

Annual EEO Public File Report Form
WQRF-TV
Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprises of the following station: WQRF-TV, Rockford, Illinois and is required to be placed in the public inspection files of this station and posted on our website.

The information contained in this Report covers the time period beginning August 1, 2007 to and including July 31, 2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1
Annual EEO Public File Report
Covering the Period from August 1, 2007 to July 31, 2008
Station Comprising Station Employment Unit: WQRF-TV

Section 1: Vacancy Information

	Full-Time Position Filled by Job Title	Date Full-Time Position Filled	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position
1	Account Executive	08/06/07	Employee Referral	7
2	New Media Manager	08/06/07	Rockford Register Star/ Yahoo! Hot Jobs	7
3	News Photographer	08/20/07	Internal	2
4	Account Executive	08/27/07	Rockford Register Star/ Yahoo! Hot Jobs	6
5	News Photographer	08/30/07	MyStateline.com	3
6	News Photographer	09/03/07	Employee Referral	3
7	Account Executive	09/04/07	MyStateline.com	1
8	Master Control Operator	9/12/07	MyStateline.com	4
9	New Media Manager	10/29/07	Monster	5
10	Account Executive	11/12/07	MyStateline.com	6
11	Reporter	01/07/08	MyStateline.com	5
12	Local Sales Assistant	01/08/08	Rockford Register Star/ Yahoo! Hot Jobs	6
13	Master Control Operator	01/10/08	Nexstar Website	4
14	Newscast Director	01/25/08	Internal	1
15	Production Assistant	01/25/08	Internal	1
16	News Photographer	02/06/08	MyStateline.com	4
17	News Photographer	02/07/08	TV Jobs	3
18	Account Executive	02/25/08	Employee Referral	4
19	Local Sales Manager	02/25/08	Employee Referral	7
20	Master Control Operator	02/25/08	Employee Referral	1
21	News Photographer	02/07/08	TV Jobs	3
22	Account Executive	05/13/08	MyStateline.com	12
23	Producer 6/10	06/09/08	Internal	4
24	News Photographer	06/12/08	MyStateline.com	3
25	VP & General Manager	06/16/08	Nexstar Website	2
26	Master Control Operator	07/07/08	Employee Referral	3
27	Director of Sales	7/28/08	Employee Referral	1

Total Number of Persons Interviewed During Applicable Period:	108
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Appendix 2
Annual EEO Public File Report
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Station Comprising Station Employment Unit: WQRF-TV

Section 1: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions for Which This Source was Utilized
1	Adverting Schedules on Local Air and MyStateline.com	29	All Positions
2	Nexstar Broadcasting Affiliated Stations and Website	2	All Positions
3	Employee Referrals/ In-house Posting	22	All Positions
4	Rockford Register Star/ Yahoo! Hot Jobs Sandy Free 99 E State St, Rockford, IL 61104 (815-962-2400)	24	1, 2, 4, 9, 12, 22
5	Spots N Dots www.spotsndots.com	6	2, 19, 22, 25
6	TvJobs.com Attn: Mark Holloway www.tvjob.com PO Box 4116 Oceanside, CA 92052	12	1 - 6 , 9 - 12, 14, 16, 17, 19, 21-24
7	Assoc of Women in Comm, Jane Jacobsen 780 Ritchie Highway Severna Park, MD 21146		1, 2, 4, 9, 11, 19, 23, 25
8	Broadcast Engineering Primedia Business Magazines & Media Susan Schaefer 9800 Metcalf Ave Overland Park, KS 66212		1, 2, 4, 9, 11, 19, 23, 25
9	Ball State U Career Planning Cindy Hershman 200 W University Lucina Hall 220 Muncie, IN 47306		1, 2, 4, 9, 11, 19, 23, 25
10	Beloit College, Career Services 700 College Road Beloit, WI 53511		1, 2, 4, 9, 11, 19, 23, 25
11	Black Broadcasters Alliance 3474 William Penn Highway Pittsburgh, PA 15235		1, 2, 4, 9, 11, 19, 23, 25

