

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 July 31, 2004 through July 22, 2005.

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

1. Employment Unit: Regent Broadcasting of Bloomington, LeRoy, Dwight, Pontiac, IL
2. Unit members (Stations and Communities of License): WJBC-Bloomington
WBNQ-Bloomington
WBWN- LeRoy
WJEZ- Dwight
WTRX- Pontiac
3. EEO Contact Information for Unit Member:
Mailing Address: Regent Broadcasting of Bloomington, Inc.
236 Greenwood Avenue
Bloomington, IL 61704
Telephone Number: 309-829-1221
Contact Person/Title: Ruth Nichols
Business Mgr.
E-mail Address: Ruth.nichols@regentcomm.com
4. List of all Full-Time Job Vacancies filled by each station in the employment unit.

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Internal—word of mouth
2. Account Executive	Allaccess.com
3. Announcer/Production	Internal
4. Receptionist	Pantagraph ad
5. Receptionist	Illinois Skills Match
6. Afternoon Drive DJ	Internal—word of mouth
7. Night Show Host	Internal—word of mouth
8. Imaging Director/Production	Internal—word of mouth
9. Account Executive	Website
10. Account Executive	Radio Commercials
11. Account Executive	Internal
12. Sales Manager-Pontiac	Allaccess.com

Schedule A

Vacancy-Specific Recruitment Information: During the period covered by this Report, the Stations had twelve 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, three organizations have requested that the Stations provide them notification of job vacancies. In the month of June, 2005 the stations started using EEOSource 1 and utilized their recruitment sources also.

Job Title	Recruitment Sources Utilized	Recruitment Sources of Interviewees (Number of Interviewees)	Recruitment Source of Hire
Account Executive	#1-#26	#1,#3,#5 (4)	#3
Account Executive	#1-#26	#1,#3,#5 (4)	#5
Announcer/Production	#1-#31	#3, #5 (3)	#3
Receptionist	#1-#26	#1, #3. #19(7)	#1
Receptionist	#1-#26	#1. #3. #19(7)	#19
Afternoon Drive DJ	#1-#31	#3,#5 (3)	#3
Night Show Host	#1-#26	#3, #5 (8)	#3
Imaging Director/Production	#1-#32	#3, #5 (7)	#3
Account Executive	#1-#30	#1,#2,#3,#30 (5)	#30
Account Executive	#1-#30	#1,#2.#3.#30 (5)	#2
Account Executive	#1-#30	#1,#2.#3.#30 (5)	#3
Sales Manager-Pontiac	#1-#30	#3, #5 (3)	#5

Schedule B

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

Interview Source	Number of Interviewees Referred
#1	7
#2	2
#3	17
#5	10
#19	1
#30	1
Total job interviews	38

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). Internal--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.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
- (27). AEP-Lewis University
2 Deer Path
Lake in the Hills, IL 60156
- (28). Youth Build
1111 W. Market St.
Bloomington, IL 61701
- (29). Jessica Longly
1009 N. Monroe St.
Lincoln, IL 62656
- (30). Our stations website.
- (31). Online postings on “radioonline.com”
- (32). Online postings on “allaboutcountry.com”
- (33). EEO 1 Source Agencies

SCHEDULE D

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

Outreach Efforts

Date	Activity Type	No. of stations Participants	Participant Name	Hiring Authority?	Points
7/22/2005	Establishment of an intern program designed to assist members of the community	3	Michele Bills	No	1.00
			R.C. McBride	YES	
			Colleen Reynolds	YES	
	Description: Establishment of an internship program.				
7/22/2005	Participation in job banks, internet programs and other programs designed to promote outreach	1	Janae Jontry	YES	1.00
	Description: IBA website NAB website ALLACCESS.COM website				
6/9/2005	Provision of training to management	2	Janae Jontry	YES	1.00
			Ruth Nichols	YES	
	Description: IBA EEO seminar				
6/9/2005	Participation in Job Fairs	3	Ruth Nichols	YES	0.25
			Ron Ross	YES	
			Eric Pschigoda	YES	
	Description: IBA 2005 Career Fair.				
5/31/2005	Participation in scholarship programs	0			1.00
	Description: Scholarship Program for High School Sports Show 8/31/04-5/31/05				
5/15/2005	Participation in events or programs sponsored by educational institutions	3	Janae Jontry	YES	0.25
			Dan Westhoff	YES	
			Steve Fast	YES	
	Description: Mclean County Community Compact and Olympia West Elementary School				
4/14/2005	Participation in Job Fairs	2	Janae Jontry	YES	0.25
			Carl Olson	YES	

