

**WCCQ(FM), WERV-FM, WJOL(AM), WSSR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**I. VACANCY LIST**

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

| <b>Job Title</b>       | <b>Recruitment Sources (“RS”) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|------------------------|--|---------------------------|
| Promotions Coordinator | 2, 4-20, 22-24   | 16                        |
| Key Client Assistant   | 2,4-14, 17-20, 22-25                                   | 25                        |
|                        |  |                           |

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| RS Number | RS Information   | Source Entitled to Vacancy Notification ?<br>(Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 1         | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )  | No  | 0  |
| 2         | <b>Alpha Media Careers Website</b><br>www.alphamediausa.com/careers/   | No  | 1  |
| 3         | <b>All Access Website</b><br>www.allaccess.com   | No  | 0  |
| 4         | <b>Glassdoor Website</b><br>www.glassdoor.com  | No  | 0  |
| 5         | <b>Indeed Website</b><br>www.indeed.com  | No  | 0  |
| 6         | <b>LinkedIn Website</b><br>www.linkedin.com  | No  | 0  |
| 7         | <b>Augustana College</b><br>639 38 <sup>TH</sup> Street<br>Rock Island, IL 61201<br>Contact: Douglas Tschopp<br>Phone: 309-794-7426<br>E-mail: aaodt@augustana.edu | No  | 0  |
| 8         | <b>Aurora University</b><br>347 South Gladstone Avenue<br>Aurora, IL 60506<br>Contact: Judie Caribeaux<br>Phone: 630-892-6431<br>E-mail: career@aurora.edu         | No  | 0  |
| 9         | <b>Benedictine University</b><br>5700 College Road<br>Lisle, IL 60532<br>Contact: Lindsay Ftiz<br>phone: 630-829-6040<br>E-mail: career@ben.edu                    | No  | 0  |
| 10        | <b>Bradley University</b><br>1501 W. Bradley Avenue<br>Peoria, IL 61625<br>Contact: Job Placement Services<br>Phone: 309-677-2510<br>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        | <b>Broadcast Employment Services</b><br>P. O. Box 4166<br>Oceanside, CA 92052<br>Contact: Mark Holloway<br>Phone: 760-754-8177<br>E-mail: jobs@amfmjobs.com  | No   | 0  |
| 12        | <b>Chicago State University WCSU</b><br>95 <sup>th</sup> Street at King Drive<br>Chicago, IL 60616<br>Contact: Tara Williams<br>Phone: 773-995-2823<br>E-mail: bphill23@csu.edu  | No   | 0  |
| 13        | <b>Eastern Illinois University</b><br>1301 Human Services Center<br>Charleston, IL 61920<br>Contact: Jan Stevens<br>Phone: 217-581-7461<br>E-mail: afreeswilliams@eiu.edu  | No   | 0  |
| 14        | <b>Illinois Center for Broadcasting</b><br>455 Eisenhower Lane<br>South Lombard, IL 60148<br>Contact: Franchesca Muller<br>Dustin Linger mann<br>Phone: 630-916-1700<br>E-mail fmuller@beonair.com  <br>Dlinger mann@beonair.com | No   | 0  |
| 15        | <b>Internal Posting/Internal Candidate</b>   | No   | 2  |
| 16        | <b>Internal Transfer/Promotion</b>   | No   | 1  |
| 17        | <b>Joliet Junior College</b><br>1215 Houbolt Road<br>Campus Center A-1175<br>Joliet, IL 60431<br>Contact: Career Center<br>Phone: 815-280-2756<br>E-mail: careers@jjc.edu  | No   | 0  |

| <b>RS Number</b>                                | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification ? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|---|--|---|---|
| 18  | <b>Morton College</b><br>3801 S Central Ave.<br>Cicero, IL 60804<br>Contact: Ellen Crowe<br>Phone: 708-656-8000<br>E-mail: ellen.crowe@morton.edu  | No  | 0   |
| 19  | <b>Oakton Community College</b><br>1600 E. Golf Road<br>Des Plaines, IL 60016<br>Contact: Anette Partak<br>Phone: 847-635-1735<br>E-mail: careerservices@oakton.edu  | No  | 0   |
| 20  | <b>Quincy University</b><br>1800 College Street<br>Quincy, IL 62301<br>Contact: Kristen Liesen<br>Phone: 217-228-5240<br>E-mail: liesekr@quincy.edu  | No  | 0   |
| 21  | <b>Walk-In/Self-Referral</b>   | No  | 0   |
| 22  | <b>St Xavier University-Career Services</b><br>3700 W. 103 <sup>rd</sup> Street<br>Chicago, IL 60655<br>Contact: Lee Cruz<br>Assistant Director of Career Services<br>Phone: 773-298-3144<br>E-mail: lcruz@sxu.edu | No  | 0   |
| 23  | <b>University of St. Francis-Career Center</b><br>500 Wilcox Street<br>Joliet, IL 60435<br>Contact: Career Services<br>Phone: 815-740-3384<br>E-mail: serrek@stfrancis.edu   | No  | 0   |
| 24  | <b>Western Illinois University</b><br>1 University Circle<br>Macomb, IL 61445<br>Contact: Career Counselor<br>Phone: 309-298-1838<br>E-mail: careers@wiu.edu   | No  | 0   |
| 25  | <b>Word-of-Mouth Referral</b>  | No  | 2   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   | <b>6</b>  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                       | <b>Brief Description of Activity</b>  |
|----------|--|---|
| <b>1</b> | Participation in events or programs sponsored by educational institutions                        | On October 14, 2022, Our SEU participated in an event held at Illinois Media School. Station participants include WSSR-FM Program Director and morning show co-host who spoke with graduating students about career opportunities in broadcasting.  |
| <b>2</b> | Participation in Job Fair  | On March 21, 2023 our SEU participated in a career fair hosted by Minooka High School. Station participants include our Promotions Manager and Promotions Coordinator who spoke with students about career opportunities in broadcasting.   |
| <b>3</b> | Establishment of a mentoring program   | Starting the week of June 5, 2023, our SEU's outgoing General Manager established a mentoring program to groom the current General Sales Manager for the senior GM position. Mentoring included participation in GM level meetings where GMs from other markets are present; participation in department head meetings in the market and involving him in decision-making discussions and getting him involved with discussions with Corporate on market level matters. |
| <b>4</b> | Management-level training addressing equal employment opportunity and preventing discrimination. | On July 12, 2023 our SEU's Sales Manager participated in a Mineral training Program provided by Alpha Media entitled, "Workplace Harassment (US-Illinois-Manager)"  |
| <b>5</b> | Management-level training addressing equal employment opportunity and preventing discrimination. | On July 12, 2022, our SEU's Sales Manager participated in a Mineral training Program provided by Alpha Media entitled, "How Managers Can Address Diversity and Inclusion with Employees"  |