WIIL-FM, WXLC-FM, WLIP-AM, WKRS-AM, WZSR-FM
EEO PUBLIC FILE REPORT
August 1, 2025 to July 31, 2026

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 Hire
Outside Sales Consultant	1-11	4
Outside Sales Consultant	1-11	3
Outside Sales Consultant	1-11	2

WIIL-FM, WXLC-FM, WLIP-AM, WKRS-AM, WZSR-FM
EEO PUBLIC FILE REPORT
August 1, 2025 to July 31, 2026

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	ConnoisseurMedia.com/careers website	N	
2	Indeed.com	N	1
3	ZipRecruiter.com	N	1
4	LinkedIn.com	N	2
5	Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-6070 dgray@ilba.org	N	
6	Wisconsin Broadcasters Association 44 East Mifflin Street, #900 Madison, WI 53703 Contact: Linda Baun lbaun@wi-broadcasters.com	N	
7	Happening Magazine 1420 63rd Street Kenosha, WI 53143 Phone: 262-564-8800 Contact: Reanna Stockdale reanna@happeningsmag.com	N	
8	Word of Mouth Referral	N	3
9	Illinois Media School – Lombard & O'Hare Campus 455 Eisenhower Lane South, #200 Lombard, IL Contact: Jennifer Sanchez	N	
10	Gurnee Mills 6071 W. Grand Avenue Gurnee, IL 60031 Phone: 847-263-7500 kelsey.castrejon@simon.com	N	
11	Handshake (college recruitment provider)		

	660 4th Street #113 San Francisco, CA 94107 Career Link: https://handshake.com Distributing job postings to the following colleges & universities: *Carthage College, Kenosha *University of Wisconsin, Parkside *University of Wisconsin, Madison *College of Lake County, Grayslake, IL *North Park University, Chicago, IL *Roosevelt University, Chicago, IL *Aurora University, Aurora, IL *Benedictine University, Lisle, IL		
		TOTAL INTERVIEWEES OVER REPORTING PERIOD	7

WIIL-FM, WXLC-FM, WLIP-AM, WKRS-AM, WZSR-FM
EEO PUBLIC FILE REPORT
August 1, 2025 to July 31, 2026

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1.	Participate in Scholarship Program Relating to Careers in Broadcasting	Our SEU participated in the review and selection of candidate applications for the 2025 annual scholarship, plus promotion of the scholarship program and monetary donation to the scholarship foundation for the Wisconsin Broadcaster's Association.
2.	Management Level Training	October, 2025, our Market Manager, Business Manager and Operations Manager completed a Sexual Harassment Prevention course designed for managers and supervisors.
3	Management Level Training	October, 2025, our Market Manager, Business Manager and Operations Manager completed a Violence and Bullying Prevention course designed for managers and supervisors.
4.	Management Level Training	October, 2025, our Market Manager, Business Manager and Operations Manager completed an Active Shooter Preparation course designed for managers and supervisors.
5.	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 21, 2025, our SEU participated in Navig8Lake, Lake County Illinois' largest hands-on career exploration event. The Chicagoland Connoisseur Media stations were represented by our Market Manager and Operations Manager. There were many discussions with a great number of students about careers in radio. Over 6,000 high school and middle school students attended the event.
6.	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On February 27, 2026, our SEU participated in the Illinois Media School Career Fair at their O'Hare Campus. The Chicagoland Connoisseur Media stations were represented by our Market Manager.

		Over fifty students and graduates of the media school attended the event.