1	Booker Washington Center		1, 2, 4, 9, 11, 19, 23, 25
2	Calvin Squire 524 Kent St. Rockford, IL 61102		

Appendix 2 Continued

1 3	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052		1, 2, 4, 9, 11, 19, 23, 25
1 4	Brown Institute Television Placement Amber Luckie 1440 Northland Dr Mendota Heights, MN 55120		1, 2, 4, 9, 11, 19, 23, 25
1 5	Broadcasting & Cable Magazine Ad Krista Parker 360 Park Ave S, 14 th Fl New York, NY 10010		1, 2, 4, 9, 11, 19, 23, 25
1 6	Chicago Headline Club Chicago Chapter of Society of Professional Journalist 333 North Michigan Ave, Suite 2032 Chicago, IL 60601-4024		1, 2, 4, 9, 11, 19, 23, 25
1 7	California Chicano News Media Assoc 3800 S Figuerca St Los Angeles, CA 90037		1, 2, 4, 9, 11, 19, 23, 25
1 8	Chicago South Side NAACP Kay Bowman 800 E 78 th St Chicago, IL 60619		1, 2, 4, 9, 11, 19, 23, 25
1 9	Columbia College Job Placement Advising Center Staff 600 S Michigan Ave Chicago, IL 60605		1, 2, 4, 9, 11, 19, 23, 25
2 0	Indiana University Elisabeth Boyard 625 No. Jordan Avenue Bloomington, IN 47403		1, 2, 4, 9, 11, 19, 23, 25
2 1	Devry Career Services, Carol Garcia 3300 N Campbell Chicago, IL 60618		1, 2, 4, 9, 11, 19, 23, 25
2 2	Eastern Illinois University Debbie Endsley 600 Lincoln Ave Charleston, IL 61920-3099		1, 2, 4, 9, 11, 19, 23, 25
2 3	Goodwill Abilities Center Karen Smith 1907 Kishwaukee Rockford, IL 61104		1, 2, 4, 9, 11, 19, 23, 25
2	Highland Comm College, Career		1, 2, 4, 9, 11, 19, 23, 25

4	Services Dana Zimmerman 2998 W Pearl City Rd Freeport, IL 61032		
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Appendix 2 Continued

2 5	Hispanic Alliance, Janet Benitez 25 E Washington Ste 1500 Chicago, IL 60602		1, 2, 4, 9, 11, 19, 23, 25
2 6	IL Broadcasting Assoc, Debbie David 300 N Pershing, Ste B Energy Ave, IL 62933		1, 2, 4, 9, 11, 19, 23, 25
2 7	Illinois State University, Toni Krippel Campus Box 2520 Normal, IL 61790-2520		1, 2, 4, 9, 11, 19, 23, 25
2 8	IL Center for Broadcasting Attn: John Wassel 55 West 22 nd St, Ste 240 Lombard, IL 60148		1, 2, 4, 9, 11, 19, 23, 25
2 9	Illinois Employment Security Office Lynda Warren 2323 E Lincolnway Sterling, IL 61081 (815-625-2313)		1, 2, 4, 9, 11, 19, 23, 25
3 0	Illinois Employment Security Office Gale Meredith 3134 Eleventh Street Rockford, IL 61109 (815-395-6600)		1, 2, 4, 9, 11, 19, 23, 25
3 1	IN State Univ Career Services Mary Kelly 567 N 5 th St Terre Haute, IN 47809		1, 2, 4, 9, 11, 19, 23, 25
3 2	Indigenous Broadcast Center 810 E Ninth Ave Anchorage, AK 99501-3826		1, 2, 4, 9, 11, 19, 23, 25
3 3	Knox College Career Center Terrie Saline 2 East South Street Box K232 Galesburg, IL 61401		1, 2, 4, 9, 11, 19, 23, 25
3 4	International Women's Media Foundation 1726 M St NW Washington, DC 20036		1, 2, 4, 9, 11, 19, 23, 25
3 5	Job Corp Admissions & Placements Tyrie Baltimore 1505 South Main St		1, 2, 4, 9, 11, 19, 23, 25

	Rockford, IL 61102		
3 6	Kishwaukee College, Career Services 21193 Malta Rd Malta, IL 60150		1, 2, 4, 9, 11, 19, 23, 25

