

# **ARCHWAY BROADCASTING GROUP, DECATUR, ILLINOIS EEO PUBLIC FILE report**

This EEO Public File report is filed in Stations WSOY AM, WSOY FM, WDZ AM, WDZQ FM and WCZQ FM's Public File pursuant to section 73.2080@ (6) of the Federal Communications Commission's (FCC) rules

During the period beginning August 1, 2006 and ending July 31, 2007, the stations filled the following full time vacancies.

1. Sales positions- 5 for the cluster
2. On air morning co-host WSOY FM
3. On air afternoons for WCZQ FM
4. Program Director for WDZQ FM and afternoon personality
5. Operations Manager for the Cluster

The stations interviewed a total of 70 people for fulltime vacancies during the period covering 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 source.

<b>Recruitment Source</b>	<b>Total number of interviewees referred</b>
Internal postings	5
Centralillinoishelpwanted website	9
Illinihelpwanted website	3
Illinois broadcasters Assoc.	7
Decatur Herald Newspaper	3
All access website	8
Job fairs	21
WSOY FM radio ads	3
WDZQ FM radio ads	2
WDZ Am radio ads	1
WSOY AM radio ads	2
Millikin University postings	4
Decatur Tribune	0
The Voice newspaper	0
University of Illinois	2
Western Illinois University	0
NAACP	0

Attachment A contains specific information for each full time vacancy.

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

## **EEO NARRATIVE**

This EEO narrative is filed on behalf of WSOY AM, WSOY FM, WDZ AM, WDZQ FM and WCZQ FM. Collectively, the stations in compliance with the FCC's EEO requirements for our stations share at least one employee and thus we are filing a joint report. This report includes information pertaining to the period beginning August 1, 2006 through July 31, 2007 in accordance with EEO rules. This report was placed in the Public inspection file and all AVAILABLE station websites.

## **JOB VACANCY INFORMATION**

All of the Archway Broadcasting Company Decatur, Illinois stations WDZ, WDZQ FM, WCZQ FM WSOY AM, WSOY FM are equal opportunity employers with a commitment to meeting EEO obligations. All full time openings are placed with several sources. The stations list of recruitment has been up-dated frequently, and we are constantly looking for new sources to notify all applicants of full time openings. (See attachmentA) All Archway Broadcasting Decatur, Illinois stations broadcast 30 second announcements in rotating departs encouraging and inviting internal organizations who distribute employment information or refer prospective candidates to our stations so that we can add them to our mailing lists. A copy of this list is attached.

## **Record Keeping**

The stations have created a separate file for each position filled to remain in compliance of the FCC EEO compliance requirements. The file contains a listing of sources used to recruit prospective candidates for the position. Those involved in the recruitment and hiring process including the General Manager, and appropriate Department Manager. In addition, the stations will contact their long term recruiting initiatives.

## **ON GOING RECRUITMENT MEASURES**

Each year our Archway Broadcasting Stations participate in a number of job fairs and Business job fairs specifically we participate in the Illinois State University job fair, the Millikin University job fair, the Richland Community College job fair, the Richland Community college minority job fair expo. Our involvement in these job fairs is extensive, and we are the major sponsor the business expo and job fair. At each job fair we bring Radio Station employees to meet all prospective candidates and discuss any full time or part time vacancies currently available at Archway Broadcasting Stations. Our internship programs vary in length depending on the particular station needs at the time. Generally speaking, we work with the student's semester schedule so it best fits into their educational priorities. As previously stated, we communicate our internship opportunities to a variety of colleges and Universities in the area. Student involvement in the programs varies. A summation of our internship activity for this period is listed on a separate attachment. (See attachments)

## **FULLTIME POSTIONS FILLED (8/1/06- 7/31/07 Attachment A**

1<sup>st</sup> Vacancy: 5 Sales people for the Cluster

Recruitment Source: All access, Inside Radio, Herald & Review, Millikin, U of I & Help Wanted .com

Date opened: 11/16/06

Number of persons interviewed: 28

Date filled: 1/4/07, 4/3/07, 6/4/07, 7/16/07 & 7/16/07

2<sup>nd</sup> Vacancy WSOY FM On air Co-Host Mornings

Date vacancy opened: 8/2/06

Number of persons interviewed: 4

Date filled: 8/7/06

Recruitment Sources used to fill the vacancy:

(Name of recruitment source)	(Address)	(Phone)
Radio Ads on Stations	Decatur, Illinois	217-877-5371
Centralillinoishelpwanted	Poughkeepsie, NY	845-471-5200
Referred by co-worker	N/A	N/A

3<sup>rd</sup> vacancy: WCZQ FM On-Air afternoons

Date vacancy opened: 8/10/06

Date filled: 9/11/06

Number of persons interviewed: 8

Recruitment Sources Used to fill the Vacancy:

