

**WCCQ (FM), WERV (FM), WJOL (AM), WSSR (FM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022¹**

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
PROMOTIONS COORDINATOR	2, 7-14, 17-20, 22-25	2
ACCOUNT EXECUTIVE	1, 2, 4-14, 17-25	21
BUSINESS MANAGER	2,5,7-20,22-24	16
CONTENT DIRECTOR	2,5, 7-14, 16-20, 22-25	16
ON AIR PERSONALITY	2,4-20,22-25	16
ON AIR PERSONALITY	2,4-20,22-24	16
KEY CLIENT MANAGER	2,4-14,17-20,22-25	25
SALES ASSISTANT	2,4-14,17-20,22-24	6
PROMOTIONS COORDINATOR	2,4-14,17-20,22-25	2
NETWORK BUSINESS MANAGER	2,6,25	25

¹ This report was revised in May 2023 to address reporting discrepancies.

**WCCQ (FM), WERV (FM), WJOL (AM), WSSR (FM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022**

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	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
2	Alpha Media Careers Website www.alphamediausa.com/careers/	No	8
3	All Access Website www.allaccess.com	No	0
4	Glassdoor Website www.glassdoor.com	No	1
5	Indeed Website www.indeed.com	No	7
6	LinkedIn Website www.linkedin.com	No	7
7	Augustana College 639 38 TH Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	No	0
8	Aurora University 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	No	0
9	Benedictine University 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0
10	Bradley University 1501 W. Bradley Avenue Peoria, IL 61625 Contact: Job Placement Services Phone: 309-677-2510 E-mail: careers@bradley.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Broadcast Employment Services P. O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 E-mail: jobs@amfmjobs.com	No	0
12	Chicago State University WCSU 95 th Street at King Drive Chicago, IL 60616 Contact: Tara Williams Phone: 773-995-2823 E-mail: bphill23@csu.edu	No	0
13	Eastern Illinois University 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: afreeswilliams@eiu.edu	No	0
14	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Contact: Franchesca Muller Dustin Linger mann Phone: 630-916-1700 E-mail fmuller@beonair.com Dlinger mann@beonair.com	No	1
15	Internal Posting/Internal Candidate	No	6
16	Internal Transfer/Promotion	No	4
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

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Morton College 3801 S Central Ave. Cicero, IL 60804 Contact: Ellen Crowe Phone: 708-656-8000 E-mail: ellen.crowe@morton.edu	No	0
19	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
20	Quincy University 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
21	Walk-In/Self-Referral	No	1
22	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
23	University of St. Francis-Career Center 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: serrek@stfrancis.edu	No	0
24	Western Illinois University 1 University Circle Macomb, IL 61445 Contact: Career Counselor Phone: 309-298-1838 E-mail: careers@wiu.edu	No	0
25	Word-of-Mouth Referral	No	11
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

WCCQ (FM), WERV (FM), WJOL (AM), WSSR (FM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 1, 2021 – July 31, 2022, our SEU’s General Manager, Business Manager, General Sales Manager, Promotions Manager as well as all Program Directors participated in a Mineral training program provided by Alpha Media entitled, “A Manager’s Guide to Diversity, Inclusion and Accommodation.”
2	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 1, 2021 – July 31, 2022, our SEU’s General Manager, Business Manager, General Sales Manager, Promotions Manager as well as all Program Directors participated in a Mineral training program provided by Alpha Media entitled, “Harassment Prevention for Illinois Managers.”
3	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 1, 2021 – July 31, 2022, our SEU’s General Manager, Business Manager, Promotions Manager, General Sales Manager as well as all Program Directors participated in a Mineral training program provided by Alpha Media entitled, “Preventing Bullying and Violence in the workplace”
4	Management-level training addressing equal employment opportunity and preventing discrimination.	On July 19, 2022, our SEU’s Business Manager participated in a Mineral training Program provided by Alpha Media entitled, “EEO and Lawful Hiring”
5	Participation in Job Fair	On March 30, 2022 our SEU participated in a career fair hosted by Illinois Media School. Station participants include our Chief Engineer and WSSR-FM Program Director who spoke with students about career opportunities in broadcasting.
6	Establishment of a training program	Between the dates of September 1, 2021-December 31, 2021, our SEU’s Business Manager established a training program that enabled station personnel to improve their skills to qualify for higher positions in the business department.
7	Participation in other activities designed by the station employment unit	On 01/03/22 our SEU gave a tour to a group of local college students from The University of St. Francis. Participants include WJOL-AM Programing Director who showed students our SEU facility and spoke to them about the various careers in broadcasting.
8	Establishment of a mentoring program	Between the dates of August 1, 2021 – July 31, 2022, our SEU established a mentoring program in the sales department that allows our Account Executives to improve skills that could qualify them for higher level position.
9	Hosting of Job Fair	On July 29, 2022, our SEU hosted a Career Fair inviting local community to visit our facility and learn about jobs all around the Midwest including careers in radio broadcasting.

