

**WDWS (AM) WHMS (FM) WKIO (FM)**  
**EEO PUBLIC FILE REPORT**  
August 1, 2021 – July 31, 2022

**I. VACANCY LIST**

**See 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>
<b>Sales Executive</b>	<b>1-19</b>	<b>17</b>

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**II. MASTER RECRUITMENT SOURCE LIST**

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12 MONTH PERIOD
1	Career Services Center University of Illinois Room 310 Turner Student Services Center 610 East John Champaign, IL 61820 phone- 217-333-0820	NO	0
2	Parkland College Career Center Parkland College 2400 West Bradley Champaign, IL 61821 ph-217-351-2200	NO	0
3	Illinois One Stop Career Center 1307 North Mattis Champaign, IL 61821 ph-217-278-5700	NO	0

4	College of Media University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350	NO	0
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5	Parkland College Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200	NO	0
6	Danville Area Community College Career Services Martin Luther King Memorial Way 2000 East Main Danville, IL 61832 ph.-217-398-0970 www.dacc.edu	NO	0
7	Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820  ph-217-398-0970	NO	0

8	WDWS/WHMS /WKIO 201 Devonshire Drive Champaign, IL 61820 ph.-217-351-5300  <a href="http://www.wdws.com">www.wdws.com</a> <a href="http://www.whms.com">www.whms.com</a> <a href="http://www.1079.wkio.com">www.1079.wkio.com</a>	NO	3
9	Community Media Group Attention; Paul Barrett 201 Devonshire Drive Champaign, Il 61820	NO	0

10	<a href="http://www.allaccess.com">www.allaccess.com</a>	NO	0
11	Main Street Marketing and Promotion <a href="mailto:Clair@main-st.net">Clair@main-st.net</a> 4517 Minnetonka Blvd. #104 Minneapolis, MN 55416	NO	0
12	Eastern Illinois University Department of Communication 600 Lincoln Ave Charleston, IL 61920	NO	0
13	Debra Gray Illinois Broadcasters Asn 200 Missouri Ave Carterville, IL 62918	NO	0

14	Illinois State University College Arts & Sciences Stevenson Hall 141 Campus Mail Box 4100 Normal, IL 61790-4100	NO	0
15	Lake Land College Greg Powers, WLKL 5001 Lake Land Blvd Mattoon, IL 61938	NO	0
16	ZipRecruiter.com	NO	0
17	Indeed.com	NO	3
18	Linkedin.com	NO	0
19	Illinois State University Mass Communications Dept.  Fell Hall 434, Campus Box 4480  Normal, IL 61790-4480	NO	0
	TOTAL NUMBER OF INTERVIEWS OVER 12 MONTH PERIOD 6		

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## III. RECRUITMENT INITIATIVES

<b>1</b>		
	Job Shadow	In October, our one of our on-air sports personalities and provided an opportunity for a College student to shadow to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
<b>2</b>	Event or program sponsored by education institutions relating to broadcasting career opportunities	In November, one of our on-air personalities participated in a Zoom call with question and answer meeting with communication students from Eastern Illinois University. Job availability, Management, preparing for searching for a job, and on air careers were discussed.
<b>3</b>	Job Shadow	In December, one of our on-air sports personality provided an opportunity for a blind sportscaster to participate in a statewide play by play broadcast for a Big Ten University.
<b>4</b>	Job Shadow	In February, one of our on- air sports personalities provided the opportunity for a High School student to shadow to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for a statewide broadcast for a Big Ten University. The student attended a game with the personality.
<b>5</b>	Job Shadow	In March, one of our on- air sports personalities provided the opportunity for a High School student to shadow to learn about a career in sports broadcasting for a radio station as well as other on-air broadcasting opportunities.
<b>6</b>	Event or program sponsored by education institutions relating to broadcasting career opportunities	In May, three of our on-air personalities spent the day with Middle School students interacting with students in small groups. Discussed was the many types of positions within the broadcast organization. Talked with students on preparing e for a career in broadcasting.

7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In May, our General Manager, judged a speech contest at the local Jr. College. Contestants were communication students that were given the opportunity to use persuasive speech to win monetary contributions for their favorite Charities local, national and international charities were represented.
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One of our on air personalities as well as member of the Board of Directors for the licensee Champaign Multimedia Group and the Illinois Broadcaster Association, was asked to continue his role as co-chair of the IBA's Diversity Committee. It gives the opportunity to share with the team at WDWS/WHMS/WKIO the strategies/best practices that is gathered from around the country to assist Illinois Broadcasters.