

WEBG, WGCi-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
EEO PUBLIC FILE REPORT
August 1, 2014 - July 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
103.5 KISS FM / WKSC Promotions Director	1-10, 12, 14-15, 19-28, 30-48, 50-63, 65	30
Account Executive	1-10, 12-15, 20-21, 23-26, 28, 31, 33-37, 39-48, 50-51, 53-55, 57-67	66
Account Executive	1-17, 20-21, 23-26, 28, 31-37, 39-51, 53-55, 57-66	16
Account Executive	1-17, 20-21, 23-26, 28, 31-37, 39-51, 53-55, 57-66	16
Account Executive	1-17, 20-21, 23-26, 28, 31-37, 39-51, 53-55, 57-66	16
Account Executive	1-15, 20-21, 23-26, 28, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66
Assistant Online Program Director	1-10, 12-15, 20-21, 23-28, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66
Assistant Program Director WGCi-FM & WVAZ-FM	1-10, 12, 14-16, 19-29, 31-48, 50-63, 65	23
Creative Services Director	1-10, 12-15, 20-21, 23-26, 28-29, 31, 33-37, 39-48, 50-51, 53-55, 57-63, 65-67	23
Executive Assistant to the Market President	1-10, 12, 14-15, 20-21, 23-26, 28-48, 50-51, 53-55, 57-63, 65-66	30
Group Promotions Director	1-10, 12-15, 17, 20-26, 28-29, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66
Local Sales Manager	1-10, 12-15, 20-21, 24-26, 28-29, 31, 33-37, 39-48, 50-51, 53-55, 57-58, 60-63, 65-67	66
Morning On-Air Personality (Co-Host) – WGCi-FM	1-10, 12-15, 20-21, 23-26, 28, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66
Morning On-Air Personality – WGCi-FM	1-10, 12-15, 20-21, 23-26, 28-29, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66
National Promotions Coordinator	1-10, 12-15, 17-18, 20-21, 24-26, 28-29, 31, 33-37, 39-48, 50-51, 53-55, 57-63, 65-67	18
On-Air Personality (93.9 MY-FM)	1-10, 12-15, 20-21, 23-26, 28, 31-37, 39-48, 50-51, 53-55, 57-65, 67	64
Sales Assistant / Promotions Coordinator	1-10, 12-15, 20-21, 23-26, 28-29, 31-37, 39-48, 50-51, 53-55, 57-67	66

This Report was revised in August 2015 to address reporting issues.

The call sign of WNUA was changed to WEBG on January 13, 2015.

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Sales Assistant / Promotions Coordinator	1-10, 12-15, 20-21, 23-26, 28-29, 31-37, 39-48, 50-51, 53-55, 57-67	66
Senior Financial Analyst	1-10, 12-15, 20-21, 23-26, 28, 33-37, 39-48, 50-51, 53-55, 57-63, 65, 67	23
Vice President of Sales	1-10, 12-15, 20-21, 24-26, 28-29, 31-37, 39-48, 50-51, 53-55, 57-63, 65-67	66

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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	AACF Computer Learning Center 6707 North Ave. Oak Park, Illinois 60302 Phone : (708) 848-1700 Url : http://www.aacfworks.org/ Email : info@aacfworks.org Fax : 1-708-848-3701 Tami Yarbrough	Y	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : http://www.augustana.edu/x649.xml Email : jamiemckenzie@augustana.edu Fax : 1-309-794-3369 Jamie McKenzie	Y	0
3	Aurora University 347 S. Gladstone Avenue Aurora, Illinois 60506 Phone : 630-844-6870 Url : http://www.collegecentral.com/aurora/Employer.cfm Email : career@aurora.edu Fax : 1-630-844-7813 Carlton Brown	Y	0
4	Ball State University 2000 W. University Ave Muncie, Indiana 47306 Url : http://cms.bsu.edu/About/AdministrativeOffices/Car Email : kdrunyon2@bsu.edu Fax : 1-765-285-3757 Karen Runyon	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	Benedictine University 5700 College Drive Lisle, Illinois 60532 Phone : (630) 829-6037 Url : http://www.ben.edu/resources/careerdevelopment/bul Email : career@ben.edu Fax : 1-630-829-6043 Julie Cosimo	Y	0
6	Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : http://www.blackcollegeradio.com/ Email : BCRMail@aol.com Career Services	Y	0
7	Bradley University 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : (309) 677-2510 Url : http://explore.bradley.edu/scc/ Email : careers@bradley.edu Fax : 1-309-677-2611 Melissa Poulsen	N	0
8	Chicago State University 9501 S. King Drive Chicago, Illinois 60628 Phone : 773-995-4462 Url : http://www.csu.edu/careerdevelopment/ Email : areynolds@csu.edu Fax : 1-773-995-2329 Alicia Reynolds	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Columbia College 600 S. Michigan Avenue chicago, Illinois 60605 Phone : 312.369.8660 Url : http://www.colum.edu/Students/Career/index.php Email : columbiaworks@colum.edu Fax : 1-312-369-8439 Columbia College	Y	0
10	Concordia University 7400 Augusta Street River Forest, Illinois 60306 Phone : (708)209-3033 Url : http://www.cuchicago.edu/career_services/ Email : Career.services@CUChicago.edu Jerry Pinotti Prong 2 Ended Date: 5/20/2015	N	0
11	Wilson HCG, 400 N. Ashley Drive, Tampa, Florida 33602	N	4
12	DePaul University 1 E. Jackson chicago, Illinois 60604 Phone : (312) 362-5874 Url : http://careercenter.depaul.edu/employer/hire/post_ Email : kmccoy9@depaul.edu Karyn McCoy	Y	0
13	Dominican University 7900 W. Division Street River Forest, Illinois 60305 Phone : 708-524-6567 Url : https://jicsweb1.dom.edu/ics/Resources/Student_Ser Email : careers@dom.edu José Garcia Prong 2 Ended Date: 2/12/2015	N	0

