

**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

<b>Job Title</b>	<b>Recruitment Source (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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”)**

<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>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	4
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

<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>
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
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

<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>
30	<b>Columbia College</b> 754 S Wabash Ave, 3 <sup>rd</sup> Fl Chicago, IL 60605 Valerie Robbins Employer Relations Coordinator <a href="mailto:vrobins@colum.edu">vrobins@colum.edu</a> 312-369-6844	N	0
31	<b>Illinois Broadcasters Association</b> 200 Missouri Ave Carterville, IL 62918 Debra Gray <a href="mailto:dgray@ilba.org">dgray@ilba.org</a> 618-985-5555	N	0
32	<b>Kendall College</b> 900 N. Branch St. Chicago, IL 60622 <a href="mailto:careerservices@kendall.edu">careerservices@kendall.edu</a> 312-752-2012	N	0
33	<b>Northwestern University</b> 633 Lincoln St. Evanston, IL 60208 <a href="mailto:careerservices@northwestern.edu">careerservices@northwestern.edu</a> 847-491-3741	N	0
34	<b>Oakton Community College</b> 1600 E. Golf Rd. Des Plaines, IL 60016 <a href="mailto:careerservices@oakton.edu">careerservices@oakton.edu</a> 847-635-1735	N	0
35	<b>Robert Morris College</b> 301 S. Statte St. Chicago, IL 60605 <a href="mailto:careerservices@robertmorris.edu">careerservices@robertmorris.edu</a> 312-935-4422	N	0
36	<b>Roosevelt University</b> 430 S. Michigan Ave. Chicago, IL 60605 <a href="mailto:careersdt@roosevelt.edu">careersdt@roosevelt.edu</a> 312-341-3560	N	0

<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>
37	<b>Triton College</b> 2000 Fifth Ave. River Grove, IL 60172 Paul Jensen <a href="mailto:careerservices@triton.edu">careerservices@triton.edu</a> 708-456-0300 X3674	N	0
38	<b>University of Illinois</b> 119 Gregory Hall Champaign, IL 61820 <a href="mailto:Careerservices2@illinois.edu">Careerservices2@illinois.edu</a> 217-333-2683	N	0
39	<b>University of Illinois-Chicago</b> 1200 W. Harrison St. Chicago, IL 60607 <a href="mailto:uicjobs@gmail.com">uicjobs@gmail.com</a> 312-996-2300	N	0
40	<b>University of Wisconsin-Milwaukee</b> PO Box 413 Mellencamp 128 Milwaukee, WI 53201 <a href="mailto:cdc@uwm.edu">cdc@uwm.edu</a> 414-229-4487	N	0
41	<b>All Access Music Group</b> <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	N	0
42	<b>Internal Posting</b>	N	2
43	<b>Word of Mouth Referral</b>	N	4
44	<b>Illinois Small College Placement Association (ISCPA)</b> <a href="mailto:career@iscpa.org">career@iscpa.org</a> <ul style="list-style-type: none"> <li>• Augustana College</li> <li>• Aurora University</li> <li>• Benedictine University</li> <li>• Benedictine University @ Springfield</li> <li>• Concordia University Chicago</li> <li>• Dominican University</li> <li>• Elmhurst College</li> <li>• Eureka College</li> <li>• Illinois College</li> <li>• Illinois Wesleyan University</li> <li>• Judson University</li> </ul>	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"> <li>• Knox College</li> <li>• Lake Forest College</li> <li>• Lewis University</li> <li>• Millikin University</li> <li>• Monmouth College</li> <li>• North Central College</li> <li>• North Park University</li> <li>• Olivet Nazarene University</li> <li>• Rockford College</li> <li>• St. Xavier University</li> <li>• Trinity Christian College</li> <li>• Trinity Int'l college</li> <li>• University of St. Francis</li> <li>• Wheaton College</li> </ul>		
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

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

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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.