

**Progressive Broadcasting System, Inc.  
EEO Annual Report**

Station	City of License	Facility ID	Period Covered
WFRN FM	Elkhart, IN	53639	April 1, 2009 to March 31, 2010
WFRN AM	Elkhart, IN	53650	
WFRI FM	Winamac, IN	53645	

		# Vacancies Filled	Sources Used	# Applicants	Source that referred hiree	# Applicants Interviewed	# Applicants Referred by each Source
Sales Assistant		1	#5	1	#5	1	1
Part-Time On-Air		1	#3	1	#3	1	1
Production Director		1	#9	1	#9	1	1

**Recruitment Sources:**

#1	Ads on WFRN	30 second ads run in all dayparts
#2	Ads in local newspapers	Elkhart Truth and Goshen News
#3	Walk-in applicants	Applicants not responding to any ads
#4	Ads in other newspapers	Mainly South Bend Tribune
#5	Referral by employee	Referrals by current or former employees
#6	Agency referral	Employment Agencies
#7	Referral local college	Mainly Bethel College
#8	Indiana Broadcasters Association	Website job listings
#9	Internal Promotion	Employee promotion