

**WLS (AM), WLS-FM & WKQX (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>
On-Air Co-Host	1 - 30, 32 - 155	1
On-Air Personality	30	30
Digital Production Manager	1 - 30, 32 - 155	30

**WLS (AM), WLS-FM & WKQX (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**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>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	3
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

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16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Word-of-Mouth Referral</b>	N	14
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Chicago Workforce Center- Pilsen</b> 1700 W. 18th Street Chicago, IL 60608 312-994-8300 alopez@nationalable.org maria.talis@illinois.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>IETC Evanston Community</b> 1615 Oak Street Evanston, IL 60201 847-864-3530 suzette.robinson@illinois.gov	N	0
34	<b>IDES Harvey Office</b> 16845 S. Halsted Harvey, IL 60426 708-596-2325 jose.crespo@illinois.gov reginald.whitley@illinois.gov	N	0
35	<b>Arlington Heights Workforce Center</b> 723 West Algonquin Road Arlington Heights, IL 60005 847-981-7400 contact@bcsillinois.org kathleen.wager@illinois.gov	N	0
36	<b>Maywood Workforce Center</b> 1701 South 1st Avenue Maywood, IL 60153 708-223-2652 deborah.wright@eesforjobs.com richard.sobczak@illinois.gov	N	0
37	<b>IDES North Chicago Street</b> 250 North Chicago Street Joliet, IL 60432 815-740-5101 jerome.rochon@illinois.gov lopez.violeta@jobcorps.org	N	0
38	<b>WorkNet DuPage, An Illinois workNet Center</b> 2525 Cabot Drive, Suite 302 Lisle, IL 60532 630-955-2030 cornel.thomas@illinois.gov pspeer@worknetdupage.org	N	0
39	<b>Community Career Center</b> 1815 W Diehl Road, Suite 100 Naperville, IL 60563 630-961-5665 ccc@communitycareercenter.org exec@communitycareercenter.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>Grundy Workforce Services</b> 1715 North Division, Suite 104 Morris, IL 60450 815-942-0566 jerome.rochon@illinois.gov russell@glkwb.com	N	0
41	<b>IDES Burbank</b> 5608 West 75th Place Burbank, IL 60459 708-458-0500 karla.brooks@illinois.gov sheena.parker@illinois.gov	N	0
42	<b>IDES Chicago - Woodlawn</b> 1515 East 71st Street Chicago, IL 60619 773-947-2500 darren.evans@illinois.gov	N	0
43	<b>IDES West Diversey</b> 4931 West Diversey Chicago, IL 60639 773-889-6820 eric.myers@illinois.gov krzysztof.lewandowski@illinois.gov	N	0
44	<b>IDES - Lombard</b> 837 South Westmore Meyers Road Lombard, IL 60148 630-495-4345 cornel.thomas@illinois.gov suzette.robinson@illinois.gov	N	0
45	<b>Goodwill Career Center</b> 6054 South Western Avenue Chicago, IL 60636 773-627-5770 brenda.sanders@goodwillchicago.com	N	0
46	<b>Robert Morris University</b> 401 S. State Street Chicago, IL 60605 312-935-6800 jamev132@robertmorris.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	<b>Chicago Workforce Center - Mid-South</b> 4314 S. Cottage Grove Avenue, Second Floor Chicago, IL 60653 773-538-5627 brian.stewart@eesforjobs.com chiquita.griffis@illinois.gov	N	0
48	<b>Chicago Department of Family and Support Services (King Center)</b> 4314 South Cottage Grove Chicago, IL 60653 773-538-5627 marlena.ragland@illinois.gov phyllis.slaughter@cityofchicago.org	N	0
49	<b>Oak Forest Community Center</b> 15900 S Cicero Avenue Oak Forest, IL 60452 708-633-2777 sonia.munoz@eesforjobs.com	N	0
50	<b>Chicago Urban League Workforce Development</b> 4510 South Michigan Avenue Chicago, IL 60653 773-285-5800 awells@thechicagourbanleague.org tlomax@chiul.org dmccray@chiul.org	N	0
51	<b>Alternative Schools Network</b> 1807 W. Sunnyside, #1D Chicago, IL 60640 773-728-4030 myannytillar@asnchicago.org	N	0
52	<b>Chicago State University</b> 9501 S. King Drive Chicago, IL 60628 773-995-2508 tjenki22@csu.edu	N	0
53	<b>Career Transitions of Chicago</b> 703 West Monroe Street Chicago, IL 60661 312-906-9908 info@ctcchicago.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	<b>The Able Network Veterans Forward Program</b> 567 West Lake Street Chicago, IL 60661 855-994-8300 vets@nationalable.org	N	0
55	<b>CFL Workers Assistance Committee</b> 9930 Derby Lane, Suite 203 Westchester, IL 60154 708-344-3539 alexandera@cflwac.org	N	0
56	<b>The Chicago Lighthouse</b> 1850 West Roosevelt Road Chicago, IL 60608 (312) 666-1331 Janet.Szlyk@chicagolighthouse.org	N	0
57	<b>The CARA Program</b> 237 S. Desplaines Chicago, IL 60661 312-798-3300 info@thecaraprogram.org jmutuc@thecaraprogram.org	N	0
58	<b>Vietnamese Association of Illinois</b> 5110 N. Broadway Chicago, IL 60640 773-728-3700 jamalshabazx@gmail.com	N	0
59	<b>Bridges from School to Work</b> 901 W Jackson Boulevard Chicago, IL 60607 312-432-6240 nicole.bufkin@marriott.com	N	0
60	<b>Urban League Quad County Aurora</b> 1685 N Farnsworth Avenue Aurora, IL 60505 630-851-2203 susan.taylordemming@qcul.org	N	0
61	<b>NAACP Lake County Branch, #3020</b> P.O. Box 2726 North Chicago, IL 60064 (847) 366-0011 naacplakecounty@gmail.com	N	0

