

**Galesburg Broadcasting Company**  
**WAAG-FM, WGIL-AM, WLSR-FM Galesburg, IL**  
**WKAY-FM, Knoxville, IL**  
**2017 EEO Public File Report**  
**August 1, 2016 – July 31, 2017**

**A. Full-time Vacancies Filled During Past Year**

<b>1 Job Title:</b>	News Reporter	<b>Date Filled:</b>	10/10/2016
<b>2 Job Title:</b>	Sales Representative	<b>Date Filled:</b>	11/28/2016
<b>3 Job Title:</b>	Sales Representative	<b>Date Filled:</b>	12/5/2016
<b>4 Job Title:</b>	Sales Representative	<b>Date Filled:</b>	12/27/2016
<b>5 Job Title:</b>	News Reporter	<b>Date Filled:</b>	3/1/2017
<b>6 Job Title:</b>	Reporter/Anchor	<b>Date Filled:</b>	4/1/2017
<b>7 Job Title:</b>	Sales Representative	<b>Date Filled:</b>	6/19/2017
<b>8 Job Title:</b>	Reporter/Anchor	<b>Date Filled:</b>	7/5/2017

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

**1. Job Title:** News Reporter

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
All-Access.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	No
INBA Job File	Bob Roberts	WBBM-AM Radio, Chicago		Yes
Recruitment List	See attached list of additional referral sources.			No

**2. Job Title:** Sales Representative \*

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Radio Advertising	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
Recruitment List	See attached list of additional referral sources.			No

**3. Job Title: Sales Representative \***

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Radio Advertising	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
Recruitment List	See attached list of additional referral sources.			No

**4. Job Title: Sales Representative \***

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Radio Advertising	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
Recruitment List	See attached list of additional referral sources.			No

**5. Job Title: News Reporter**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	Yes
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
All-Access.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	No
INBA Job File	Bob Roberts	WBBM-AM Radio, Chicago		No
Recruitment List	See attached list of additional referral sources.			

**6. Job Title: Reporter/Anchor**

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
All-Access.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	No
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Recruitment List	See attached list of additional referral sources.			No
INBA Job File	Bob Roberts	WBBM-AM Radio, Chicago		No

**7. Job Title:** Sales Representative

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	Yes
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	No
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
Radio Advertising	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
Recruitment List	See attached list of additional referral sources.			No

**8. Job Title:** Reporter/Anchor

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
In-House Posting	Roger Lundeen	154 E. Simmons St., Galesburg, IL 61401	309-342-5131	No
IL Broadcasters Association	Debbie Gray	300 N. Pershing, Suite B, Energy, IL 62933	618-942-2139	Yes
Carl Sandburg College	Jan Hipple	Tom Wilson Blvd., Galesburg, IL 61401	309-341-5246	No
INBA Job File	Bob Roberts	WBBM-AM Radio, Chicago		No
All-Access.com	Joel Denver	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	No
Recruitment List	See attached list of additional referral sources.			

\* The three sales positions were all recruited during the same time period so the candidates were all from the same interview pool.

**C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.**

37
----

**D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source**

<u>Source:</u>	<u># Interviewed</u>
INBA Job File	2
IL Broadcasters Assn.	5
Newspaper Ads	0
On-Air Radio Ads	15
In House Posting	11
All Access.com	2
Carl Sandburg College	2
Total	37

## Galesburg Broadcasting Company 2016-2017 Additional Referral List

Additional referral sources notified of each full-time job vacancy from August 1, 2016 to July 31, 2017.

The Recruitment/Referral Sources that have requested notification of job vacancies are as noted by \*\*\*.

<u>BUSINESS</u>	<u>Address</u>	<u>CITY</u>	<u>ST</u>	<u>ZIP</u>	<u>CONTACT</u>
Augustana College	639 38th Street	Rock Island	IL	61201	Karen Petersen
Augustana College	639 38th Street	Rock Island	IL	61201	Kevin Carton
Augustana College	639 38th Street	Rock Island	IL	61201	Leslie Scheck
Bradley University	1501 W. Bradley Ave.	Peoria	IL	61625	Lisa Curtis
Bradley University, Communications & Fine Arts	1501 W. Bradley Ave.	Peoria	IL	61625	Alyssa L. Rodgers
Broadcast Employment Services	P.O. Box 4116	Oceanside	CA	92052	Mark C. Holloway
Brown College/Radio	1440 Northland Ave.	Mendota Heights	MN	55120	Karol Baumeister
Central Illinois Jobs.com	536 West Ash Ave.	Decatur	IL	62526	Larry Williams
Carl Sandburg College	2400 Tom L. Wilson Blvd.	Galesburg	IL	61401	Career Services
Carl Sandburg College	2400 Tom L. Wilson Blvd.	Galesburg	IL	61401	Tracey Engstrom
Culver- Stockton College	One Chicago Hill	Canton	MO	63435	Kara Mandrell
Eastern Illinois University	600 Lincoln Avenue	Charleston	IL	61920	Debbie Endsley
Franciscan University	400 N. Bluff Blvd.	Clinton	IA	52732	Career Services
Goods Entertainment					Adam Goodman
Illinois Center for Broadcasting	55 W. 22nd Street #240	Lombard	IL	60148	Chip Egan
Illinois Community College Board	401 E. Capital	Springfield	IL	62701	Karen Anderson
Illinois Department of Employment Security	821 W. Main St.	Galesburg	IL	61401	
Illinois Small College Placement Association					
Illinois State University Career Center	Illinois State University	Normal	IL	61790	Toni Krippel
Illinois State University Career Center	Illinois State University	Normal	IL	61790	Patricia Heck
John Wood Community College	1301 S. 48th Street	Quincy	IL	62305	Susan Deege
Knox College Career Services	2 E. South St.	Galesburg	IL	61401	Heather Poppy
Lake Land College	5001 Lake Land Blvd.	Mattoon	IL	61938	Brian Minnigerode
Latino Resource Group	Lulac Hall	Galesburg	IL	61401	Sal Garza
Northwestern Univ. Journalism	1845 Sheridan Road	Evanston	IL	60208	Loraine Hasebe
Millikin University	1184 W. Main St.	Decatur	IL	62522	Pam Folger
National Association of Broadcasters	Minority & Specialty Services Dept.	Washington	DC	20036	Job Coordinator
NIU Career Plan & Placement	Northern Illinois University	DeKalb	IL	60115	Kathy Zuidema
North Central College	30 N. Brainard Street	Naperville	IL	60540	Marlene Starzyk
Parkland College	2400 W. Bradley Ave.	Champaign	IL	61821	Carolyn Martin
Peoria Community Action Agency	711 W. McBean	Peoria	IL	61605	Connie Johnson
Quincy University	1800 College St.	Quincy	IL	62301	Kristen Liesen

