

WIIL(FM), WKRS(AM), WLIP(AM) and WXLC(FM)
EEO PUBLIC FILE REPORT
August 1, 2017-July 31, 2018¹

I. VACANCY LIST

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

<i>Job Title</i>	<i>Recruitment Sources (“RS”) Used to Fill Vacancy</i>	<i>RS Referring Hiree</i>
Air Talent	1-69	8
Account Executive	1-69	1

¹ This Report provides recruitment data collected from July 30, 2017 through July 31, 2018.

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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	Word-of-Mouth Referral	N	2
2	Station Website Posting (<i>one or more SEU stations</i>)	N	1
3	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
4	Indeed.com	N	4
4	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone: 630-916-1700 Contact: Don Clark Email: DClark@beonair.com	N	1
5	Happenings Magazine 1420 63 rd Street Kenosha, Wisconsin 53143 Phone: 262-564-8800 http://www.happeningsmag.com Email: reanna@happeningsmag.com Reanna Stockdale	N	1
6	Internal Posting	N	2
7	Job Fairs (<i>see Sec. III</i>)	N	1
8	All Access 18955 Pacific Coast Hwy., Malibu, CA 90265 www.allaccess.com Email: info@allaccess.com	N	3
9	Citizen Action of Wisconsin 221 S 2nd St #300 Milwaukee, WI 53204 Contact: Brian Woolridge www.citizenactionwi.org Email: Brian.woolridge@citizenactionwi.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Augustana College <i>(via Handshake)</i> 639 38 th Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	N	0
11	Aurora University <i>(via Handshake)</i> 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	N	0
12	Cornerstone University <i>(via Handshake)</i> 1001 E. Beltline Ave. Northeast Grand Rapids, MI 49525 Contact: Anne Gaertner	N	0
13	Aquinas College <i>(via Handshake)</i> 1700 Fulton St. E Grand Rapids, MI 49506 Contact: Yesenia Bernal	N	0
14	Albion College <i>(via Handshake)</i> 611 E Porter St Albion, MI 49224 Contact: Dawn Hernandez	N	0
15	Marquette University <i>(via Handshake)</i> 1250 W. Wisconsin Ave. Milwaukee, WI 53233 Contact: Liz Baird	N	0
16	Concordia College <i>(via Handshake)</i> 901 8 th St. S Moorhead, MN 56562 Contact: Grace Pederson	N	0
17	Indiana University-Purdue University-Fort Wayne <i>(via Handshake)</i> 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 Contact: Lynne Koepper	N	0
18	Calvin College <i>(via Handshake)</i> 3201 Burton St. SE Grand Rapids, MI 49546 Contact: Rachel Koopman	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Michigan Technological University <i>(via Handshake)</i> 1400 Townsend Dr. Houghton, MI 49931 Contact: Adam Griffis	N	0
20	Saint Louis University <i>(via Handshake)</i> 1402 S. Grand Blvd. St. Louis, MO 63104 Contact: Karl Aldrich	N	0
21	Ohio University <i>(via Handshake)</i> 120 Chubb Hall Athens, OH 45701-2979 Contact: Christi Gang	N	0
22	The University of Chicago <i>(via Handshake)</i> 5801 S. Ellis Ave. Chicago, IL 60637 Contact: ERD Student Worker	N	0
23	University of North Dakota <i>(via Handshake)</i> Grand Forks, ND 58202 Contact: Danys Chartrand	N	0
24	Franklin College <i>(via Handshake)</i> 101 Branigin Blvd. Franklin, IN 46131 Contact: Judy Yarnell	N	0
25	Baldwin Wallace University <i>(via Handshake)</i> 275 Eastland Rd. Berea, OH 44017 Contact: Elizabeth Wilson	N	0
26	Eastern Michigan University <i>(via Handshake)</i> 900 Oakwood St. Ypsilanti, MI 48197 Contact: Mary Chambers	N	0
27	Purdue University Northwest <i>(via Handshake)</i> 2200 169 th St. Hammond, IN 46323-2094 Contact: Natalie Connors	N	0
