

WXCO
Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WXCO, Wausau, WI

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

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

The FCC’s 2007 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) 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 the 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 and/or over the telephone.

Appendix 1 to
Annual EEO Public File Report Form

Covering the Period from August 1st, 2007 to July 31st, 2008
Station(s) Comprising Station Employment Unit: WXCO

Section 1: Vacancy Information

Full-time Positions Number of Filled By Job Title Interviewees From	Recruitment Source Of Hiree	Total All Sources For The Position
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1 No new full-time positions were available/ no new hires

2 _____

3 _____

4 _____

5 _____

Total Number of Persons Interviewed During Applicable Perion : __N/A__

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from August 1st, 2007 to July 31st, 2008
Station(s) Comprising Station Employment Unit: WXCO

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Utilized Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions Which This Source Was
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A _____ N/A _____
B _____
C _____
D _____
E _____
F _____
G _____
H _____

• Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report From

Covering the Period from August 1st, 2007 to July 31st, 2008
Station(s) Comprising Station Employment Unit: WXCO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by WXCO

[Description of the activities]

1. September 8th, 2005 thru October 24th, 2005, we ran ads on both stations for the Wisconsin Broadcasters Association offering several scholarships. Don Seehafer is on the committee for these scholarships and assigned Terry Stevenson, one of the Sales Reps, to evaluate the essays of the scholarship entrants. We also kept applications on hand, and offered to help answer any questions for completing these forms.
2. We have had group tours come through our radio stations. These tours were given by our Station Manager. The tour groups included scout troops or high school students. The tour included introductions to the staff and allowed the staff to describe their jobs, history of stations, how radio works, and benefits of working at a radio station.