Appendix 2 Continued

3 7	La Voz Latina, Patricia Gomez 412 Market St Rockford, IL 61107		1, 2, 4, 9, 11, 19, 23, 25
3 8	Loyola Career Placement John Bradarich 6525 No Sheridan Rd Chicago, IL 60626		1, 2, 4, 9, 11, 19, 23, 25
3 9	Madison Media Institute Bill Mallinson 2702 Agriculture Dr Madison, WI 53718	1	1, 2, 4, 8, 9, 11, 13, 19, 23, 25
4 0	MediaLine.com, Attn: Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800-237-8073)		1, 2, 4, 9, 11, 19, 23, 25
4 1	MediaRecruiter.com Birschbach Recruitment Network 22102 E Canyon Place Aurora, CO 80016 (303-400-5150)	1	16, 19
4 2	Milwaukee Technical College, Pat Bland Student Employment Services 700 West State St Milwaukee, WI 53233		1, 2, 4, 9, 11, 19, 23, 25
4 3	Mississippi State University Career Service Luther Epting 300 Montgomery Hall PO Box P Mississippi State, MS 39762		1, 2, 4, 9, 11, 19, 23, 25
4 4	Monster www.monster.com	6	4, 10
4 5	National Assoc of Black College Broadcasters Lo Jelks PO Box 3191 Atlanta, GA 30302-3191		1, 2, 4, 9, 11, 19, 23, 25
4 6	National Assoc of Black Journalists Marie Wharton 8701 A Adelphi Rd Adelphi, MD 20783		1, 2, 4, 9, 11, 19, 23, 25
4 7	National Assoc of Hispanic Journalists Birginia Galindo National Press Building 529 14 th St NW, Ste1000 Washington, DC 20045		1, 2, 4, 9, 11, 19, 23, 25

4 8	National Assoc of Minority Media Execs 1921 Gallows Rd Vienna, VA 22182		1, 2, 4, 9, 11, 19, 23, 25
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Appendix 2 Continued

4 9	National Coalition of Black Mtg Planners Ozzie Jenkins 8630 Fenton Silver Springs, MD 20910		1, 2, 4, 9, 11, 19, 23, 25
5 0	Medill School of Journalism Loraine Hasebe Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101		1, 2, 4, 9, 11, 19, 23, 25
5 1	Native American Journalists Association Ran Walters 414 E Clark St Vernillian, SD 57069		1, 2, 4, 9, 11, 19, 23, 25
5 2	Native American Public Telecommunications 1800 N 33 rd St Lincoln, NE 68581		1, 2, 4, 9, 11, 19, 23, 25
5 3	North Central College Jeff Denard 30 North Brainard St. Naperville, IL 60540		1, 2, 4, 9, 11, 19, 23, 25
5 4	NIU Career Services, Kathy Zuidema Campus Life Building 220 DeKalb, IL 60115		1, 2, 4, 9, 11, 19, 23, 25
5 5	NIU Department of Communications Jessica Baldwin Watson 306 DeKalb, IL 60115		1, 2, 4, 9, 11, 19, 23, 25
5 6	Northeastern Illinois University Lorn Coleman 5500 N St Louis Chicago, IL 60625		1, 2, 4, 9, 11, 19, 23, 25
5 7	Ohio/ Illinois Center for Broadcasting Gary James 90000 Sweet Valley Dr Valley View, OH 44125		1, 2, 4, 9, 11, 19, 23, 25
5 8	Production HUB.com Dan Smith 801 W Fairbanks Ave Winter Park, FL 32789		1, 2, 4, 9, 11, 19, 23, 25
5 9	Norte Dame Career Center Lee Svete		1, 2, 4, 9, 11, 19, 23, 25