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14	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217)581-2412 Url : http://www.eiu.edu/careers/ Email : llmoore@eiu.edu Fax : 1-217-581-2222 Linda Moore	Y	0
15	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3440 Url : https://elmhurst-csm.symplicity.com/employers/index Email : julien@elmhurst.edu Fax : 1-630-617-3393 Julie Nosal	Y	0
16	Employee Referral	N	11
17	Former Employee	N	3
18	Former Intern	N	3
19	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
20	Governors State University 1 University Parkway University Park, Illinois 60466 Phone : 708.235.3974 Url : http://www.govst.edu/sas/t_career.aspx?id=1000 Email : career@govst.edu Darcie Campos	Y	0

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21	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashtington.ccc.edu/studentservices/career . Email : kbowens3@ccc.edu Kim Bowens	Y	0
22	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
23	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	35
24	Illinois Center for Broadcasting 455 Eisenhower Ln S Lombard, Illinois 60148 Phone : (630) 916-1700 Url : http://www.beonair.com Email : cjackson@beonair.com Carl Jackson	Y	0
25	Illinois State University 185 Student Services Building Normal, Illinois 61790 Phone : (309) 438-5754 Url : http://www.careercenter.ilstu.edu/employers/ Email : paheck@ilstu.edu Pat Heck	Y	0

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26	Illinois Wesleyan University 1312 Park Street Bloomington, Illinois 61701 Phone : (309) 556-1000 Url : http://www.iwu.edu/ccenter/ Email : wkistner@iwu.edu Warren Kistner	Y	0
27	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	4
28	Insite Training Systems 4343 W. 123rd Street Alsip, Illinois 60803 Phone : (708) 371-9700 Url : http://www.sertomacentre.org/ Email : lrenardo@sertomacentre.org Fax : 1-708-371-9747 Linda Renardo	Y	0
29	Internal Posting	N	17
30	Internal Transfer/Promotion	N	2
31	Kane County Department of Employment 1 Smoketree Business Park, Suite A N. Aurora, Illinois 60542 Phone : 630-844-6640 x 270 Url : http://www.kcdee.org/naurora.html Email : jessehernandez@kcdee.org Fax : 1-630-966-1172 Jesse Hernandez	N	0

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32	Kennedy King College 6800 S. Wentworth, 2E49 Chicago, Illinois 60621 Phone : (773) 602-5111 Url : http://kennedyking.ccc.edu/current_students.asp Email : wlang1@ccc.edu Willa Lang	N	0
33	Knox College 2 E. South Street Galesburg, Illinois 61401 Phone : 309-341-7436 Url : http://www.knox.edu/Offices-and-Services/Center-fo Email : careers@knox.edu Fax : 1-309-341-7708 Terrie Saline	Y	0
34	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 Phone : (847) 234-3100 Url : http://www.lakeforest.edu/life/cac/default.asp Email : degross@lakeforest.edu Helene Degross	Y	0
35	LDS Employment Resource Services 4951 Indiana Ave Lisle, Illinois 60532 Phone : (630) 369-0785 Url : https://www.ldsjobs.org/ers/center/center_details Email : WEL-EC-Chicago@ldschurch.org Sally Morrison	Y	0

