

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 comprises the following stations:

WMBD(AM), Peoria, Illinois (FIN 42119)
WIRL(AM), Peoria, Illinois (FIN 13040)
WSWT(FM), Peoria, Illinois (FIN 13041)
WPBG(FM), Peoria, Illinois (FIN 42114)
WDQX(FM), Morton, Illinois (FIN 43877)
WXCL(FM), Pekin, Illinois (FIN 33879)

The information contained in the Report covers the Peoria from July 24, 2009 – July 26, 2010 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this report contains 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;
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 initiative undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, provide the required information.

Appendix 1

Annual EEO Public File Report

Period Covered: July 24, 2009 – July 26, 2010

Stations Comprising Employment Unit: WMBD(AM), WIRL(AM), WPBG(FM), WSWT(FM), WDQX(FM), WXCL(FM)

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Date Hired	Total Number of Interviewees from All Sources for This Position
1. Account Executive	Peoria Helpwanted.com	11/16/09	4
2. WMBD Afternoons	Internal Posting	2/1/10	3
3. WMBD Producer	Peoria Helpwanted.com	2/3/10	2
4. WXCL Morning Talent	All Access	3/15/10	5

Total Number of Interviewees for All Positions: 14

Monterey Licenses, LLC

Appendix 2

Annual EEO Public File Report

Period Covered July 24, 2009 – July 26, 2010

Stations Comprising Employment Unit: WMBD(AM), WIRL(AM), WPBG(FM),
WSWT(FM), WXCL (FM), WDQX(FM)

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source Has Provided	Full-time Positions for Which This Source Was Utilized During This Period
Peoria Help Wanted.com Regional Help Wanted.com Inc. 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 www.Peoriahelpwanted.com	4	Account Executive (2) WMBD Producer (2)
. WMBD News Talk Contact: Jamie Markely 331 Fulton Suite 1200 Peoria, IL 61602 Ph: 309.637.3700	0	Account Executive (0)
WSWT Contact: Randy Rundle 331 Fulton Suite 1200 Peoria, IL 61602 Ph: 309.637.3700	0	Account Executive (0)
WPBG Contact: Eric Hirshmann 331 Fulton Suite 1200 Peoria, IL 61602 Ph: 309.637.3700	0	Account Executive (0)
WXCL Contact: Christopher Impens 331 Fulton Suite 1200 Peoria, IL 61602 Ph: 309.637.3700	0	Account Executive (0)
WDQX Contact: Joey Davidson 331 Fulton Suite 1200 Peoria, IL 61602 Ph: 309.637.3700	1	Account Executive (1)
WIRL Contact: Courtney Bickerman 331 Fulton Suite 1200 Peoria, IL 61602	0	Account Executive (0)

Ph: 309.637.3700		
All Access www.Allaccess.com Jane Caldwell [JCaldwell@allaccess.com]	5	WXCL Mornings (5)
American Indian Center of Chicago* Joe Podlesek 1630 N. Wilson Ave. Chicago IL 60640 Ph: 773-275-5871 Fax: 773-275-5874 www.aic-chicago.org	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Bradley University Smith Career Center* Lisa Curtise 1501 W. Bradley Ave. Peoria IL 61625 Ph: 309-677-2510 Fax: 309-677-2611 mnoe@bradley.edu	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Capital Area Career Center* Jim Jones 2201 Toronto Rd. Springfield IL 62707 Ph: 217-529-5431 ext. 164 Fax: 217-529-7861 WQNAradio@aol.com	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Career Services and Placement Office, Rock Valley College* Art Delgado 3301 N. Mulford Road Rockford IL 61114 Ph: 815-921-4156 Fax: 815-921-4139 a.delgado@rvc.cc.il.us	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
12. Chicago Based Operations* Brook Locklear 1630 N. Wilson Ave. Chicago IL 60640 Ph: 773-275-5871 Fax: 773-275-5874 www.aic-chicago.org	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Columbia Career Center for Arts and Media* Matthew Green 623 S. Michigan Suite 300 Chicago IL 60605 Ph: 312-344-7281 Fax: 312-344-8020 mgreen@colum.edu	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Elgin Community College/Career Services* Karen Lamb 1700 Spartan Dr. Elgin IL 60123 Ph: 847-214-7399 Fax: 847-622-3055 klamb@elgin.edu	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)