	248 Flanner Hall Notre Dame, IN 46556		
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Appendix 2 Continued

60	Rock Valley College Art Delgado, Career Services 3301 N Mulford Rd Rockford, IL 61107 (815-921-4091)	2	1, 2, 4, 8, 9, 11, 13, 19, 23, 25, 26
61	Television Week Ad Marc Abrams 6500 Wilshire Blvd, Suite 2300 Los Angeles, CA 90048		1, 2, 4, 9, 11, 19, 23, 25
62	Rockford Business College Cheryl Beese 730 N Church St Rockford, IL 61103		1, 2, 4, 9, 11, 19, 23, 25
63	Rockford College, Career Services Lori Hoover 5050 E State St Rockford, IL 61108		1, 2, 4, 9, 11, 19, 23, 25
64	RTNDA 4121 Plank Rd, #512 Fredericksburg, VA 22407		1, 2, 4, 9, 11, 19, 23, 25
65	Society of Broadcast Engineers Scott Jones 9247 N Meridian St Indianapolis, IN 46260		1, 2, 4, 9, 11, 19, 23, 25
66	South Asian Journalists Assoc Julia Harenstein c/o Columbia Graduate School 2950 Broadway New York, NY 10027		1, 2, 4, 9, 11, 19, 23, 25
67	Southern Illinois University Attn: Rebecca Swain Mail code 4703 Carbondale, IL 62901		1, 2, 4, 9, 11, 19, 23, 25
68	Spanish Coalition for Jobs Frank Sanchez 2011 W Pershing Rd Chicago, IL 60609		1, 2, 4, 9, 11, 19, 23, 25
69	Specs School of Broadcasting Nicole Ladouceur 19900 West Nine Mile Southfield, MI 48075		1, 2, 4, 9, 11, 19, 23, 25
70	The Rainbow Push Coalition Felicia McQuitte, Placement Office 930 E 50 th St Chicago, IL 60615		1, 2, 4, 9, 11, 19, 23, 25
71	CBS News Path Chicago Office Dan Noel 630 No. McClugrg Ct		1, 2, 4, 9, 11, 19, 23, 25

Chicago, IL 60611		
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Appendix 2 Continued

7 2	TV Business Confidential tvbc@exepc.com		25
7 3	U of IL, Rose Bryan 1 University Plaza Springfield, IL 62703		1, 2, 4, 9, 11, 19, 23, 25
7 4	U of WI – Platteville Placement Services Diane Trendt 1 University Plaza Karimaan Library 1 st Fl Platteville, WI 53818		1, 2, 4, 9, 11, 19, 23, 25
7 5	U.I.U.C. Journalism Placement Office Lynn Holley 119 Gregory Hall Urbana, IL 61801		1, 2, 4, 9, 11, 19, 23, 25
7 6	University of Wisconsin/ Madison Career Planning 5115 Vilas Hall Madison, WI 53706		1, 2, 4, 9, 11, 19, 23, 25
7 7	Western IL Career Services Cathy McCourt 116 Sherman Macomb, IL 61455		1, 2, 4, 9, 11, 19, 23, 25
7 8	Wheaton College Career Services Katrina Foster 418 Chase St R209 Wheaton, IL 60187		1, 2, 4, 9, 11, 19, 23, 25

Appendix 3
Annual EEO Public File Report
Covering the Period from August 1, 2007 to July 31, 2008
Station Comprising Station Employment Unit: WQRF-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WQRF-TV.

WQRF-TV's Chief Engineer and Director of Creative Services participated in the Illinois Center for Broadcasting's job fair on 11/07/07. WQRF's Chief Engineer participated in Roosevelt Alternative High School's career day on 12/04/07. WQRF's Director of Creative Services participated in the Rockford IceHogs' career fair on 3/22/08. WQRF's News Director attended the Illinois News Broadcasters Association's 2008 Spring Convention 4/16-4/20/08 and Chicago Journalist of Color Unity 2008 7/23-7/25/08 to recruit.

WQRF-TV has internship programs in the News and Production departments. During the reporting period, the station maintained an internship program for college students, in which six students from the local universities/schools have participated in the program. A student from University of Illinois interned with News from 5/18/08 through 7/16/08. A student from Bradley University interned with News from 5/20/08 through 8/15/08. A student from Howard University interned with News from 5/28/08 through 8/15/08. A student from Northern Illinois University interned with News from 6/15/08 through 8/15/08. A student from Biola University interned with Production from 6/02/08 through 8/22/08. A student from Northern Illinois University interned with Production from 6/16/08 through 8/08/08.

WQRF-TV has participated in activities designed to further the goal of dissemination of information about employment opportunities by placing ads with the Illinois Broadcasters Association.

WQRF-TV has hosted nine tours of the station over the reporting period. The groups range in age from elementary school through college level. The groups learned about the facility and careers in television. Participants are encouraged to ask questions of the staff about their job duties and responsibilities. Tours are coordinated by the Creative Services Manager with assistance from the Chief Engineer and News Director.

WQRF-TV's Chief Engineer and Asst. Chief Engineer visited Kennedy Middle School on 9/26/07 to repair audio equipment used for the student's newscast.