

WMBD(AM), WPBG(FM), WSWT(FM), WXCL(FM), WNGY(FM), WIRL(AM)¹
EEO PUBLIC FILE REPORT
August 1, 2014-July 31, 2015²

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
Business Manager	1, 4-7	6
WNGY Program Director	1-3, 7	2
Traffic Director	1, 7	1
WMBD Associate Producer	1-3, 6-7	6
Receptionist	1, 7	1
Integrated Marketing Consultant	1, 4, 6-8, 10	6
Integrated Marketing Consultant	1, 4, 6-8, 10	6
Sales Assistant	1, 4, 6-8, 11	4
Sales Assistant	1, 4, 6-8, 11	6
WNGY On-Air Talent	1-3, 6-7, 11, 14-15	6
Director of Sales	1, 3-4, 6-8	4
Integrated Marketing Consultant	1, 4, 6-8, 10-13, 16-20	6
Integrated Marketing Consultant	1, 4, 6-8, 10-13, 16-20	20

¹ WDQX(FM) changed its call sign to WNGY(FM) on October 24, 2014.

² This Report provides recruitment data collected from July 22, 2014 through July 21, 2015 and was revised in August 2015.

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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	Peoria Help Wanted www.regionahelpwanted.com/Peoria-jobs/	No	21
2	All Access Music Group www.allaccess.com/	N	6
3	Illinois Broadcasters Association iba@ilba.org	N	0
4	LinkedIn/Peoria, IL Area www.linkedin.com/job/	N	9
5	Careerbuilder.com	N	1
6	Word-of-Mouth Referral	N	17
7	Internal Posting	N	1
8	Walk In/Self-Referral	N	3
9	Bradley University Job Fair (<i>see Section III</i>)	N	0
10	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
11	Bradley University/Smith Career Center www.bradley.edu/offices/student/scc/	N	0
12	Illinois Central College www.collegecentral.com/icc/	N	0
13	Alpha Media Careers Website www.alphamediausa.com/careers/	N	0
14	SEU Facebook Page(s) www.facebook.com/Energy1023	N	0
15	All Access/Video Posting www.allaccess.com/net-news	N	0
16	Peoria Area Chamber of Commerce www.business.peoriachamber.org/jobs	N	0
17	Illinois Department of Job Security www.illinoisjoblink.illinois.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Rockford Career College 1130 S. Alpine Road Rockford, IL 61108 (815) 965-8616 Contact: Ann Stites astites@rockfordcareercollege.edu www.rockfordcareercollege.edu/current-former-students/job-posting-career-services/	N	0
19	Peoria Journal Star 1 News Plaza Peoria, IL 61643 Contact: Judy Little, Advertising Consultant (309) 686-3442 jlittle@pjstar.com	N	0
20	Station Website Postings (<i>one or more SEU stations</i>)	N	1
21	Bradley University Smith Career Center Lisa Curtise 1501 W. Bradley Avenue Peoria, IL 61625 Ph: 309-677-2510 Fax: 309-677-2611 mnoe@bradley.edu	Y	0
22	Chicago Based Operations Brook Locklear 1630 N. Wilson Avenue Chicago, IL 60640 Ph: 773-275-5871 Fax: 773-275-5874 www.aic-chicago.org	Y	0
23	Columbia Career Center for Arts and Media Matthew Green 623 S. Michigan, Suite 300 Chicago, IL 60605 Ph: 312-344-7281 Fax: 312-344-8029 mgreen@colum.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of Illinois-Journalism Ron Yates 119 Gregory Hall 810 S. Wright Street Champaign, IL 61820 Ph: 217-333-0709 Fax: 217-333-7931 ryates@uiuc.edu	Y	0
25	Austin Peoples Action Center Nicole Wardallow 5125 W. Chicago Avenue Chicago, IL 60651 Ph: 773-378-9544 Fax: 773-378-8773 onenikyhotmail.com	Y	0
26	Broadcast Employment Services Mark C. Holloway P.O. Box 4116 Oceanside, CA 92052 Ph: 760-724-8177 Fax: 760-754-2115 jobs@tvjobs.com	Y	0
27	DePauw University Tom R. Cath Harrison Hall Depauw University Greencastle, IN 46135 Ph: 765-658-4279 Fax: 765-658-4282 tcath@depauw.edu	Y	0
28	Illinois Center for Broadcasting Michel Kendall 55 W. 22 nd Street, Suite 240 Lombard, IL 60148 Ph: 630-916-1700 Fax: 630-916-1764 icbjobs@hotmail.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Midstate College Career Center Ryann Hudson 411 W. Northmoor Road Peoria, IL 61614 Ph: 309-692-4092 x.2120 Fax: 309-692-4814 rhudson@midstate.edu	Y	0
30	National Association of Hispanic Journalists Virginia Galindo 1000 National Press Building 529 14 th Street NW Washington, DC 20045 Ph: 202-662-8901 Fax: 202-662-7144 jobbank@nahj.org	Y	0
31	Oakton Community College Career Services 1600 E. Golf Road Des Plaines, IL 60016 Ph: 847-635-1735 Fax: 847-635-2636 careerservices@oakton.edu	Y	0
32	Rockford Business College Curtis Dorsey 730 N. Church Street Rockford, IL 61103 Ph: 815-965-8616 Fax: 815-965-0360 cdorsey@rbcsuccess.com	Y	0
33	The Career Center Jennifer Timmons St. Ambrose University 518 West Locust Street Davenport, IA 52803 Ph: 563-333-6338 Fax: 563-333-6248 timmonsjennifer@sau.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Triton College Robert C. Resch 2000 Fifth Avenue, Room C100C River Grove, IL 60171 Ph: 708-456-0300 x.3538 Fax: 708-583-3108 jobopbul@triton.edu	Y	0
35	University of Wisconsin-Green Bay Linda Peacock-Landrum Student Services Building, Room 1916 2420 Nicolet Drive Green Bay, WI 54311-7001 Ph: 920-465-2163 Fax: 920-465-2920 peacockl@uwgb.edu	Y	0
36	University of Wisconsin-Madison Front Desk Staff 905 University Avenue, Room 160 Madison, WI 53715-1008 Ph: 608-265-0578 Fax: 608-262-3922 bablaser@facstaff.wisc.edu	Y	0
37	Northern Illinois University Kathy Kzuidema Career Planning and Placement Dekalb, IL 60115 Ph: 815-753-1655 Fax: 815-753-7200 kathykzuidema@niu.edu	Y	0
38	Indiana Wesleyan University Center for Life Calling and Leadership Kay Webb 4201 S. Washington Marion, IN 46953 Ph: 765-677-2520 Fax: 765-677-2523 career@indwes.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Eastern Illinois University Career Services Debbie Endsley 600 Lincoln, 1300 Human Charleston, IL 61920 Ph: 217-581-2412 Fax: 217-581-2222 csdde@eiu.edu	Y	0
40	University of Wisconsin-Platteville University Placement Services Paula Stauffacher 1 University Plaza Ullsvick Center Platteville, WI 53818-3099 Ph: 608-342-1183 Fax: 608-342-1172 placement@uwplatt.edu	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			59