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62	<b>Harper College</b> 1200 W Algonquin Road Palatine, IL 60067 (847) 925-6220 careercenter@harpercollege.edu	N	0
63	<b>Oakton Community College</b> 1600 E. Golf Road Des Plaines, IL 60016 (847) 635-1735 careerservices@oakton.edu	N	0
64	<b>Trinity International University</b> 2065 Half Day Road Deerfield, IL 60015 (847) 317-7120 careers@tiu.edu	N	0
65	<b>Catholic Charities</b> 1717 Rand Road Des Plaines, IL 60016 (847) 376-2101 dyonkers@catholiccharities.net	N	0
66	<b>Avenues to Independence</b> 515 Busse Highway, # 100 Park Ridge, IL 60068 (847) 318-0870 okazaki@avenuesonline.org	N	0
67	<b>Lake County CIL</b> 377 N. Seymour Avenue Mundelein, IL 60060 (847) 949-4440 matt@lccil.org	N	0
68	<b>Illinois Division Rehabilitation Services</b> 715 W. Algonquin Road Arlington Heights, IL 60005 (847) 758-3483 aisha.ross@illinois.gov	N	0
69	<b>Wings Program Inc</b> PO Box 95615 Palatine, IL (847) 519-7820 wings@wingsprogram.com	N	0



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70	<b>Clearbrook</b> 746 S. Vermont Street Palatine, IL 60067 (847) 991-4100 irosenberg@clearbrook.org	N	0
71	<b>Return to Work Inc</b> PO Box 7150 Prospect Heights, IL (847) 392-3325 returntowork@hotmail.com	N	0
72	<b>Illinois Department of Human Services</b> 1616 N. Arlington Heights Road Arlington Heights, IL 60004 (847) 259-7730 vprofit@hotmail.com	N	0
73	<b>Job &amp; Career Support</b> 5215 Oakton Street Skokie, IL 60077 (847) 673-3762 mbuhmann@skokieliibrary.info	N	0
74	<b>Little City Foundation</b> 1760 W. Algonquin Raod Palatine, IL 60067 (847) 221-7400 kswencki@littlecity.org	N	0
75	<b>US Navy Transition Assistance Program</b> 525 Farragut Avenue Great Lakes, IL 60088 (847) 688-3603 gerard.metoyer@navy.mil	N	0
76	<b>Partners In Community</b> 3424 S. State Street Chicago, IL 60616 312-328-0873 shantethomas@picbchicago.org	N	0
77	<b>Edward J Hines VA Hospital</b> Hines, IL 708-202-5832 joanna.jarosz@va.gov	N	0

