



Annual EEO Public Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 7302080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMAY(AM)-Springfield, IL, WNNS(FM)-Springfield, IL, WQLZ(FM)-Springfield, IL, WLCE(FM)(formerly WYVR), Springfield, IL and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning August 1, 2006 to and including July 31, 2007 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identifies), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the Hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c)(2) of the FCC rules.

Appendices 1, 2 and 3 that follow have been designed, in the aggregate, to provide the required information. Please note the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the Hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.



APPENDIX 1 TO EEO REPORT FORM

COVERING THE PERIOD FROM AUGUST 1, 2006 TO JULY 30, 2007

FOR STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WMAY(AM), WNNS(FM), WQLZ(FM), WLCE(FM)

Section 1: Vacancy Information

Total Number of Persons Interviewed During Applicable Period: 107

JOB OPENINGS	FULL-TIME POSITIONS BY JOB TITLE	RECRUITMENT SOURCE OF HIRE	TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR POSITION
1	Sales Representative	Radio Announcement / Employment Expo	7
2	Sales Representative	Radio Announcement / Employment Expo	7
	Sales Manager	MWF Website	
3	General Manager	MWF Website	4
4	Receptionist	Newspaper Advertisement	18
5	Business Manager	Newspaper Advertisement	20
	Traffic Department	Newspaper Advertisement	
6	WLCE Afternoon Drive / Promotions	All Access Website	5
7	WQLZ Afternoon Drive / Promotions	All Access Website	5
8	WNNS Operations Manager	MWF Website	4
9	WNNS Morning Show Co-Hosts	All Access Website	6
10	WLCE Morning Show Co-Hosts	MWF Website	3
11	Sales Assistant	Radio Announcement	5
12	Receptionist	Radio Announcement	18
13	Sales Representative	Radio Announcement	5
14	News Talk Show Co-Host / Reporter	Position Still Open	-
15	Ad Writer	Position Still Open	-
16	Sales Representative	Position Still Open	-
17	WQLZ Afternoon Drive / Promotions	Position Still Open	-

- Positions 14 – 17 remain open.

If there is no number listed for a specific opening it is because that position was filled from the same interviewees as the preceding position.



APPENDIX 2 TO EEO REPORT FORM

COVERING THE PERIOD FROM AUGUST 1, 2006 TO JULY 30, 2007

FOR STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WMAY(AM), WNNS(FM), WQLZ(FM), WLCE(FM)

Section 2: Recruitment Source Information

RECRUITMENT SOURCE	MAILING ADDRESS	TOTAL NUMBER OF INTERVIEWEES PROVIDED DURING THIS PERIOD	POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
MWF Fall Employment Expo	Mid-West Family Broadcasting Employment Expo Jeff Dillman	7	ALL
MWF Spring Employment Expo	Mid-West Family Broadcasting Employment Expo Jeff Dillman	7	ALL
MWF Website	http://midwestfamilybroadcasting.com	16	ALL
Newspaper Advertisement	State Journal-Register P.O. Box 219 Springfield, IL 62705	38	ALL
All Access.com	28955 Pacific Coast Highway Malibu, CA 53713 Attn: Joel Denver	16	ALL
Radio Announcement	http://midwestfamilybroadcasting.com	23	ALL

- See Attached Pages for Organizations Requesting Job Opening Notifications.



APPENDIX 3 TO EEO REPORT FORM

COVERING THE PERIOD FROM AUGUST 1, 2006 TO JULY 30, 2007

FOR STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WMAY(AM), WNNS(FM), WQLZ(FM), WLCE(FM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMAY(AM), WNNS(FM), WQLZ(FM) and WLCE(FM).

1. Mid-West Family Broadcasting Employment Expo – October 17, 2006
Jeff Dillman, Event Manager, Dave Doetsch, Sales Director, Kevan Kavanaugh, General Manager, and Peggy Lenz, Sales Manager represented the station at the Mid-West Family Broadcasting Employment Expo at the Hilton Garden Inn located in Springfield, Illinois.
2. Western Illinois University Career Fair – January 2007
Don Sharp, Sales Executive represented the station at the Western Illinois University Career Fair at Western Illinois University located in Macomb, Illinois.
3. Complying with EEO/Keeping the Work Environment Harassment-Free
The meeting was held on February 22, 2007 and attended by all department managers involved in the hiring process. The meeting was conducted by Kevan Kavanaugh, General Manager and Eileen Kluckman, Business Manager and included instruction on training, avoiding harassment, sexual harassment and discrimination, and compliance with State and Federal laws. Proper hiring practices were discussed. Examples were given of unlawful discrimination, harassment, and unlawful conduct. Instructed on what to do if this happens, our company policies, manager/supervisor role, and responding to any complaints which an employee may have.
4. Mid-West Family Broadcasting Employment Expo – May 29, 2007
Jeff Dillman, Event Manager and Dave Doetsch, Sales Director represented the station at the Mid-West Family Broadcasting Employment Expo at the Hilton Garden Inn located in Springfield, Illinois.
5. Illinois Broadcasters Association Career Fair – June 14, 2007
Eileen Kluckman, Business Manager represented the station at the Illinois Broadcasters Association Career Fair at the Crowne Plaza Hotel located in Springfield, Illinois.
6. Internship Program: The stations have an ongoing internship program to attract qualified candidates. Through hands-on training qualified high school and college students work at the stations learning about broadcast radio operations. These students receive academic credit for participating in the program which is operated in conjunction with Lincoln Land Community College, University of Illinois Springfield and Capital Area Career Center.
7. Qualifying Referral Recruitment: Advertisements encouraging minority groups to contact the stations to be listed on the dissemination list are broadcast on WNNS, WQLZ and WLCE three times each week on each station 52 weeks per year and on WMAY the advertisement is broadcast five times each week for 52 weeks per year.