<p>Ivy Tech State College* Lisa Williams 7999 US Hwy 41 South Terre Haute IN 47802 Ph: 812-298-2210 Fax: 812-298-2303 liwiuia@ivytech.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Lake Land College* Ken Beno/Bryan Minnigerode 5001 Lakeland Blvd Mattoon IL 61938 Ph: 217-234-5271 Fax: 217-234-5506 kbeno@lakeland.cc.il.us</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Medill School of Journalism Northwestern University* Loraine Hasbe 1848 Sheridan Road Evanston IL 60208 Ph: 847-467-7393 Fax: 847-467-2319 medill-placement@northwestern.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Northwestern Business College* Jennifer Clarke 1805 F. Mill Street Naperville IL 60563 Ph: 630-753-9091 x. 2708 Fax: 630-848-0870 jclarke@nwbc.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Parkland College-Career Center* Sandy Spencer 2400 W. Bradley Ave. Champaign IL 61821 Ph: 217-351-2536 Fax: 217-351-2882 cmartin@parkland.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Richland Community College* Kathy Sorensen One College Park Ph: 217-875-7200 Fax: 217-875-7783 ksorensen@richland.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Roosevelt University-Office of Career Services* Esemrold Dominguez 430 S. Michigan Ave. Room 828 Chicago IL 60605 Ph: 312-341-3560 Fax: 312-341-3655 careersdt@roosevelt.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Specs Howard School of Broadcast Arts* Kevin Seguin-Scollin 19900 West Nine Mile Southfield MI 48075 kscollin@specshoward.edu</p>	<p>0</p>	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>

<p>University of Illinois-Journalism* Ron Yates 119 Gregory Hall 810 S. Wright St. Champaign IL 61820 Ph: 217-333-0709 Fax: 217-333-7931 ryates@uiuc.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Austin Peoples Action Center* Nicole Wardallow 5125 W. Chicago Ave. Chicago IL 60651 Ph: 773-378-9544 Fax: 773-378-8773 onenikyhotmail.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Broadcast Employment Services* Mark C. Holloway P.O. Box 4116 Oceanside CA 92052 Ph: 760-724-8177 Fax: 760-754-2115 jobs@tvjobs.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>DePauw University* Tom R. Cath Harrison Hall Depauw University Greencastle IN 46135 Ph: 765-658-4279 Fax: 765-658-4282 tcath@depauw.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Illinois Center for Broadcasting* Michel Kendall 55 W. 22nd St. Suite 240 Lombard IL 60148 Ph: 630-916-1700 Fax: 630-916-1764 icbjobs@hotmail.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Midstate College Career Center* Ryann Hudson 411 W. Northmoor Road Peoria IL 61614 Ph: 309-692-4092 x.2120 Fax: 309-692-4814 rhudson@midstate.edu</p>	1	<p>Account Executive (1) WMBD Afternoons (0) WMBD Producer (0)</p>
<p>National Association of Hispanic Journalists* Virginia Galindo 1000 National Pres Bldg. 529 14th Street NW Washington D.C. 20045 Ph: 202-662-8901 Fax: 202-662-7144 jobbank@nahj.org</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Oakton Community College* Career Servces 1600 E. Golf Road</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>