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36	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : (815) 836-5282 Url : https://lewisu-csm.symplicity.com/employers/index . Email : myersma@lewisu.edu Mary M. Myers Prong 2 Start Date: 5/11/2015	Y	0
37	Loyola University 6439 N. Sheridan Road Chicago, Illinois 60626 Phone : 773.508.2895 Url : http://luc.erecruiting.com/emp/sblogin Email : mgahbauer@luc.edu Martin Gahbauer	Y	0
38	Marquette University 1324 W. Wisconsin Avenue P.O. Box 1881 Milwaukee, Wisconsin 53201 Phone : (414)288-5303 Url : http://www.marquette.edu/csc/undergraduate/ Email : career.services@marquette.edu Kristin Finn	N	0
39	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, Illinois 60661 Phone : (312) 454-1111 Url : http://www.millerbroadcast.com/ Email : info@millerbroadcast.com Fax : 1-312-454-0044 Matt Miller	Y	0

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40	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Url : http://www.millikin.edu/career/Pages/default.aspx Email : career-center@millikin.edu Pam Folger	Y	0
41	Moody Bible Institute 820 N. LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/edu_mainpage.aspx?id=5340 Email : careerdev@moody.edu Patrick Friedline	Y	0
42	Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5722 Url : http://www.morainevalley.edu/counseling/Default.ht Email : taylor@morainevalley.edu Fax : 1-708-974-0561 David Taylor	Y	0
43	North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5141 Url : http://northcentralcollege.edu/x3708.xml Email : career.development@noctrl.edu Marlene Staryzk	Y	0

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44	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, Illinois 60625 Phone : (773) 442-4680 Url : http://www.neiu.edu/~deptpoff/employers/index.htm Email : Career-Services@neiu.edu Fax : 1-773-442-4690 Career Services	Y	0
45	Northwestern Business College 4839 Milwaukee Ave Chicago, Illinois 60630 Phone : 773-777-4220 Ext. 2203 Url : http://www.northwesterncollege.edu/career-placemen Email : gnorton@nc.edu Greg Norton	Y	0
46	Northwestern University 633 Lincoln Street Evanston, Illinois 60208 Phone : (847)491-3741 Url : https://northwestern-csm.symplicity.com/employers/ Dianne Siekmann Manual Posting	Y	0
47	Northwestern University-School of Continuing Education 339 E. Chicago Ave. Chicago, Illinois 60611 Phone : 3125031416 Url : http://www.scs.northwestern.edu/student/ Email : v-carpenter@northwestern.edu Fax : 1-312-503-4942 Vanessa Carpenter	Y	0

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48	Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : 815-939-5243 Url : http://oodb.olivet.edu/forms/career/JobPosting/job Email : careers@olivet.edu Fax : 1-815-939-5094 Mary Anderson	Y	0
49	On-Air Job Fair (See Part III)	N	4
50	Radio Center for People With Disabilities 230 E. Ohio Street, Suite 101 Chicago, Illinois 60611 Phone : (312) 640-5000 Url : http://www.rcpd.org/ Email : bradsaul@earthlink.net Fax : 1-312-640-5010 Brad Saul	Y	0
51	Rainbow/Operation Push 930 E. 50th Street Chicago, Illinois 60615 Phone : (773) 373-3366 Url : http://rainbowpush.org/ Email : info@rainbowpush.org Candice Brown	Y	0
52	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : http://www.robertmorris.edu/careerservices/ Email : bboersma@robertmorris.edu Bonnie Boersma	Y	0
54	Roosevelt University 430 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3560 Url : http://roosevelt.erecruiting.com/emp/sblogin Email : careersdt@roosevelt.edu Fax : 1-312-341-3655 Terri Berryman	N	0
55	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : http://www.sxu.edu/Administrative/Counsel_Career_S Email : fitzpatrick@sxu.edu Mary Fitzpatrick	Y	0
56	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
57	Southern Illinois University 900 S. Normal Avenue, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-1116 Url : http://careerservices.siu.edu/ Email : careerservices@siu.edu Missy Houghland Houghland	Y	0

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58	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, Illinois 60608 Phone : (312) 997-3647 Url : http://chicagolighthouse.org/ Email : careers@csu.edu Fax : 1-312-243-8539 Sheila Perkins	Y	0
59	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
60	The Write Design Company 1803 W. 95th Street Ste. 270 Chicago, Illinois 60643 Phone : (877)570-5228 Url : http://thewritedesignco.com/ Email : info@thewritedesignco.com Marcie Hill Prong 2 Ended Date: 6/30/2015	N	0
61	Trinity Christian College 6601 W. College Drive Palos Heights, Illinois 60463 Phone : 708-239-4853 Url : http://www.trnty.edu/Cooper-Center/career.html Email : coopercenter@trnty.edu Cooper Center	Y	0