(Name of recruitment source)	(Address)	(Phone)
Herald & Review	601 Williams st	217-429-5151
Radio ads on WSOY FM	Decatur, Illinois	217-877-5371
Centralillinoishelpwanted.com	Poughkeepsie, NY.	845-471-5200
All Access website	Allaccess.com	310-457-6616
Llinois Broadcasters website	ILBA.org	618-942-2139
Millikin University	1184 W. Main St	217-424-6207

4<sup>th</sup> Vacancy: Program Director WDZQ FM and Afternoon Drive personality

Date vacancy opened: 3/6/07

Number of persons interviewed: 7

Date filled: 4/16/07

Recruitment sources used to fill the vacancy

(Name of recruitment Source)	(Address)	(Phone)
Allaccess Web Site	Allaccess.com	310-457-6616
Illinois Broadcasters website	ILBA.org	618-942-2139

5<sup>th</sup> Vacancy: Operations Manager for the Cluster

Date Vacancy opened: 4/20/07

Number of persons interviewed: 5

Date filled: 5/7/07

Recruitment Sources used to fill the vacancy: All access, Illinois Broadcasters Website, Millikin, Herald & Review, In House referrals.

Stations WSOY AM & FM, WZDZ, WZDZQ FM, WCZQ FM have engaged in the following outsource activities during the year covered in this report

(Activity Classification)	(Type of Activity)	(Brief Description)
Station sponsored bus. Expo And Job fair	Open recruitment	The stations are major sponsors and participate in Radio, Print to encourage Attendance participation
Millikin University Job Fair	Direct recruitment	Each year the stations Participate in this job fair We showcase our stations Any part time or fulltime Positions as well as internal Programs
Illinois State University Job Fair	Direct recruitment	Each year the stations participate in the University career Fair. We showcase our Stations and any parttime or Full time vacancies as well as Internal programs available
Internship Program	Mentoring High School and College Students	The stations maintain an on-going internship with the High Schools and colleges In the area. Students are Offered experience in a Variety of departments, and Are required to provide Documentation to the Teachers and professors
RCC Minority Job Fair	Open recruitment	Half day sessions at RCC Designed to offer outreach Minorities throughout the 5 County coverage of the College

Attachment B  
EEO OUTREACH ADS

Station WSOY AM, an equal opportunity employer, is dedicated to providing broad opportunities regarding job vacancies at the stations. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to

receive our vacancy information should contact Mark Hanson at station WSOY AM by calling 877-5371. Again, we seek the help of local organizations in referring qualified Applicants to our stations. Contact Mark Hanson at 217-877-5371

Station WSOY FM, an equal opportunity employer, is dedicated to providing broad opportunities regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants to our stations. Organizations that wish to receive our vacancy information should contact Mark Hanson at station WSOY FM by calling 217-877-5371. Again we seek the help of local organizations in referring qualified applicants to our station. Contact Mark Hanson at 217-877-5371

Same ad for WDZQ FM , WCZQ FM and WDSZ AM as above

Attachment C

Summary of Intern activity for the period covering August 1, 2006 through July 31, 2007

WDZQ FM

Had one intern for the reporting period.

1. Craig Durbin. Student at Millikin University. His internship duties included copy writing, production and filing. He was involved in on air work and promotions. May 30, 2007 to present.

WCZQ FM

Had one intern for the reporting period.

2. Justin Smith. Student at the University of Illinois. February 2007 to present. Justin serves as board operator and promotions assistant

Attachment E

Colleges & Universities

Millikin University  
1148 West Main st.  
Decatur, Illinois 62522  
217-425-6211

Richland Community College  
One College Park  
Decatur, Illinois 62521  
217-875-7200  
Deborah McGee

Eastern Illinois University  
600 Lincoln Ave.  
Charleston, Illinois 61920

Illinois State University  
P.O. Box 1300  
Normal, Illinois  
309-438-8311

University of Illinois Springfield  
One University Way  
Springfield, Illinois 62703  
217-206-6508  
Allison Craig

### **Radio Stations**

WSOY AM  
WSOY FM  
WDZ AM  
WDZQ FM  
WCZQ FM

### **Websites**

**[www.centralillinoishelpwanted.com](http://www.centralillinoishelpwanted.com)**  
[www.allaccess.com](http://www.allaccess.com)  
[www.iba.com](http://www.iba.com)  
[www.illinihelpwanted .com](http://www.illinihelpwanted.com)

### **Newspapers**

The Herald & review  
601 East Williams  
Decatur, Illinois 62523  
Decatur Tribune  
240 North Park St.  
Decatur, Illinois 62522

The Voice  
625 East Wood St.  
Decatur, Illinois

Champaign News Gazette  
Champaign, Illinois

**END OF REPORT**

