

**WCCQ(FM), WSSR(FM), WJOL(AM), WRXQ(FM), WERV-FM
EEO PUBLIC FILE REPORT
August 1, 2016 – July 31, 2017**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
WERV-FM Production Director	1, 3, 5-21, 23-26	16
WERV-FM Promotions Director	1-15, 17-25	22
WJOL AM News Coordinator	1, 3-13, 15-21, 23-25	16
WJOL PM News Coordinator	1, 3-13, 15-21, 23-25	16
WERV-FM Account Executive	1-3, 5-15, 17-21, 23-26	3

WCCQ(FM), WSSR(FM), WJOL(AM), WRXQ(FM), WERV-FM
EEO PUBLIC FILE REPORT
August 1, 2016 – July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Station Website Postings <i>(one or more SEU stations)</i>	No	0
2	On-Air Announcements <i>(one or more SEU stations)</i>	No	1
3	Alpha Media Careers Website www.alphamediausa.com/careers/	No	5
4	Indeed Website www.indeed.com	No	0
5	Anixter Center’s Professional Placement Program 2001 N. Clybourn 3 rd Floor Chicago, IL 60614 Contact: Liz Kaige Phone: 773-248-5600, Ext. 248 E-mail: lkaige@anixter.org	No	0
6	Augustana College 639 38 TH Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	No	0
7	Aurora University 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	No	0
8	Benedictine University 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Bradley University 1501 W. Bradley Avenue Paoria, IL 61625 Contact: Job Placement Services Phone: 309-677-2510 E-mail: careers@bradley.edu	No	0
10	Broadcast Employment Services P. O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 E-mail: jobs@amfmjobs.com	No	0
11	Chicago State University WCSU 95 th Street at King Drive Chicago, IL 60616 Contact: Tara Williams Phone: 773-995-2823 E-mail: mba@mbaweb.org	No	0
12	Eastern Illinois University 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: jastevens2@eiu.edu	No	0
13	Elgin Community College 1700 Spartan Drive Elgin, IL 60123 Contact: Karen Lamb Phone: 847-214-7399 E-mail: careerservices@elgin.edu	No	0
14	Employee Referral	No	5
15	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Contact: Franchesca Muller Phone: 630-916-1700 E-mail fmuller@beonair.com	No	0
16	Internal Transfer/Promotion	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Joliet Junior College 1215 Houbolt Road Campus Center A-1175 Joliet, IL 60431 Contact: Career Center Phone: 815-280-2756 E-mail: careers@jjc.edu	No	0
18	Lewis University Career Services One University Parkway Career Services Unit 270 Romeoville, IL 60446 Contact: Career Services Phone: 815-836-5282 E-mail: careerservices@lewisu.edu	No	0
19	McKendree University 701 College Road Lebanon, IL 62254 Contact: Jill Smucker Phone: 618-537-6805 E-mail: careerservices@mckendree.edu	No	0
20	Oakton Community College 1600 E. Golf Road Des Plaines, IL 60016 Contact: Anette Partak Phone: 847-635-1735 E-mail: careerservices@oakton.edu	No	0
21	Quincy University 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
22	Walk-In/Self-Referral	No	1
23	St Xavier University-Career Services 3700 W. 103 rd Street Chicago, IL 60655 Contact: Lee Cruz Assistant Director of Career Services Phone: 773-298-3144 E-mail: lcruz@sxu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of St. Francis-Career Center 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: careerservices@stfrancis.edu	No	0
25	Western Illinois University 1 University Circle Macomb, IL 61445 Contact: Career Counselor Phone: 309-298-1838 E-mail: careers@wiu.edu	No	0
26	Word-of-Mouth Referral	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

WCCQ(FM), WSSR(FM), WJOL(AM), WRXQ(FM), WERV-FM
EEO PUBLIC FILE REPORT
August 1, 2016 – July 31, 2017

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts internship programs designed to educate and provide skills to future college graduates studying at local and area educational institutions that will prepare them for a career in radio broadcasting.</p> <p>During this reporting period, our SEU had five (5) Promotions interns as follows:</p> <ul style="list-style-type: none"> •one intern from Robert Morris University; •two interns from Waubensee Community College; •two interns from Columbia College. <p>These interns were supervised by our Promotions Directors and received college credit for their experiences. The interns worked closely with our Promotions Directors, observing the day-to-day operation of the stations, learning how to interact with listeners and assisting with social media, website content and station events.</p>
2	Internship Program	<p>During this reporting period, our SEU hosted two (2) Programming interns for college credit as follows:</p> <ul style="list-style-type: none"> •one intern from Lewis University; •one intern from Benedictine University. <p>The Lewis University intern was supervised by our WJOL Afternoon Host and assisted with sports casting, news writing, board operations and social media. Occasionally, the intern joined his mentor on the air to deliver sportscasts or participate in general conversation.</p> <p>The Benedictine University intern was supervised by our WSSR Morning Show Host and assisted with studio operations, voiceovers, social media and station events.</p>
3	Internship Program	<p>During this reporting period, our SEU had one (1) Production intern from Columbia College, who received college credit for this experience. This intern was supervised by and “shadowed” our Production Director. Aside from observing the day-to-day operation of the stations, he gained exposure to Adobe Audition as well as NexGen operating systems, and assisted with production orders.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participation in an event or program sponsored by educational institution relating to career opportunities in broadcasting	On September 28, 2016, our SEU participated in Student Networking Night which took place on the Saint Xavier University campus, during which our WERV-FM Production Director spoke with college students about the radio industry and the wide variety of career opportunities available in the broadcasting business.