

Annual EEO Public Inspection File Report

For the Following Stations: WJBC(AM), WBWN(FM), WTRX-FM, WJEZ(FM) and WBNQ(FM) (the "Stations")

Period: This Report covers the period from February 9, 2004* through July 30, 2004.

This Report is comprised of Schedules A,B,C, and D, which each relate to certain aspects of the Stations' EEO efforts.

*Regent Broadcasting of Bloomington, Inc. and Livingston County Broadcasting collectively "Regent") are subsidiaries of Regent Communications, Inc. Effective July 29, 2004, Regent Broadcasting of Bloomington, Inc. became the licensee of WJBC(AM), WBWN (FM), and WBNQ(FM) and Livingston County Broadcasting, Inc. became the licensee of WTRX-FM and WJEZ (FM). On February 9, 2004, Regent began operating the Stations under a local marketing agreement and had employees performing functions at all five of the Stations. Consistent with Commission policy, this Report covers Regent's recruitment and outreach efforts for all five of the Stations since February 9, 2004.

Schedule A

Vacancy-Specific Recruitment Information: During the period covered by this Report, the Stations had three vacancies for full-time positions. The following table presents information on those vacancies and the recruitment sources used to fill those vacancies. The numerical references in the table below refer to the numbered Recruitment Source List attached as Schedule C to this report. As of this date, no organizations have requested that the Stations provide them notification of job vacancies.

Account Executive	#1-#26	#1 (3) #2 (1) #3 (1) #4 (1)	#3
Operations Director	#3 and #5-#26	#3 (2)	#3
News Anchor	#3 and #5-#26	#3 (2)	#3

Schedule B

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees:

#1	3
#2	1
#3	5
#4	1
Total job interviews	10

SCHEDULE C

The following is a list of recruitment sources that the Stations used to announce vacancies:

- (1). The Pantagraph
P. O. Box 2907
Bloomington, IL 61702-2907
- (2). Announcements on Radio Stations WJBC/WBNQ/WBWN
- (3). Referrals (word of mouth)
- (4). Illinois State University
WZND
Campus Box
Normal, IL 61790
- (5). Online posting to "All Access Openings"
- (6). Bloomington Human Relations Commission
Bloomington City Hall
109 E. Olive
Bloomington, IL 61701
- (7). NAACP
P.O. Box 925
Normal, IL 61761
- (8). The Argus
Attn: Business Mgr. IWU
104 E. University
Bloomington, IL 61701
- (9). Intercultural Programs & Services-Rod Bradley
Illinois State University
Campus Box 5800
Normal, IL 61790-5800
- (10). Central State University
Central Career Services
P. O. Box 1004
Wilberforce, OH 45384-1004

- (11). Malik Companies, Ltd.
209 S. Prospect
Suite 3E
Bloomington, IL 61704
- (12). Career Link
Attn: Gary Cicciu
207 E. Hamilton
Bloomington, IL 61704
- (13). Illinois Department of Rehabilitation Services
207 South Prospect Rd.
Bloomington, IL 61704
- (14). Placement Office
Wesleyan University
Bloomington, IL 61701
- (15). WESN
Brian Murphy, Station Mgr. IWU
1211 N. Main St.
Bloomington, IL 61701
- (16). Career Development
Floyd Payne Campus Center
Tennessee State University
Nashville, TN 37209
- (17). ISU
Admissions Office
Campus Box 2200
Normal, IL 61790-2200
- (18). Illinois Dept. of Employment Security
207 E. Hamilton Rd.
Bloomington, IL 61704
- (19). [www.illinoiskillsmatch.com](http://www.illinoisskillsmatch.com)
- (20). Career Link
Attn: Becky Harmon
207 E. Hamilton
Bloomington, IL 61704

- (21). Job Connection
710 E. Front St.
Bloomington, IL 61701
- (22). Marc Center
1606 Hunt Dr.
Normal, IL 61761
- (23). IWU Minority Services, Director
Ms. Monica Taylor
P. O. Box 2900
Bloomington, IL 61702
- (24). Dean of Students
Malcolm X. College
1900 W. Van Buren
Chicago, IL 60612
- (25). Illinois State University
Dept of Communications
Campus Box 4480
Normal, IL 61790-4480
- (26). Career Center
185 Student Services Building
Campus Box 2520
Normal, IL 61790

SCHEDULE D

For the Following Stations: WJBC(AM), WBWN(FM), WTRX-RM, WJEZ(FM) and WBNQ(FM) (the "Stations")

Outreach Efforts

I. **INTERN PROGRAM**

The Stations worked with two college seniors from Illinois State University, who served as promotions interns during the Spring 2004 and Summer 2004 semesters. The first intern worked closely with the sales and promotions department and also performed some programming duties, such as hosting several on-air remotes. The second intern worked closely with the sales and promotions departments.

II. **INTERNSHIP FAIR**

On March 24, 2004, the Stations participated in an internship fair at Illinois State University. A promotions assistant and music director spoke with students about internships and careers in radio broadcast.

III. **SPEAKING ENGAGEMENTS**

The program director for WJBC spoke to a public relations class at Illinois State University on February 17, 2004, about employment opportunities in public relations in broadcast radio.

Exhibit 3
Narrative Statement

During the compliance period, the employment unit that includes the station (the "Employment Unit") had three full-time job vacancies and completed the "prong 3" outreach activities listed below.

The Stations believe that the "prong 1" vacancy-specific recruitment efforts undertaken by the Employment Unit were sufficient to reach the stations' entire community of license for all of the vacancies.

As for "prong 2," as of the date of this report, no organizations have requested that the Employment Unit provide them notification of job vacancies. During the compliance period, the Employment Unit conducted on-air announcements that advertised the opportunity to receive notification of job vacancies. The Employment Unit will continue to make these announcements in the future.

The "prong 3" outreach activities of the Employment Unit are described in the lettered paragraphs below, which the Stations believe satisfy the non-vacancy-specific outreach requirements for the truncated reporting period.

A. Intern Program

The Stations worked with two college seniors from Illinois State University, who served as promotions interns during the Spring 2004 and Summer 2004 semesters.

B. Internship Fair

On March 24, 2004, the Stations participated in an internship fair at Illinois State University. A promotions assistant and music director spoke with students about internships and careers in radio broadcast.

C. Speaking Engagements

The program director from WJBC spoke to a public relations class at Illinois State University on February 17, 2004, about employment opportunities in public relations in broadcast radio.