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 25, 2014, our SEU hosted a station tour for a group of students from Morton High School for a tour of our facilities. Station participants included our Promotions Manager who provided insight into the daily workings of each department throughout the tour and also provided an opportunity for the students to observe a live broadcast in the station and production booths.
2	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 5, 2014, our SEU hosted three students from Bradley University at the stations. The students shadowed our General Sales Manager.
3	Provide training to management-level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	On February 10, 2015, our Market Manager, Business Manager and Executive Administrative Assistant participated in a training webinar, "The FCC's Equal Employment Opportunity Roles: The Nuts and Bolts for Alpha Media," presented by Elizabeth E. Goldin, Wiley Rein, LLP.
4	Participate in Job/Career Fair	On February 19, 2015, our SEU participated in the Bradley University Job Fair, speaking with students who were interested in a career in broadcasting as well as accepting resumes and applications. Station participants included our Operations Manager, General Sales Manager, Director of Marketing Strategy, Assistant Business Manager as well as our Executive Administrative Assistant.
5	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 13, 2015, our SEU hosted a student majoring in broadcasting at Southern Illinois University at the stations. The student shadowed our Radio Group Operations Manager and an On-Air Talent for the day.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting.	On March 24, 2015, our SEU hosted a station tour for a group of students from Morton High School for a tour of our facilities. Station participants included our Promotions Manager who provided insight into the daily workings of each department throughout the tour and also provided an opportunity for the students to observe a live broadcast in the station and production booths.
7	Provide training to management-level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	On July 7, 2015, our Executive Administrative Assistant participated in a training webinar hosted by Elizabeth E. Goldin of Wiley Rein, LLP entitled “The EEO Public File Report: Content & Mechanics,” which provided updated information on the FCC’s EEO recruitment and reporting requirements. The Executive Administrative Assistant provided highlights of the webinar to our Market Manager as well.
8	Participate in Scholarship Program	Alpha Media maintains an endowed scholarship with Bradley University for students in the School of Communication in high financial need. Our SEU established the criteria for the scholarship, which is awarded on an annual basis.