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78	<b>Business and Career Service Inc. (Employment Network-EN)</b> 723 W Algonquin Road Arlington Heights, IL 60005 847-437-9995 pcurington@bcsillinois.org	N	0
79	<b>Learning Disabilities Association of America</b> 10101 South Roberts Road Palos Hill, IL 60465 708-430-7532 ldaofil@ameritech.net	N	0
80	<b>Chicago Cook Workforce Partnership</b> 69 West Washington, #2860 Chicago, IL 60602 312-603-7093 dalkhatib@workforceboard.org	N	0
81	<b>Health and Disability Advocates</b> 205 W. Randolph Street Chicago, IL 60606 312-223-9600 ldaniels@hdadvocates.org	N	0
82	<b>The Jewish Federations of North America</b> 30 S. Wells Chicago, IL 60606 (312) 346-6700 DavidPrystowsky@juf.org	N	0
83	<b>Greater Northwest Chicago Development Corporation (GNCDC)</b> 6600 W Armitage Avenue Chicago, IL 60707 (773) 637-2416 dsmith@gncdc.org	N	0
84	<b>Westside Institute</b> 2800 South Western Avenue Chicago, IL 60608 733-838-1503 oramirez@ccc.edu	N	0

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85	<b>VA Medical Center-Vocational Rehabilitation Program</b> 820 S. Damen Avenue, MP#116-C Chicago, IL 60612 312-569-6871 philip.maranon@va.gov	N	0
86	<b>Ada S McKinley Community Services, Inc</b> 1863 South Wabash Avenue Chicago, IL 60616 (312) 326-1229 azewdie@adasmckinley.org info@adasmckinley.org	N	0
87	<b>Community Assistance Programs</b> 11715 S Halsted Street Chicago, IL 60628 773-468-1993 jbrown@capsinc.org sholman@capsinc.org askus@capsinc.org	N	0
88	<b>Inner Voice, Inc.</b> 212 W. Van Buren Street, Suite 300 Chicago, IL 60607 312-994-5839 wperry@innervoicechicago.org	N	0
89	<b>Volunteers of America</b> 47 West Polk Street Chicago, IL 60605 vbunn@voail.org	N	0
90	<b>Brain Injury Association</b> 20 N. Clark Street Chicago, IL 60602 800-699-6443 info@biail.org	N	0
91	<b>CHADD</b> 2900 N Lake Shore Drive Chicago, IL 60657 chicago-city@chadd.net	N	0

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92	<b>Chicago Job Corps Center</b> 3348 S Kedzie Avenue Chicago, IL 60623 773-890-3100 mason.bryan@jobcorps.org	N	0
93	<b>Chicago Heights Workforce Center</b> 202 S. Halsted Street Chicago Heights, IL 60411 708-709-7975 ffeliciano@nationalable.org	N	0
94	<b>Algonquin's Work Ministry - Saint Margaret Mary</b> Algonquin, IL 847-516-2636 jobhelpsmm@yahoo.com	N	0
95	<b>Career Connections Ministry - Harvest Bible Chapel</b> Rolling Meadows, IL jeremywills2003@hotmail.com	N	0
96	<b>El Camino Career Services</b> Wheaton, MD 301-287-8299 info@elcaminocareerservices.com	N	0
97	<b>Christ Community Church of Saint Charles</b> St. Charles, IL 314-997-1212 billcoole@netzero.com	N	0
98	<b>Countryside Church Unitarian Universalist</b> Palatine, IL 847-359-8440 connect@wisemanconsulting.com	N	0
99	<b>HOPE - Helping Our Parishioners toward Employment - St. Elizabeth Seton</b> Orland Hills, IL tom.mcmahon@mcmahonjobs.com	N	0
100	<b>Job Club - Lisle Township</b> Lisle, IL 630-968-2087 joy@lisle-township.com	N	0
101	<b>Job Club - Living Hope Community Church</b> South Holland, IL workministry@yahoo.com	N	0

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102	<b>Job Group - The Long Grove Community Church</b> Long Grove, IL richard_985@sbcglobal.net	N	0
103	<b>Job Support Ministry - Holy Family</b> Inverness, IL 847-359-4097 phillips34@sbcglobal.net	N	0
104	<b>Our Lady of Perpetual Help Church</b> Glenview, IL emaiorca@thelasallenetwork.com	N	0
105	<b>SMOW Business Networking Group - St. Mary of the Woods</b> Chicago, IL 773-763-1603 smowbiznet@yahoogroups.com	N	0
106	<b>The Career Transition Ministry - St. Mary's of the Annunciation</b> Mundelein, IL 847-530-9081 towed@earthlink.net	N	0
107	<b>The Jobs Ministry - St. Thomas the Apostle</b> Naperville, IL 630-355-8980 jimb4853@yahoo.com	N	0
108	<b>The NW Suburban Jewish Networking Group - Congregation Beth Am</b> Buffalo Grove, IL 847-459-1677 info@congregation-betham.org	N	0
109	<b>V.A.U.L.T. Unemployment Support Ministry - St. Damian Catholic Church</b> Oak Forest, IL vault@wowway.com	N	0
110	<b>Work Ministry - Sts. Peter &amp; Paul</b> Cary, IL workministry@ssppcary.org	N	0
111	<b>Work Ministry - Ascension Church</b> Oak Park, IL m.joycebyrne@comcast.net	N	0