28	University of Wisconsin-Parkside <i>(via Handshake)</i> 900 Wood Rd Kenosha, WI 53144 Contact: Zoua Xiong	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University of Wisconsin-Stevens Point <i>(via Handshake)</i> 2100 Main St. Stevens Point, WI 54481 Contact: Zoua Xiong	N	0
30	University of Wisconsin-Superior <i>(via Handshake)</i> 1605 Catlin Ave Superior, WI 54880 Contact: Zoua Xiong	N	0
31	University of Wisconsin-Milwaukee <i>(via Handshake)</i> Milwaukee, WI 53201 Contact: Zoua Xiong	N	0
32	University of Wisconsin-Whitewater <i>(via Handshake)</i> 800 W. Main St. Whitewater, WI 53190 Contact: Zoua Xiong	N	0
33	Valparaiso University <i>(via Handshake)</i> 1700 Chapel Dr. Valparaiso, IN 46383 Contact: Philip Gastineau	N	0
34	Denison University <i>(via Handshake)</i> 100 W. College St. Granville, OH 43023 Contact: Kati Bear	N	0
35	University of Wisconsin-La Crosse <i>(via Handshake)</i> 1725 State St. La Crosse, WI 54601 Contact: Tammy Haakenson	N	0
36	Depauw University <i>(via Handshake)</i> 313 S. Locust St. Greencastle, IN 46135 Contact: Emily Hall	N	0
37	Central Methodist University <i>(via Handshake)</i> 411 Central Methodist Square Fayette, MO 65248 Contact: Traci Ballew	N	0
38	Creighton University <i>(via Handshake)</i> 2500 California Plaza Omaha, NE 68178 Contact: Jeremy Fisher	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Columbia College of Missouri <i>(via Handshake)</i> 1001 Rogers St. 111 Missouri Hall Columbia, MO 65201 Contact: Dan Gomez-Palacio	N	0
40	Lewis University <i>(via Handshake)</i> 1 University Pkwy Romeoville, IL 60446 Contact: Student Worker	N	0
41	University of Wisconsin-Green Bay <i>(via Handshake)</i> 2420 Nicolet Dr. Green Bay, WI 54311 Contact: Chris Cox	N	0
42	University of Wisconsin Oshkosh <i>(via Handshake)</i> 800 Algoma Blvd. Oshkosh, WI 62025 Contact: Kaitlyn Harbort	N	0
43	Northern Michigan University <i>(via Handshake)</i> 1401 Presque Isle Ave. Marquette, MI 49855 Contact: Kara Cox	N	0
44	Lindenwood University <i>(via Handshake)</i> 209 S. Kingshighway St. St Charles, MO 63301 Contact: Elizabeth Ashcraft	N	0
45	Cedarville University <i>(via Handshake)</i> 251 N. Main St. Cedarville, OH 45314 Contact: Kenneth Rucker	N	0
46	National Louis University <i>(via Handshake)</i> 122 S. Michigan Ave Chicago, IL 60603 Contact: Aimee Galban	N	0
47	Wright State University <i>(via Handshake)</i> 3640 Colonel Glenn Hwy. Dayton, OH 45435 Contact: Cathy Dalton	N	0
48	University of Wisconsin Platteville <i>(via Handshake)</i> 1 University Plaza Platteville, WI 53818 Contact: Lauren Geisel	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	The University of Toledo <i>(via Handshake)</i> 2801 W. Bancroft St. Toledo, OH 43606 Contact: Amy Wexler	N	0
50	University of Cincinnati <i>(via Handshake)</i> 2600 Clifton Ave. Cincinnati, OH 45220 Contact: Patti Carroll	N	0
51	Minnesota State University Mankato <i>(via Handshake)</i> 730 Maywood Ave. Mankato, MN 56001 Contact: Jaqueline Menke	N	0
52	Southern Illinois University-Carbondale <i>(via Handshake)</i> 1263 Lincoln Dr. Carbondale, IL 62901 Contact: Sheila Colombo	N	0
53	Youngstown State University <i>(via Handshake)</i> 1 University Plaza Youngstown, OH 44555 Contact: Francine Hazy	N	0
54	University of Minnesota <i>(via Handshake)</i> Minneapolis, MN 55455 Contact: Career Services	N	0
55	Earlham College <i>(via Handshake)</i> 801 National Rd W Richmond, IN 47374 Contact: Caitlin Fleenor	N	0
