

WXEF(FM) & WKJT(FM)
EEO PUBLIC FILE REPORT
August 1, 2019 to July 31, 2020

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Announcer/Promotions Director	1-6	6

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Illinois Broadcasters Association Carterville Office, 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-5555 iba@ilba.org	N	0
2	Job Match Personnel Services 137 E. Jefferson Ave., Effingham, IL 62401 Contact: Gina Niemerg Phone: 217-347-0586 Fax: 217-347-0541	N	0
3	Effingham Daily News 201 North Banker, Effingham IL 62401 Contact: Lucinda Herboth, Classified Phone: 217-347-7151, ext. 108 Fax: 217-342-9315	N	0
4	Effingham County Chamber of Commerce 903 N. Keller Dr. Effingham, IL 62401 Contact: Norma Lansing Fax: 217-342-4228 nlansing@effinghamcountychamber.com	N	0
5	Lake Land College Radio/TV Program 5001 Lake Land Blvd, Mattoon, IL 61938 Contact: Greg Powers Phone: 217-581-5956	N	0
6	On-Air Announcements	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in activity designed to further the goal of disseminating information as to employment opportunities in broadcasting	During this reporting period, our Station Manager served as a member of the Advisory Board to Lake Land College's Radio/TV Department, interacting with Lake Land's broadcasting instructor and other committee members from radio and television stations throughout the college's district regarding enhancing the broadcast program and the employability of Lake Land students. While the Advisory Board's annual meeting was canceled in Spring 2020 due to COVID-19, our SEU was able to hire a Lake Land graduate during this reporting period.
2	Participate in event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On February 4, 2020, our SEU participated in an event at Effingham High School, during which our Station Manager relayed information to students about communications, and discussed their displayed work on movie making, writing, 3D production, and other media.
3	Host event sponsored by or on behalf of an educational institution related to career opportunities in broadcasting	On February 25, 2020, a student from Effingham High School shadowed SEU personnel and spent time in each studio at the stations to collect information on communications in general and radio in particular.