<p>Des Plaines IL 60016 Ph: 847-635-1735 Fax: 847-635-2636 careerservices@oakton.edu</p>		
<p>Rockford Business College* Curtis Dorsey 730 N. Church St. Rockford IL 61103 Ph: 815-965-8616 Fax: 815-965-0360 cdorsey@rbcsuccess.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Spoon River College* Brandi Ketcham 23235 North Co. 22 Canton IL 61520 Ph: 309-649-6324 Fax: 309-649-6323 bketcham@spoonrivercollege.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>The Career Center* Jennifer Timmons St. Ambrose University 518 West Locust St Davenport IW 52803 Ph: 563-333-6338 Fax: 563-333-6248 timmonsjennifer@sau.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Triton College* Robert C. Resch 2000 Fifth Ave. Rm. C100C River Grove IL 60171 Ph: 708-456-0300 x. 3538 Fax: 708-583-3108 jobopbul@triton.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>University of Wisconsin Green Bay* Linda Peacock-Landrum Student Services Building Room 1916 2420 Nicolet Drive Green Bay WI 54311-7001 Ph: 920-465-2163 Fax: 920-465-2920 peacockl@uwgb.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>U.W.-Madison* Front Desk Staff 905 University Ave. Rm. 160 Madison WI 53715-1008 Ph: 608-265-0578 Fax: 608-262-3922 bablaser@facstaff.wisc.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Career Planning and Placement-NIU* Kathy Kzuidema Career Planning and Placement Northern Illinois University Dekalb IL 60115 Ph: 815-753-1655 Fax: 815-753-7200 kathykzuidema@niu.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>

<p>Center for Life Calling and Leadership, IWU* Kay Webb 4201 S. Washington Marion IN 46953 Ph: 765-677-2520 Fax: 765-677-2523 career@indwes.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Chinese Mutual Aid Association* Romy Arrieta 1016 W. Argyle St. Chicago IL 60645 Ph: 773-784-2900 Fax: 773-784-2984 romya@chinesemutualaid.org</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Eastern Illinois University Career Services* Debbie Endsley 600 Lincoln, 1300 Human Charleston IL 61920 Ph: 217-581-2412 Fax: 217-581-2222 csdde@eiu.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>University Placement Services UW- Platteville* Paula Stauffacher 1 University Plaza, Ullsvick Center Platteville WI 53818-3099 Ph: 608-342-1183 Fax: 608-342-1172 placement@uwplatt.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>La Voz Latina* Tanecka McDonald 412 Market Street Rockford IL 61107 Ph: 815-965-5784 Fax: 815-965-5935 tanech29@aol.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Radio 1 Broadcast School* Attn: Joe Deschler 308 Buchner Place La Crosse, WI 54603 800-889-2221 www.radio1school.com</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Office of Field and Career Services Beloit College* Luke Juniak-Fention 700 College St. Beloit WI 53511 Ph: 608-363-2673 Fax: 608-363-2109 juniak@beloit.edu</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>
<p>Rainbow/PUSH Coalition* Tannis Williamson 930 E. 50th St.</p>	0	<p>WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)</p>

Chicago IL 60615 Ph: 773-373-3366 ext.723 Fax: 773-373-3571 twilliamson@rainbowpush.org		
Rockford College* Career Services 5050 E. State Street Rockford IL 61108 Ph: 815-226-4195 Fax: 815-226-4161 careersv@rockford.edu	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Spanish Coalition for Jobs Inc.* Frank Sanchesuh 2011 W. Pershing Rd. Chicago IL 60609 Ph: 773-247-0707 x. 213 Fax: 773-247-4975 fsanches@scj-usa.org	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Stive/Chicago Employment Services* Mr. David Gerald 4910 South King Dr. Chicago IL 60615 Ph: 773-624-9700 x 12 Fax: 773-624-9734 dgerald@strivechicago.org	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
The Franciscan University* Heather Hilgendorf-Cooley 400 North Bluff Blvd. Clinton IW 52732 Ph: 563-4257 x.3510 Fax: 563-243-6102 heahil@tfu.edu	0	WMBD Afternoons (0) Account Executive (0) WMBD Producer (0)
Internal Posting Cristina Goldammer 331 Fulton Suite 1200 Peoria, IL 61602 309-637-3700	3	WMBD Afternoon (3)

* Organizations requesting postings

Appendix 3

Annual EEO Public File Report

Period Covered: July 24, 2009 – July 26, 2010

Stations Comprising Station Employment Unit: WMBD(AM), WIRL(AM), WPBG(FM), WSWT(FM), WXCL(FM), WDQX(FM)