56	North Central College <i>(via Handshake)</i> 30 N Brainard St. Naperville, IL 60540 Contact: Jenna Grabowski	N	0
57	The College of St. Scholastica <i>(via Handshake)</i> 1200 Kenwood Ave. Duluth, MN 55811 Contact: Diana Swanoski	N	0
58	DePaul University <i>(via Handshake)</i> 1 E. Jackson Blvd. Chicago, IL 60604 Contact: Sierra Cameron	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Illinois Institute of Technology (via Handshake) 10 W. 33 rd St. Chicago, IL 60616 Contact: Mehak Hafeez	N	0
60	Columbia College Chicago (via Handshake) 600 S. Michigan Ave. Chicago, IL 60605 Contact: Valerie Robbins	N	0
61	Miami University (via Handshake) 501 E. High St. Oxford, OH 45056 Contact: Linda Vogt	N	0
62	Carroll University (via Handshake) 100 N. East Ave. Waukesha, WI 53186 Contact: Analy Villafuerte	N	0
63	University of Missouri-Columbia (via Handshake) Columbia, MO 65211 Contact: Laura Peiter	N	0
64	Grace Bible College (via Handshake) 1011 Aldon St. SW Wyoming, MI 49509 Contact: Amy Bolkcom	N	0
65	Western Michigan University (via Handshake) 1903 Western Michigan Ave. Kalamazoo, MI 49008 Contact: Salem Ba Saiwar	N	0
66	University of Central Missouri (via Handshake) 108 W. South St. Warrensburg, MO 64093 Contact: Joni Porter	N	0
67	St. Catherine University (via Handshake) 2004 Randolph Ave. St Paul, MN 55105 Contact: Anne Bowlin	N	0
68	Baker College (via Handshake) 1903 Marquette Ave Muskegon, MI 49442 Contact: Makenna Chrzan	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	Case Western Reserve University <i>(via Handshake)</i> 10900 Euclid Ave. Cleveland, OH 44106 Contact: Char Hood	N	0
Total Interviewees Over Reporting Period			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU conducted an internship program designed to provide skills to future college graduates studying at local and area educational institutions. During this reporting period, our SEU hosted four (4) student interns from the following schools:</p> <ul style="list-style-type: none"> *Illinois State University *Roosevelt University *Carthage College *University of Wisconsin - Oshkosh <p>These interns were supervised by our Program and Promotions Directors and observed and assisted with morning shows, promotional events and remote broadcasts.</p>
2	Participate in Scholarship Program Relating to Careers in Broadcasting	<p>Our SEU regularly participates in the Wisconsin State Broadcaster’s Foundation student scholarship program. Our Market Manager is a member of the group that evaluates submissions, recommends candidates for the list of finalists and votes for the scholarship recipients. Our SEU also donates to this program, posts information about the program in our studios and broadcasts announcements.</p>
3	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	<p>On April 5, 2018, our SEU participated in the Grayslake Central High School “Writer’s Week” in Grayslake, Illinois. Station participants included our Morning Show Talent, who spoke with interested attendees about morning show radio and careers in broadcasting.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	On May 5, 2018, our SEU hosted a job fair at the radio stations to solicit candidates for sales positions. We promoted the event locally by broadcasting announcements on all stations. Station participants included our General Manager, who greeted the attendees, accepted resumes, explained the qualifications of the position, and provided brief tours of our facilities.