

WLS(AM), WLS-FM & WKQX(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 Source (“RS”) Used to Fill Vacancy	RS Referring Hiree
WLS(AM) Executive Producer	1-44	43
Account Executive	1-44	43
Digital Account Executive	1-44	43

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Columbia College 754 S Wabash Ave, 3 rd Fl Chicago, IL 60605 Valerie Robbins Employer Relations Coordinator vrobins@colum.edu 312-369-6844	N	0
31	Illinois Broadcasters Association 200 Missouri Ave Carterville, IL 62918 Debra Gray dgray@ilba.org 618-985-5555	N	0
32	Kendall College 900 N. Branch St. Chicago, IL 60622 careerservices@kendall.edu 312-752-2012	N	0
33	Northwestern University 633 Lincoln St. Evanston, IL 60208 careerservices@northwestern.edu 847-491-3741	N	0
34	Oakton Community College 1600 E. Golf Rd. Des Plaines, IL 60016 careerservices@oakton.edu 847-635-1735	N	0
35	Robert Morris College 301 S. Statte St. Chicago, Il 60605 careerservices@robertmorris.edu 312-935-4422	N	0
36	Roosevelt University 430 S. Michigan Ave. Chicago, IL 60605 careersdt@roosevelt.edu 312-341-3560	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Triton College 2000 Fifth Ave. River Grove, IL 60172 Paul Jensen careerservices@triton.edu 708-456-0300 X3674	N	0
38	University of Illinois 119 Gregory Hall Champaign, IL 61820 Careerservices2@illinois.edu 217-333-2683	N	0
39	University of Illinois-Chicago 1200 W. Harrison St. Chicago, IL 60607 uicjobs@gmail.com 312-996-2300	N	0
40	University of Wisconsin-Milwaukee PO Box 413 Mellencamp 128 Milwaukee, WI 53201 cdc@uwm.edu 414-229-4487	N	0
41	All Access Music Group http://www.allaccess.com/	N	0
42	Internal Posting	N	2
43	Word of Mouth Referral	N	4
44	Illinois Small College Placement Association (ISCPA) career@iscpa.org <ul style="list-style-type: none"> • Augustana College • Aurora University • Benedictine University • Benedictine University @ Springfield • Concordia University Chicago • Dominican University • Elmhurst College • Eureka College • Illinois College • Illinois Wesleyan University • Judson University 	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
	<ul style="list-style-type: none"> • Knox College • Lake Forest College • Lewis University • Millikin University • Monmouth College • North Central College • North Park University • Olivet Nazarene University • Rockford College • St. Xavier University • Trinity Christian College • Trinity Int'l college • University of St. Francis • Wheaton College 		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment	In December 2021, all SEU employees participated in Sexual Harassment Prevention Training sponsored by the State of Illinois Department of Human Rights. This training defined what sexual harassment is, provided examples of conduct that may constitute unlawful sexual harassment, and provided a summary of Federal and State statutory laws as well as a summary of employer responsibilities to prevent, investigate, and correct such behavior.
2	Participate in program sponsored by an educational institution relating to career opportunities in broadcasting	On February 18, 2022, our SEU’s Event Manager participated in the Columbia College Virtual Career Fair. Columbia College undergraduates and graduates scheduled one-on-one, ten minute sessions with our representative to discuss their interests in media and potential employment opportunities in the industry as well as within our SEU.
3	Participate in event sponsored by an educational institution relating to career opportunities in broadcasting	On March 1, 2022, our SEU’s Event Manager participated in National Louis University’s Spring Career Fair, during which he spoke with students majoring in communications, business, and computer science about the company, career opportunities in broadcasting, and job openings within the SEU.
4	Participate in event sponsored by an educational institution relating to career opportunities in broadcasting	On May 5, 2022, our SEU’s Event Manager was invited to Illinois Media School’s Chicago campus to speak to its radio and television broadcast students about radio broadcasting. He shared information about career opportunities in the industry, job openings within the SEU, and, for those interested, offered best practices for job searching in the field of broadcasting.
5	Participate in event sponsored by an educational institution relating to career opportunities in broadcasting	On June 9, 2022, our SEU’s Event Manager was invited to Illinois Media School’s Lombard campus to speak to its radio and television broadcast students about radio broadcasting. He shared information about career opportunities in the industry, job openings within the SEU, and, for those interested, offered best practices for job searching in the field of broadcasting.

	Type of Recruitment Initiative	Brief Description of Activity
6	Participate in event sponsored by an educational institution relating to career opportunities in broadcasting	On June 10, 2022, our Event Manager participated in an Advisory Board meeting (PAC) to provide feedback about the Illinois Media School's curriculum and discuss how to better serve students by providing more information about the ways technology has changed the broadcast industry, in particular, and the entire job market, in general.
7	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 courses online using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
8	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
9	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 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 courses online using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, what are the types of Unconscious Bias and how do we overcome it.