Progressive Broadcasting System, Inc.

EEO Annual Report

Station	City of License	FCC Facility ID	Period Covered
WFRN FM	Elkhart, IN	53639	April 1, 2010 to March 31, 2011
WFRN AM	Elkhart, IN	53650	
WFRI FM	Winamac, IN	53645	

	# Vacancies Filled	Sources Used	# of Applicants	Source that referred hiree	# Applicants Interviewed
Sales Assistant	1	#1, #10	105	#10	8
Traffic Director	1	#1, #10	105	#10	8

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
#10	WFRN Website	Online applications