

**WMBD(AM), WPBG(FM), WSWT(FM), WXCL(FM), WNGY(FM) and
WIRL(AM)**

EEO PUBLIC FILE REPORT

August 1, 2017-July 31, 2018

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
Account Executive	1-2, 8-10, 12, 15, 21-25, 27-28, 30	30
Digital Media Coordinator	1-4, 8-12, 14-15, 17-18, 21-25, 27-28	8
Graphic Designer	1-5, 8-12, 14-15, 17-18, 21-25, 27-28	8
Producer	1-4, 8-12, 14-15, 17-18, 21-25, 27-28	9
Sales Assistant	1-5, 8-12, 14-15, 17-18, 21-25, 27-28, 30	30
Account Executive	2, 8-9, 11-12, 15, 20-25, 27-30	8
Account Executive	2, 8-9, 11-12, 15, 20-25, 27-30	12

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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	All Access Music Group www.allaccess.com/	N	1
2	Illinois Broadcasters Association iba@ilba.org	N	0
3	Peoria Journal Star 1 News Plaza, Peoria, IL 61643 Contact: Judy Little, Ad Consultant (309) 686-3442/ jlittle@pjstar.com	N	0
4	Pekin Daily Times Newspaper 306 Court Street, Pekin, IL 61554 Lisa Scott- classifieds@pekintimes.com	N	0
5	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
6	Illinois Department of Job Security www.illinoisjoblink.illinois.gov	N	0
7	Peoria Area Chamber of Commerce www.business.peoriachamber.org/jobs	N	0
8	Indeed Website www.indeed.com	N	7
9	Alpha Media Careers Website www.alphamediausa.com/careers/	N	5
10	Internal Posting (<i>All Staff Email</i>)	N	0
11	Internal Posting (<i>Breakroom Bulletin Board</i>)	N	1
12	Bradley University/ Smith Career Center www.bradley.edu/offices/student/scc/	N	2
13	Alliance of State Broadcasters Association www.careerpage.org	N	0
14	Midstate College Placement Department 411 W. Northmoor Rd, Peoria, IL 61614 Krystal Hansen (309)692-4092/ khansen@midstate.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Illinois Central College Placement Service One College Drive, Rm L-221, E. Peoria, IL 61635 Dawn Gries (309) 694-5321/ dgries@icc.edu	N	0
16	Media Match 2014 Media Match US LTD 8112 ½ W. 3 St, Suite A, Los Angeles, CA 90048 www.media-match.com/ info@mediamatch.com	N	0
17	University of Iowa School of Journalism & Mass Communications Jennifer Hemingsen Jennifer-hemmingsen@uiowa.edu	N	0
18	Collective Talent 1721 Richardson Place, Tampa, FL 33606 www.collectivetalent.com/ Michael Bille (813) 254-9695/ bille@michaelsmedia.com	N	0
19	Heartland Community College 1500 W. Raab Road, Normal, IL 61761 Pamela Westerdahl (309) 268-8047 / workforce.services@heartland.edu	N	0
20	MediaLine 1209 Wood Valley Rd, Augusta, GA 30909 (706) 364-7564 www.medialine.com/ paul@medialine.com	N	0
21	Rockford Career College 1130 S. Alpine Rd, Rockford, IL 61108 Ann Stites (815) 965-8616/ astites@rockfordcareercollege.edu www.rockfordcareercollege.edu/current-former-students/job-posting-career-services/	Y	0
22	University of Illinois Urbana-Champaign, College of Media 18 Gregory Hall, MC-477, 810 S. Wright St, Urbana, IL 61801 Jessica Rene Hogue (217) 244-4329/ jrhogue@illinois.edu	Y	0
23	Depauw University 408 S. Locust Street, Suite 130B, Greencastle, IN 46135 Pamela Woodall (765) 658-4281/ pamelawoodall@depauw.edu	Y	0
24	Illinois Center of Broadcasting 55 W. 22 nd St, Suite 240, Lombard, IL 60148 Carl Jackson (630) 916-1700/ cjackson@beonair.com www.beonair.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	University of Wisconsin- Green Bay Career Services, SS 1600, UW- Green Bay 2420 Nicolet Dr, Green Bay, WI 54311 Linda Peacock-Landrum (920) 465-2163/ peacock@uwgb.edu	Y	0
26	University of Wisconsin- Madison 1305 Linden Dr, Suite 205, Madison, WI 53706 (608) 265-9205 www.careers.ls.wisc.edu/buckynet--employers.htm	Y	0
27	Eastern Illinois University Career Services 1301 Human Services, Charleston, IL 61920 (217) 581-2412 careers@eiu.edu/ www.eiu.edu/~careers/employers.php	Y	0
28	Broadcast Employment Services P.O. Box 4116, Oceanside, CA 92052 (760) 754-8177, www.tvjobs.com jobs@tvjobs.com	Y	0
29	Bradley University Job Fair (<i>see Sec. III</i>)	N	1
30	Word-of-Mouth Referral	N	4
31	Station Website Postings (<i>one or more SEU stations</i>)	N	0
32	Linked-In Website www.linkedin.com/job/	N	0
33	Internal Transfer/ Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On August 22, 2017, our SEU participated in the Bradley University Part-Time Employment Expo. Stations participants included our Promotions Director, who discussed careers in broadcasting with interested attendees.
2	Participate in Job Fair	On September 14, 2017, our SEU participated in the Bradley University Fall Job & Internship Fair. Stations participants included our Business Manager, who discussed careers in broadcasting with interested attendees.
3	Participate in Job Fair	On October 6, 2017, our SEU participated in the Illinois Broadcasters Association Career Fair at Illinois State University in Bloomington, IL. Stations participants included our Director of Sales, who discussed careers in broadcasting with interested attendees.
4	Internship Program	During Summer 2018, our SEU hosted an intern in conjunction with the Illinois Broadcasters Association Diversity in Broadcasting program. The intern assisted with production duties and other functions important to broadcast operations. He was supervised by our Producers.