA ag career night where WYXY Classic had a booth. During the evening Gale Cunningham, farm director visited with students about careers in Ag Communications. During the evening, Gale visited with Jr High and High School students in January 2020.

Description of Initiative: Notifying Community Groups

Saga Communications of Illinois made on-air announcements on a weekly basis which alert qualified groups that they may request to be placed on our job recruitment list which is utilized when a vacancy is available. The commercial copy explains what steps an organization must take to receive notifications of job vacancies at our stations.

Description of Initiative: Participation in Other Activities

Saga Communications of Illinois "Career Center". A brochure was created that discusses Our Mission, Services and Radio Careers. This brochure is available at our front desk and is distributed at all job fairs attended by Saga Communications of Illinois.

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 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 26, 2019)
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.

Description of Initiative: Participation in Job Fairs

Saga Communications of Illinois has participated in the following Job Fairs:

Greater Springfield Chamber Job Fair – on 08/20/19

Due to the Covid-19 all Job Fairs in 2020 that Saga Communications of Illinois was signed up to participate in were cancelled. Saga Communications of Illinois will continue participating in job fairs on an ongoing basis as soon as they are allowed again.