<b>Radio 1 Broadcast School</b>		<b>LaCrosse</b>	<b>WI</b>		<b>Joe Casper Deschler</b>
<b>Richland Community College</b>	<b>One College Park</b>	<b>Decatur</b>	<b>IL</b>	<b>62526</b>	<b>Michael Diggs</b>
<b>Rock Valley College</b>	<b>3301 N. Mulford Road</b>	<b>Rockford</b>	<b>IL</b>	<b>61114</b>	<b>Art Delgado</b>
<b>Southern Illinois University</b>	<b>Woody Hall, B204</b>	<b>Carbondale</b>	<b>IL</b>	<b>62901</b>	<b>Beverly Robbins</b>
<b>Southern Illinois University</b>	<b>Community Building 1012</b>	<b>Carbondale</b>	<b>IL</b>	<b>62901</b>	<b>Tom Johnson</b>
<b>Spoon River College</b>	<b>23235 N. County 22</b>	<b>Canton</b>	<b>IL</b>	<b>61520</b>	<b>Michelle Bugos</b>
<b>St. Ambrose University</b>	<b>518 West Locust Street</b>	<b>Davenport</b>	<b>IA</b>	<b>52803</b>	<b>Kim Matteson</b>
<b>The JobFile, (Illinois News Broadcasters Assoc, &amp; Chicago Headline Club Chapter of the Soc of Prof Journalists)</b>	<b>815 Long Road</b>	<b>Glenview</b>	<b>IL</b>	<b>60025- 3353</b>	<b>Bob Roberts, Editor</b>
<b>Tri-County Peoria Urban League</b>	<b>317 S. MacAuthur Highway</b>	<b>Peoria</b>	<b>IL</b>	<b>61605</b>	<b>Wayne Cannon</b>
<b>University of Illinois at Springfield</b>	<b>One University Plaza</b>	<b>Springfield</b>	<b>IL</b>	<b>62703- 5407</b>	<b>Student Affairs</b>
<b>University of Illinois at Urbana/Champaign</b>	<b>810 S. Wright Street</b>	<b>Urbana</b>	<b>IL</b>	<b>61801</b>	<b>Lynn Holley</b>
<b>Vatterott College</b>	<b>501 N. 3rd Street</b>	<b>Quincy</b>	<b>IL</b>	<b>62301</b>	<b>Mark Shepard</b>
<b>Western IL University</b>	<b>Career Services - WIU</b>	<b>Macomb</b>	<b>IL</b>	<b>61455</b>	
<b>WZND Radio at Illinois State University</b>	<b>Campus Box 4481</b>	<b>Normal</b>	<b>IL</b>	<b>61790- 4481</b>	<b>Deb Lesser</b>

**Galesburg Broadcasting Company**  
**WAAG-FM, WGIL-AM, WLSR-FM Galesburg, IL**  
**WKAY-FM, Knoxville, IL**  
**2017 EEO Public File Report**  
**Outreach Initiative Activity**  
**August 1, 2016 - July 31, 2017**

**Date of Initiative:**

May 30, 2017

**Initiative Description/Participation:**

Kiwanis Club Presentation. Will Stevenson presented information to educate the group on careers in broadcasting.

**Date of Initiative:**

March 20, 2017

**Initiative Description/Participation:**

Job Shadowing. Knox College student Eric Thompson spent the day shadowing content staff members to observe career opportunities in broadcast journalism. Supervised by Eric Hanson.

**Date of Initiative:**

April 5, 2017

**Initiative Description/Participation:**

Carl Sandburg College Job Fair held at the John Lewis Gym on the college campus. Station management shared information about our company, met perspective employees (both full and part-time) and shared information about careers in radio broadcasting. Attended by GSM Chris Postin and GM Roger Lundeen.