Description: Illinois State University Job Fair 2005					
10/14/2004	Participation in events or programs sponsored by educational institutions	3	Janae Jontry	YES	0.25
			Carl Olson	YES	
			Russell Rush	No	
Description: McLean County Community Compact					
10/14/2004	Participation in events or programs sponsored by educational institutions	2	Janae Jontry	YES	0.25
			Carl Olson	YES	
Description: McLean County Community Compact					
10/1/2004	Participation in Job Fairs	6	Julie Penn	YES	0.25
			Karen Kelly	YES	
			Colleen Reynolds	YES	
			Janae Jontry	YES	
Description: Career Fair at the IBA College Student Convention					

Exhibit 3
Narrative Statement

During the compliance period, the employment unit that includes the station (the “Employment Unit”) had twelve 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, three 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 numbered paragraphs below, which the Stations believe satisfy the non-vacancy-specific outreach requirements for the reporting period.

1. Participation in Job Fairs: On October 1, 2004, several employees of the stations were involved in the Career Fair at the IBA College Student Convention. Carl Olson, Asst. Sales Manager served on the radio sales panel where he discussed radio sales and how to best prepare for a career in radio sales. Colleen Reynolds, WJBC News Director and Morning Show co-host discussed radio news and how to best prepare for a career in radio news. Janae Jontry, WJBC Station Manager/Promotions Director; Dan Westhoff, WBWN Program Director; and Tony Travatto, WBNQ Program Director served on the promotions panel and discussed successful radio promotions and how to best prepare for a career in radio promotions. A question and answer period was held at the end of each panel.
2. Participation in program sponsored by educational institution: The stations worked with McLean County Community Compact to develop a partnership with an area sixth grade class. The 2004-2005 partnership was with Olympia West Elementary School. Janae Jontry and Michele Bills, Promotions Assistant, met with the teachers of the class to develop a program that would work with their curriculum and to introduce students to careers in radio. On April 5, 2005, members of the stations’ airstaff visited the class to talk about their careers and to answer questions. On April 12, members of the Production department visited the class to talk about writing commercial copy and to give the students the assignment to write their own commercial. On April 26, the students toured the radio station to record their commercials and learn about radio operations.

3. Participation in Job Fairs: On April 14, Janae Jontry and Carl Olson participated in the Job Fair at Illinois State University. They met students and discussed radio careers with them.
4. Participation in scholarship program: WJEZ sponsors a scholarship program for a Pontiac High School student. The student works daily on a weekly 10 minute sports show called the Tomahawk Chomp. The student has guests in the studio and talks to them about their sports on and off the floor. The show is designed for the boy or girl to learn more about the community and about the radio station. It has been done at the station each year for 15 years.
5. Participation in Job Fairs: On June 9, 2005, Ruth Nichols, Business Manager; Ron Ross, WTRX Program Director; and Eric Pschigoda, WTRX Mid-Day Host and Music Director participated in the IBA Career Fair in Peoria, IL. They spoke to several candidates about radio careers and brought back resumes for the different dept. heads to review.
6. Participation in internet programs and job banks: The stations participate in several websites when job openings become available. EEO 1 Source uses IBA agencies and other EEO Source agencies for job notifications. The stations also uses the NAB website, radioonline.com ALLACCESS.com, and allaboutcountry.com websites for job notifications.
7. Establishment of an intern program: Several interns opportunities have been established during the past year. A. The stations hosted an extern student from Southern Illinois University during their Spring Break, March 14-18, 2005. This student spent the entire week at the radio station, working with the promotions department and riding along with an account executive to get hands-on experience with careers in radio. B. August 2004 through December 2004, RC McBride, WJBC Program Director; Russ Eisenstein, WJBC Sports Talk Host; and Jayme Monacelli, WJBC News Anchor worked with the Communications Department of Illinois State University to develop an internship program where students would work part time during the football season to assist in gathering and reporting high school sports scores. Students were also given experience preparing and delivering newcasts. The information gathered was utilized by all stations in the market. C. During the summer of 2005, the stations utilized five interns working in the programming and the news areas of the stations for extra help. The students learned first hand about careers in radio and the operations side of radio.
8. Training to management level personnel about methods of ensuring EEO: Janae Jontry and Ruth Nichols attended an EEO seminar at the IBA convention on June 9, 2005. EEO requirements were taught to them and this information was brought back to the stations for internal training of department heads.