

**WMBD(AM), WPBG(FM), WSWT(FM), WXCL(FM), WNGY(FM) and  
WIRL(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2017-July 31, 2018**

**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>
Account Executive	1-2, 8-10, 12, 15, 21-25, 27-28, 30	30
Digital Media Coordinator	1-4, 8-12, 14-15, 17-18, 21-25, 27-28	8
Graphic Designer	1-5, 8-12, 14-15, 17-18, 21-25, 27-28	8
Producer	1-4, 8-12, 14-15, 17-18, 21-25, 27-28	9
Sales Assistant	1-5, 8-12, 14-15, 17-18, 21-25, 27-28, 30	30
Account Executive	2, 8-9, 11-12, 15, 20-25, 27-30	8
Account Executive	2, 8-9, 11-12, 15, 20-25, 27-30	12

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

<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>
1	<b>All Access Music Group</b> www.allaccess.com/	N	1
2	<b>Illinois Broadcasters Association</b> <a href="mailto:iba@ilba.org">iba@ilba.org</a>	N	0
3	<b>Peoria Journal Star</b> 1 News Plaza, Peoria, IL 61643 Contact: Judy Little, Ad Consultant (309) 686-3442/ <a href="mailto:jlittle@pjstar.com">jlittle@pjstar.com</a>	N	0
4	<b>Pekin Daily Times Newspaper</b> 306 Court Street, Pekin, IL 61554 Lisa Scott- <a href="mailto:classifieds@pekintimes.com">classifieds@pekintimes.com</a>	N	0
5	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
6	<b>Illinois Department of Job Security</b> <a href="http://www.illinoisjoblink.illinois.gov">www.illinoisjoblink.illinois.gov</a>	N	0
7	<b>Peoria Area Chamber of Commerce</b> www.business.peoriachamber.org/jobs	N	0
8	<b>Indeed Website</b> www.indeed.com	N	7
9	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers/">www.alphamediausa.com/careers/</a>	N	5
10	<b>Internal Posting</b> ( <i>All Staff Email</i> )	N	0
11	<b>Internal Posting</b> ( <i>Breakroom Bulletin Board</i> )	N	1
12	<b>Bradley University/ Smith Career Center</b> <a href="http://www.bradley.edu/offices/student/scc/">www.bradley.edu/offices/student/scc/</a>	N	2
13	<b>Alliance of State Broadcasters Association</b> www.careerpage.org	N	0
14	<b>Midstate College Placement Department</b> 411 W. Northmoor Rd, Peoria, IL 61614 Krystal Hansen (309)692-4092/ <a href="mailto:khansen@midstate.edu">khansen@midstate.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Illinois Central College Placement Service</b> One College Drive, Rm L-221, E. Peoria, IL 61635 Dawn Gries (309) 694-5321/ <a href="mailto:dgries@icc.edu">dgries@icc.edu</a>	N	0
16	<b>Media Match</b> 2014 Media Match US LTD 8112 ½ W. 3 St, Suite A, Los Angeles, CA 90048 <a href="http://www.media-match.com/">www.media-match.com/</a> <a href="mailto:info@mediamatch.com">info@mediamatch.com</a>	N	0
17	<b>University of Iowa School of Journalism &amp; Mass Communications</b> Jennifer Hemingsen <a href="mailto:Jennifer-hemmingsen@uiowa.edu">Jennifer-hemmingsen@uiowa.edu</a>	N	0
18	<b>Collective Talent</b> 1721 Richardson Place, Tampa, FL 33606 <a href="http://www.collectivetalent.com/">www.collectivetalent.com/</a> Michael Bille (813) 254-9695/ <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	N	0
19	<b>Heartland Community College</b> 1500 W. Raab Road, Normal, IL 61761 Pamela Westerdahl (309) 268-8047/ <a href="mailto:workforce.services@heartland.edu">workforce.services@heartland.edu</a>	N	0
20	<b>MediaLine</b> 1209 Wood Valley Rd, Augusta, GA 30909 (706) 364-7564 <a href="http://www.medialine.com/">www.medialine.com/</a> <a href="mailto:paul@medialine.com">paul@medialine.com</a>	N	0