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112	<b>The County of DuPage</b> 421 N. County Farm Road, 2nd Floor - Rear of Cafe Wheaton, IL 60187 630-407-5655 dupagevac@dupageco.org	N	0
113	<b>Partners In Community Building, Inc.</b> 4622 S King Drive Chicago, IL 60653 312-328-0873 oball@picbchicago.org	N	0
114	<b>America Works of Illinois, Inc.</b> 205 West Randolph Street, Suite 920 Chicago, IL 60606 312-726-5627 rmorgan@americaworks.com	N	0
115	<b>DuPage County Vet Center</b> 750 Shoreline Drive, Suite 150 Aurora, IL 60504 630-585-1853 ncptsd@va.gov	N	0
116	<b>Northside Workforce Center (DESI)</b> 5060 N. Broadway Street, Suite 690 Chicago, IL 60640 773-334-4747 ejakupovic@desiatchicago.com	N	0
117	<b>AbilityLinks</b> 26W Roosevelt Road, Entrance 2 Wheaton, IL 60187 630-909-7443 jduvall@abilitylinks.org boconnor@abilitylinks.org	N	0
118	<b>African American Contractors Association</b> 2910 South Wentworth, Suite F Chicago, IL 60616 (312) 915-5960 omar.aaca@hotmail.com	N	0
119	<b>Anixter Center</b> 6610 N. Clark Street Chicago, IL 60626 (773) 973-7900 AskAnixter@anixter.org	N	0

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120	<b>Brain Injury Association</b> P.O. Box 70 Palos Heights, IL 312-726-5699 info@biail.org	N	0
121	<b>Brain Injury Association of Illinois</b> P.O. Box 64420 Chicago, IL (800) 699-6443 info@bially.org	N	0
122	<b>Cambodian Association of Illinois</b> 2831 West Lawrence Avenue Chicago, IL 60625 (773) 878-7090 CAI@cambodian-association.org	N	0
123	<b>Career Transitions Center</b> 703 West Monroe Chicago, IL 60661 (312) 906-9908 host@ctcchicago.org	N	0
124	<b>Charles A Hayes Family Investment Center, Inc</b> 4455 S. King Drive Chicago, IL 60653 (312) 786-6986 gjpan@earthlink.net	N	0
125	<b>Chicago Federation of Labor, Workers Assistance Committee</b> 9930 Derby Lane Westchester, IL 60154 (708) 344-3539 marybgallagher@cflwac.org	N	0
126	<b>Chicago Lighthouse for the Blind</b> 1850 W Roosevelt Road Chicago, IL 60608 (312) 666-1331 perkins.sheila@thechicagolighthouse.org	N	0
127	<b>Chicago Urban League</b> 4510 South Michigan Avenue Chicago, IL 60653 (773) 285-5800 cjackson@thechicagourbanleague.org	N	0

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128	<b>Chicago Women in Trades</b> 4425 S Western Boulevard Rear Chicago, IL 60609 (773) 376-1450 jvellinga@cwit2.org jvellinga@cwit2.org	N	0
129	<b>Easter Seals</b> Roalie Dold Center for Children 830 Addison Avenue Villa Park, IL 60181 (630) 620-4433 info@eastersealsdfvr.org	N	0
130	<b>Easter Seals DuPage &amp; Fox Valley</b> 830 South Addison Avenue Villa Park, IL 60181 info@eastersealsdfvr.org	N	0
131	<b>El Valor</b> 1850 W 21 <sup>st</sup> Street Chicago, IL 60608 (312) 666-4511 qcurtin@elvalor.org	N	0
132	<b>Epilepsy Foundation</b> 218 West Lawrence Avenue Chicago, IL (773) 307-6440 pattischang@gmail.com	N	0
133	<b>Epilepsy Foundation of Greater Chicago</b> 17 N. State Street Suite 650 Chicago, IL 60602 info@epilepsychicago.org	N	0
134	<b>Hispanic Alliance for Career Enhancement (HACE)</b> 100 S Wacker, Suite 700 Chicago, IL 60606 (312) 435-0498 steve@hace-usa.org	N	0
135	<b>Illinois Department of Employment Security (IDES)</b> 2525 Cabot Drive, Suite 302 Lisle, IL 60532 (800) 244-5631 sylvia.stone@illinois.gov	N	0



