

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

**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

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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	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	1
2	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers/	No	9
3	<b>All Access Website</b> www.allaccess.com	No	0
4	<b>Glassdoor Website</b> www.glassdoor.com	No	1
5	<b>Indeed Website</b> www.indeed.com	No	8
6	<b>LinkedIn Website</b> www.linkedin.com	No	8
7	<b>Augustana College</b> 639 38 <sup>TH</sup> Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	No	0
8	<b>Aurora University</b> 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	No	0
9	<b>Benedictine University</b> 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0
10	<b>Bradley University</b> 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	<b>Broadcast Employment Services</b> P. O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 E-mail: jobs@amfmjobs.com	No	0
12	<b>Chicago State University WCSU</b> 95 <sup>th</sup> Street at King Drive Chicago, IL 60616 Contact: Tara Williams Phone: 773-995-2823 E-mail: bphill23@csu.edu	No	0
13	<b>Eastern Illinois University</b> 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: afreeswilliams@eiu.edu	No	0
14	<b>Illinois Center for Broadcasting</b> 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	<b>Internal Posting/Internal Candidate</b>	No	6
16	<b>Internal Transfer/Promotion</b>	No	4
17	<b>Joliet Junior College</b> 1215 Houbolt Road Campus Center A-1175 Joliet, IL 60431 Contact: Career Center Phone: 815-280-2756 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> 3801 S Central Ave. Cicero, IL 60804 Contact: Ellen Crowe Phone: 708-656-8000 E-mail: ellen.crowe@morton.edu	No	0
19	<b>Oakton Community College</b> 1600 E. Golf Road Des Plaines, IL 60016 Contact: Anette Partak Phone: 847-635-1735 E-mail: careerservices@oakton.edu	No	0
20	<b>Quincy University</b> 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
21	<b>Walk-In/Self-Referral</b>	No	1
22	<b>St Xavier University-Career Services</b> 3700 W. 103 <sup>rd</sup> Street Chicago, IL 60655 Contact: Lee Cruz Assistant Director of Career Services Phone: 773-298-3144 E-mail: lcruz@sxu.edu	No	0
23	<b>University of St. Francis-Career Center</b> 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: serrek@stfrancis.edu	No	0
24	<b>Western Illinois University</b> 1 University Circle Macomb, IL 61445 Contact: Career Counselor Phone: 309-298-1838 E-mail: careers@wiu.edu	No	0
25	<b>Word-of-Mouth Referral</b>	No	12
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			51

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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.

