

WDWS (AM) WHMS (FM) WKIO (FM)

EEO PUBLIC FILE REPORT

August 1, 2018 – July 31, 2019

III. RECRUITMENT INITIATIVES

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| 1 | Participate in Job Fair | In May, our General Manager our Human Resource Vice President met with job seekers at the Community Wide Spring Job Fair sponsored by Champaign County Human Resources Group. |
| 2 | Job Shadow | In January, one of our on-air sports personalities provided an opportunity for a College student to shadow him 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. |
| 3 | Job Shadow | In February, our General Manager, one of our on-air personalities and our Chief Engineer provided an opportunity for a group of High School students to tour our facility and learn about broadcasting for a radio station. |
| 4 | Job Shadow | In April, our General Manager and on air sports personalities provided an opportunity for a High School to shadow and learn about broadcasting for a radio station. |
| 5 | Job Shadow | In May, our General Manager provided an opportunity for a High School to shadow and learn about broadcasting for a radio station. |
| 6 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In February, our General Manager, 2 Account Executives spoke with students from a local college regarding broadcasting careers and Media marketing. After the presentation they met one on one with students to answer questions. |
| 7 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In April, one of our on-air personalities spoke at a Philanthropic Organization about his broadcasting career and opportunities in the field of sports broadcasting. |
| 8 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In April, one of our on-air sports personalities went to a local High School to talk with students 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. He also gave advice on getting started in this field |

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| 9 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In April, Marketing students from a local High School visited our studios for a tour and a discussion on careers with our Vice President of News, General Manager and Sales Manager. |
| 10 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In May, our General Manager and Operations Manager met with Communications Department Faculty at a local College regarding curriculum and student placement |
| 11 | Event or program sponsored by education institutions relating to broadcasting career opportunities | In June, one of our on-air sports personalities spoke at the University of Illinois College of Media Summer camp for Media Opportunities. Participated in a question and answer session after the presentation. |
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I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

| Job Title | Recruitment Sources (RS) Used to fill Vacancy | RS Referring Hiree |
|----------------------------------|--|---------------------------|
| No hires during this time | | |
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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 Attention: Guy Davis 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 Attention: Dean Hale 1307 North Mattis Champaign, IL 61821 ph-217-278-5700 | NO | 0 |

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| 4 | <p>College of Media Attention: Lynn Holley University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350</p> | NO | 0 |
| 5 | <p>Parkland College Attention: Eleni Kametas Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200</p> | NO | 0 |
| 6 | <p>College of Media Attention: Steve Hall University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350</p> | NO | 0 |
| 7 | <p>Danville Area Community College Career Services Martin Luther King Memorial Way 2000 East Main Danville, IL 61832 ph.-217-398-0970 www.dacc.edu</p> | NO | 0 |
| 8 | <p>Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820 ph-217-398-0970</p> | NO | 0 |

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| 9 | <p>WDWS/WHMS /WKIO Attention: Mike Haile 15 East Main Champaign, IL 61820 ph.-217-351-5300</p> <p>www.wdws.com www.whms.com www.1079.wkio.com</p> | NO | 0 |
| 10 | <p>News Gazette Media Attention: John Reed 15 Main Street Champaign, IL 61820 ph.-217-351-5252</p> <p>www.news-gazette.com</p> | NO | 0 |
| 11 | <p>www.allaccess.com</p> | NO | 0 |
| 12 | <p>Main Street Marketing and Promotion Clair@main-st.net 4517 Minnetonka Blvd. #104 Minneapolis, MN 55416</p> | NO | 0 |
| 13 | <p>Michael Bradd Easter Illinois University Department of Communication 600 Lincoln Ave Charleston, IL 61920</p> | NO | 0 |
| 14 | <p>Debra Gray Illinois Broadcasters Asn 200 Missouri Ave Carterville, IL 62918</p> | NO | 0 |

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| 15 | Illinois State University Deborah Fox, Assistant Dean College Arts & Sciences Stevenson Hall 141 Campus Mail Box 4100 Normal, Il 61790-4100 | NO | 0 |
| 16 | Lake Land College Mark Niemerg, WLKL 5001 Lake Land Blvd Mattoon, IL 61938 | NO | 0 |

TOTAL INTERVIEWED 0