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136	<b>Illinois work Net Center - N. Aurora</b> 2 Smoketree Plaza North Aurora, IL 60542 630-844-6640 cornel.thomas@illinois.gov	N	0
137	<b>JVS Chicago</b> 216 W. Jackson Chicago IL, IL 60606 (312) 673-3404 nanettecohen@jvschicago.org	N	0
138	<b>Lambs Farm</b> 14245 W Rockland Road Libertyville, IL 60048 (847) 362-4636 info@lambsfarm.org	N	0
139	<b>Learning Disabilities Association of America</b> 10101 South Roberts Road, Suite 205 Palos Hill, IL 60465 (708) 430-7532 beverleyjohns@gmail.com	N	0
140	<b>Little People of America - Chicago</b> 8115 S Harper Avenue Chicago, IL 60619 (773) 768-0207 lpawindycity@gmail.com carrienwelch@gmail.com	N	0
141	<b>Lutheran Services in America Disability Network - Illinois</b> 1001 E Touhy Avenue, Suite 50 Oak Brook, IL 60018 (847) 635-6764 donya.hunter@lssi.org info@lssi.org patricia.pearse@lssi.org	N	0
142	<b>Mental Health Associations</b> 70 East Lake Street, Suite 900 Chicago, IL 60601 (312) 368-9070 kmason@mhai.org	N	0

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143	<b>National Black MBA Association</b> 180 N Michigan, Suite 1400 Chicago, IL 60601 (312) 236-2622 barbara.thomas@nbmbaa.org	N	0
144	<b>National Multiple Sclerosis Society</b> 525 W Monroe Street, Suite 900 Chicago, IL 60661 (312) 421-4500 kim.michaels-lee@ild.nss.org	N	0
145	<b>OAI, Inc</b> 180 North Wabash, Suite 400 Chicago, IL 60601 (312) 528-3548 mdowling@oaiinc.org	N	0
146	<b>Olive Harvey College</b> 10001 S Woodlawn Chicago, IL 60628 773-291-6378 dbatiste@ccc.edu	N	0
147	<b>Shore Services</b> Regenstein Center 4232 Dempster Street Skokie, IL 60076 (847) 982-2030 rcraven@shoreservices.org	N	0
148	<b>South Suburban Mayors and Managers</b> 1904 West 174th Street East Hazel Crest, IL 60429 (312) 772-2151 reggie.greenwood@gmail.com	N	0
149	<b>Southwest Women Working Together</b> 6845 S Western Avenue Chicago, IL 60636 (773) 737-2500 info@swwt.org Shughley@swwt.org	N	0

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150	<b>St Augustine College</b> 1345 W Argyle Street Chicago, IL 60640 (773) 878-8756 hmorales@iwe.staugustine.edu	N	0
151	<b>Thresholds</b> 4101 N Ravenswood Chicago, IL 60613 (773) 572-5500 thresholds@thrsholds.com	N	0
152	<b>United Spinal Association of Illinois</b> P.O. Box 545 Palos Heights, IL (708) 671-1808 sciinjury@aol.com	N	0
153	<b>University Centers on Disabilities</b> 1640 West Roosevelt Road, MC 626 Chicago, IL 60608 312-413-1647 theller@uic.edu	N	0
154	<b>University of Illinois</b> 1200 West Harrison Chicago, IL 60607 (312) 996-2300 uicjobs@gmail.com	N	0
155	<b>Vietnamese Association of Illinois Employment Program</b> 5110 N Broadway Chicago, IL 60640 (773) 728-3700 vietassn@aol.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			17

**WLS (AM), WLS-FM & WKQX (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course online which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course online titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in event sponsored by or on behalf of educational institution related to careers in broadcasting	On February 22, 2023, our SEU's Market Manager was invited to speak with a class at the Illinois Media School in downtown Chicago, during which he talked about the company, career opportunities available in broadcasting, and the ever-increasing role technology plays in the radio business.
<b>9</b>	Participate in event sponsored by or on behalf of educational institution related to careers in broadcasting	On July 25, 2023, our WLS(AM) Program Director was invited to speak with a class at the Illinois Media School in downtown Chicago, during which she talked about how to get a job in Media, offered advice about how to interview, and shared tips about how to succeed in Media in Chicago in particular based on her own experiences. She also discussed the variety of career opportunities that are available in radio broadcasting.