21	<b>Rockford Career College</b> 1130 S. Alpine Rd, Rockford, IL 61108 Ann Stites (815) 965-8616/ <a href="mailto:astites@rockfordcareercollege.edu">astites@rockfordcareercollege.edu</a> <a href="http://www.rockfordcareercollege.edu/current-former-students/job-posting-career-services/">www.rockfordcareercollege.edu/current-former-students/job-posting-career-services/</a>	Y	0
22	<b>University of Illinois Urbana-Champaign, College of Media</b> 18 Gregory Hall, MC-477, 810 S. Wright St, Urbana, IL 61801 Jessica Rene Hogue (217) 244-4329/ <a href="mailto:jrhogue@illinois.edu">jrhogue@illinois.edu</a>	Y	0
23	<b>Depauw University</b> 408 S. Locust Street, Suite 130B, Greencastle, IN 46135 Pamela Woodall (765) 658-4281/ <a href="mailto:pamelawoodall@depauw.edu">pamelawoodall@depauw.edu</a>	Y	0
24	<b>Illinois Center of Broadcasting</b> 55 W. 22 <sup>nd</sup> St, Suite 240, Lombard, IL 60148 Carl Jackson (630) 916-1700/ <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> <a href="http://www.beonair.com">www.beonair.com</a>	Y	0
25	<b>University of Wisconsin- Green Bay</b> Career Services, SS 1600, UW- Green Bay 2420 Nicolet Dr, Green Bay, WI 54311 Linda Peacock-Landrum (920) 465-2163/ <a href="mailto:peacock@uwgb.edu">peacock@uwgb.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>University of Wisconsin- Madison</b> 1305 Linden Dr, Suite 205, Madison, WI 53706 (608) 265-9205 <a href="http://www.careers.ls.wisc.edu/buckynet--employers.htm">www.careers.ls.wisc.edu/buckynet--employers.htm</a>	Y	0
27	<b>Eastern Illinois University Career Services</b> 1301 Human Services, Charleston, IL 61920 (217) 581-2412 <a href="mailto:careers@eiu.edu">careers@eiu.edu/</a> <a href="http://www.eiu.edu/~careers/employers.php">www.eiu.edu/~careers/employers.php</a>	Y	0
28	<b>Broadcast Employment Services</b> P.O. Box 4116, Oceanside, CA 92052 (760) 754-8177, <a href="http://www.tvjobs.com">www.tvjobs.com</a> jobs@tvjobs.com	Y	0
29	<b>Bradley University Job Fair</b> ( <i>see Sec. III</i> )	N	1
30	<b>Word-of-Mouth Referral</b>	N	4
31	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
32	<b>Linked-In Website</b> <a href="http://www.linkedin.com/job/">www.linkedin.com/job/</a>	N	0
33	<b>Internal Transfer/ Promotion</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Job Fair	On August 22, 2017, our SEU participated in the Bradley University Part-Time Employment Expo. Stations participants included our Promotions Director, who discussed careers in broadcasting with interested attendees.
<b>2</b>	Participate in Job Fair	On September 14, 2017, our SEU participated in the Bradley University Fall Job & Internship Fair. Stations participants included our Business Manager, who discussed careers in broadcasting with interested attendees.
<b>3</b>	Participate in Job Fair	On October 6, 2017, our SEU participated in the Illinois Broadcasters Association Career Fair at Illinois State University in Bloomington, IL. Stations participants included our Director of Sales, who discussed careers in broadcasting with interested attendees.
<b>4</b>	Internship Program	During Summer 2018, our SEU hosted an intern in conjunction with the Illinois Broadcasters Association Diversity in Broadcasting program. The intern assisted with production duties and other functions important to broadcast operations. She was supervised by our Producers.