

8/1/08 – 7/31/09 SPECIFIC POSITIONS FILLED

During the reporting time August 1st 2008 to July 31st 2009 the Stations WZSR & WWYW hired 1 person for a full-time position. We let several postings expire with no hires because we did not find the best person for the job. We then posted again for similar positions.

Interviewees by Source

Recruitment Source	Number of interviewees referred
All Access	4
Illinois Employment Training Center	1
Texas State University Journalism Sch.	1
Internal Posting	1
Employee Referral	1
Station Websites	2
Total Interviewees:	10

Full Time Jobs Filled

No.	Position	Source	Hire Date	Number Interviews
1	Production Mgr.	Employee Referral	6.1.09	10
Total Interviews:				10

During the reporting time August 1st 2008 to July 31st 2009 the employment unit hired 1 person for full-time work as Production Director.

- Hire date for Production Director 6.1.09
- 12 Candidates Applied
 - 10 Candidates Interviewed
- 145 Total Listing Resources
 - 142 Broadcast Compliance Services (Monthly Recurring List Included)
 - 2 Candidates
 - All Access Radio Website
 - 6 Candidates
 - NextMedia Website
 - 2 Candidates
 - Internal Posting NextMedia
 - 1 Candidate
 - Employee Referral
 - 1 Candidate

EEO Narrative

This EEO Narrative is filed on behalf of WWYW and WZSR (collectively, the Stations) in compliance with the FCC's EEO reporting requirements. WWYW and WZSR are located in Crystal Lake, Illinois.

This report includes information from August 1st 2008 through July 31st 2009 and will be placed in the station's public files and on the station's respective websites.

JOB VACANCY INFORMATION

WWYW and WZSR are equal opportunity employers that are committed to meeting the Station's EEO obligations. All full-time vacancies are posted with several sources. The Stations' list of recruitment sources has been updated frequently. We subscribe to the BROADCAST COMPLIANCE SERVICES WEBSITE that also updates the list with additions from radio stations throughout the country. The Stations will continue to actively seek out new sources. The Stations encourage organizations which distribute employment information or refer prospective candidates to contact us so that they may be placed on our mailing list to receive notification of future vacancies

RECORD KEEPING

In compliance with the EEO record keeping requirements, the Stations create a file for each position to be filled. The file contains copies of the job listing for all sources used to recruit interviewees for the position. The Station's procedures require approval by the Stations' General Manager and applicable department head prior to extending a job offer. In addition, the Stations will document their long-term recruitment initiatives. These files will include the nature and date of each activity, the scope of the Stations' participation, and the names or titles of the Stations' personnel involved.

LONG-TERM RECRUITMENT MEASURES

The Stations participate in long-term recruitment measures both individually and as a group.

The Stations hosted a NextMedia Job Fair in March of 2009 at the Holiday Inn Convention Center in Gurnee, IL.

The stations hosted a NextMedia Job Fair in January of 2009 at the Marriot Schaumburg.

The "Love to Read"...program designed to encourage young school age children to read was hosted by Stew Cohen, News Director for WZSR & WWYW.

WZSR sponsored the first On-Air "Think First" Radio Campaign. This campaign had local high school students voicing :30 PSA messages to encourage other high school students not to drink and drive.

Each of the Stations has established a college **Internship Program** designed to assist qualified students in acquiring skills needed for employment in the broadcast industry. This allows students to receive college credit. The average college internship is three to four months in duration depending on the needs of the student and the requirements of the college. The stations are in frequent contact with area colleges and the Illinois School of Broadcasting to promote these internships. The goal of the Internship Program is to provide students with hands-on experience within their field of choice by exposing students to real-life situations and day-to-day duties and responsibilities encountered by professionals in the radio industry. The stations strive to teach interns how the world of radio works to provide them with valuable experience that will help them pursue a career in broadcasting. An intern's duties range from helping out at promotional events to assisting at on-air remotes and various sales and promotion related duties. During this period, the following individuals interned at Crystal Lake...

- Steve Guistolise * McHenry County College * 5/08-8/08
- Mark Rivera * University of Illinois * 5/08-8/08
- Megan Harned * Illinois State University * 6/08-8/08
- Sean Unti * University of Wisconsin Green Bay * 5/08-8/08
- Shannon Menefee * University of Wisconsin Madison * 5/08-8/08
- Jennifer Anzinger * Northern Illinois University * 5/08-8/08
- Sara Monson * Ferris State University * 6/08-8/08
- Sarah Watson * McHenry County College * 7/08-12/08
- Nina Blanco * McHenry County College * 11/08-present
- Jeff Tronina * Illinois Center for Broadcasting * 12/08-7/09
- Josh Price * Illinois Center for Broadcasting * 4/09-7/09
- Matt Nallen * Illinois Center for Broadcasting * 5/09-7/09
- Sarah Rehfield * Illinois State University * 5/09-8/09
- Sheree Brewer * Illinois State University * 5/09-8/09
- Jodi Bennett * University of Wisconsin Beloit * 5/09-8/09
- Meghan Keyes * Columbia College * 6/09-8/09
- Craig Butler * Northern Illinois University * 5/09-8/09
- Neil Michling * Chaminade University * 6/09-8/09
- José Villalobos * Northern Illinois University * 7/09-8/09
- Lindsay Prossnitz * University of Illinois * 6/09-8/09

The Crystal Lake stations hosted our annual **Scout Day** during which area scouts and their families were given tours of the stations, a description of the jobs available in broadcasting and were able to ask questions about careers in broadcasting. Scout Day was hosted on November 15th, 2008 which involved over 160 area Scouts.

WEBSITE POSTING

NextMedia Crystal Lake stations post regular announcements on our websites encouraging people to apply for open positions.