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

Monterey Licenses, LLC, licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. Participation in Internet Programs (73.2080(c)(2)(vi)). Stations Participating WMBD/WSWT/WPBG/WIRL/WXCL/WDQX The stations sponsor a local Peoria internet job bank entitled Peoriahelpwanted.com. As part of the sponsorship, the stations assist with web site content and air advertisements for the website. The job bank includes listings for all manner of job openings, including jobs in broadcasting. The site also offers information to help job seekers create a proper resume and cover letter along with helpful hints on interviews. The stations post most openings on the site.
2. Illinois Broadcasters Association Career Fair – IBA- U (73.2080(c)(2)(i)) 10/2/09.. Stations Participating WMBD/WSWT/WPBG/WIRL/WXCL/WDQX . Cristina Goldammer / HR Coordinator for the stations traveled to Normal, IL to attend a job fair sponsored by the Illinois Broadcasters Association. Ms. Goldammer talked to individuals interested in potential sales, news, and promotions interns. She also handed out general information regarding the stations and accepted resumes. The job fair was open to the general public and students attending IBA-U. IBA-U is a mini-convention for college student interested in broadcasting.
3. Establishment of an internship program (73.2080(c)(2)(v)). Summer (June – August 2009) internship participation from Robert Morris College. Stations Participating WMBD/WSWT/WPBG/WIRL/WXCL/WDQX. The one intern was given three college course credits and was recruited through Robert Morris College. Participating in the areas of: Maintaining web sites, Graphic design: creating gift certificates, logos, posters, banners, concert programs, registration boxes, All aspects of station remotes including but not limited to attendance, preparation, set-up and tear-down, Maintaining all station vehicles, organizing and maintaining storage areas.
4. Job Shadow (73.2080(c)(2)(xvi)). March 1, 2010. A junior from Dunlap High School followed various station employees through their daily routines. The student spent five hours learning the various aspects of the radio industry. The student spent time with on-air staff, production staff and promotions staff. This program is offered through his high school to help guide students in various career path interests.

5. Job Shadow (73.2080(c)(2)(xvi)). February 24, 2010. A junior from Dunlap High School followed various station employees through their daily routines. The student spent five hours learning the various aspects of the radio industry. The student spent time with on-air staff, production staff and promotions staff. This program is offered through his high school to help guide students in various career path interest.
6. Participation in broadcast career programs sponsored by educational institutions (73.2080(c)(2)(x)). Stations Participating WMBD/WIRL November 19, 2009. Meghan Grebner, Agribusiness Director for JMP Radio Group LLC presented a lecture on the different career opportunities that radio offers to the students for Mid-Land High School.
7. Participation in broadcast career programs sponsored by educational institutions (73.2080(c)(2)(x)). September 09-May10, WSWT Jane Benjamin / Account Executive for JMP Radio Group LLC presents the Pekin Community High School Student Award Program. When presenting the award the employee also gives a brief lecture about current status of radio and answers questions about radio and careers we offer.
8. Participation in broadcast career programs sponsored by educational institutions (73.2080(c)(2)(x)): September 09- May 10. WXCL Dan Belk/ On Air Personality and Jason Harkins/ Promotions Assistant for JMP Radio Group LLC visit winners of local elementary schools. While there they read books to the students and talked about radio and careers at the stations. They also answered student's questions on the subjects.
9. Use of Criminal Conviction Records in Hiring (73.2080(c)(2)(xiv)). June 22, 2010 EEO Recruiting Manager Cristina Goldammer participated in a "Use of Criminal Conviction Records in Hiring" seminar presented by Vince Pascarella, SPHR from USA-Face Hiring Solutions. The seminar covered topics on: EEOC Initiatives EEOC Policy Guidance, State Law.
10. Harassment and Discrimination at Work (73.2080(c)(2)(xiv)). July 12, 2010 Business Manager Katena Lagouros, Mike Wild, SR VP, Program Directors Joey Davidson, Randy Rundle, Rich Hirschmann, Scott Robbins, Sales Managers: Kevin Cassulo, Charlie Stewart, Brian Rowell, Doug Fouts, Executive Assistant Cristina Goldammer, Assitant Operations Manager Jamie Markley and Promotions Manager Dirk Clemens participated in a "Harassment and Discrimination at Work" seminar presented by SHRM e-learning. The seminar covered topics on: Workplace harassment and discrimination.