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62	University of Illinois 119 Gregory Hall Champaign, Illinois 61820 Phone : (217) 333-2683 Url : http://www.hireillini.com/ Email : careerservices@illinois.edu Dale Brashers	Y	0
63	University of Illinois – Chicago 1200 W. Harrison Street Chicago, Illinois 60607 Phone : (312) 996-2300 Url : https://uic-csm.symplicity.com/employers/index.php Kathyy Battee-Freeman Manual Posting	Y	0
64	Unknown (source not adequately identified upon inquiry by SEU)	N	7
65	Wilbur Wright College 4300 N. Narragansett chicago, Illinois 60634 Phone : (773) 481-8527 Url : http://wright.ccc.edu/services/job_placement/ Email : wrightcareercenter@ccc.edu Irene Home	Y	0
66	Word of Mouth Referral	N	33
67	YWCA of Metropolitan Chicago 360 N. Michigan Avenue, Suite 800 Chicago, Illinois 60601 Url : http://www.ywca.org/site/pp.asp?c=euLRI7OZH&b=6268 Email : dianne.michels@ywcachicago.org Career Services Prong 2 Ended Date: 2/27/2015	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			124

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	9/14/2014	Establishment of an intern program designed to assist members of the community	<p>The iHeartMedia Chicago Internship Program was designed to provide qualified college and university undergraduate students an in-depth exposure to the radio broadcasting and digital operations at iHeartMedia Chicago. The internship program offers the students an opportunity to explore career interests, network with professionals, observe and develop an understanding of the broadcasting industry.</p> <p>From September 2014 through December 2014, our SEU hosted 2 interns from the following colleges and universities: Columbia College and University of Illinois at Chicago. These students learned about experienced careers in broadcasting from our Communications department under the supervision of our VP of Communications, our Sales department under direction of our National Sales Coordinator, our Programming division under our head Programming Assistant and our Promotions unit under our Promotions Coordinator.</p>	2	<p>Vice President, Communications</p> <p>Communications Manager</p>	1.00
2	4/6/2015	Hosting of Job Fair	Our SEU hosted an on-air job fair, April 6-19, 2015. During the job fair the on-air personalities encouraged listeners to apply for available account executives positions within the SEU. Interested listeners were invited to submit their resumes to the SEU for management review.	4	<p>General Sales Manager</p> <p>Local Sales Manager</p> <p>Vice President, Communications</p> <p>Sales Administrator</p>	1.00

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3	4/18/2015	Participation in scholarship programs	Our Vice President of Communications and four on-air personalities participated in the National Association of Television Program Executives (NATPE) Educational Foundation Career Day, Job Fair, and TV Station Tour for 200 college students. SEU participants served as speakers and panelists, participated in the drawing and awarding of scholarships, and spoke with students about careers in broadcasting, including internship opportunities in the SEU.	4	Vice President, Communications WGCi Afternoon On-Air Personality V103 Mid-Day On-Air Personality 103.5 KISS FM On-Air Personality
4	5/5/2015	Participation in events or programs sponsored by community organizations	SEU employees participated in the Alliance for Women in Media's Media Maven Hall of Femme-Celebrating Extraordinary Women in Media event at Columbia College. SEU participants spoke with attendees from local colleges and universities about career opportunities in broadcasting. The SEU is a local corporate sponsor of the Alliance for Women Chicago Chapter.	4	Vice President, Communications Director of Research Account Executive Account Executive

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5	5/21/2015	Establishment of an intern program designed to assist members of the community	<p>The iHeartMedia Chicago Internship Program was designed to provide qualified college and university undergraduate students an in-depth exposure to the radio broadcasting and digital operations at iHeartMedia Chicago. The internship program offers the students an opportunity to explore career interests, network with professionals, observe and develop an understanding of the broadcasting industry.</p> <p>From May 2015 through August 2015, our SEU hosted 6 interns from the following colleges and universities: University of Illinois, University of Missouri, Columbia College, Northern Illinois, New York University and Manhattan College. These students learned about careers in broadcast sales and promotions from our Senior Vice President of Sales, Local Sales Manager, Director of Marketing and Promotions and Promotions Directors.</p>	4	<p>Senior Vice President of Sales</p> <p>Local Sales Manager</p> <p>Director of Marketing and Promotions</p> <p>Promotions Director</p>