

**WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM**

*Annual EEO Public File Report*

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following:

WPWX-FM, licensed in Hammond, Lake County Indiana

WYCA-FM, licensed in Crete, Will County, Illinois

WYRB-FM, licensed in Genoa, DeKalb County, Illinois

WSRB-FM licensed in Lansing, Cook County, Illinois

A copy of this report is required to be placed in the public inspection files of each station, and posted on their websites, if applicable.

The information contained in this Report covers the time period beginning April 1, 2023 to and including March 31, 2024. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

Appendices 1, 2 and 3 have been designed, in aggregate, to provide the required information.

*Appendix 1 to*

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2023 to March 31, 2024

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 1: Vacancy Information**

Full-time Positions Filled:

1. WYCA Program Director/Public Affairs Director (1 opening)- 10 interviews  
Source of Hire: Employee Referral  
Date of Hire: September 1, 2023  
Recruitment Sources Utilized- All listed in Appendix 2
  
2. FT Traffic/Continuity Representative (1 opening)- 8 interviews  
Source of Hire: Employee Referral  
Date of Hire: September 1, 2023  
Recruitment Sources Utilized- All listed in Appendix 2
  
3. Full Time Senior Producer (1 opening)- 6 interviews  
Source of Hire: Current Employee  
Date of Hire: November 17, 2023  
Recruitment Sources Utilized- All listed in Appendix 2
  
4. Full Time Senior Producer (1 opening)- 6 interviews  
Source of Hire: Current Employee  
Date of Hire: November 30, 2023  
Recruitment Sources Utilized- All listed in Appendix 2

Total Number of Vacancies: 4

Total Number of Interviews: 30

*Appendix 2 to*

**Annual EEO Public File Report Form**

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**Section 2: Recruitment Source Information**

**Recruitment Source**

(Name, Address, Telephone Number, E-mail Address if applicable Contact Person) Total Number of Interviewees This Source Has Referred During This Period (If Any) Full-time Position for Which This Source Was Utilized.

1. RECRUITMENT SOURCES WERE SELECTED FROM THE FOLLOWING LIST FOR THE FULL TIME OPENINGS LISTED IN APPENDIX 1.
2. \*REPRESENTS SOURCES WHICH HAVE ASKED TO BE NOTIFIED IN THE EVENT OF ANY FULL-TIME VACANCIES.
3. SOURCES LISTED WITH NOTIFICATION OF HANDSHAKE.COM WERE POSTED TO HANDSHAKE.COM AND APPROVED BY LOCAL CAREER COUNSELORS FOR POSTINGS AT OR ON THE UNIVERSITY'S CAMPUS AND VISIBLE ONLINE THROUGH THE HANDSHAKE WEBSITE

ALL SOURCES WERE NOTIFIED VIA FAX AND/OR E-MAIL AS REQUESTED

	Agency Name	Contact	Address	City	State	Zip	Phone	Fax	# of Interviews
1	<b>*Chicago State Univ.</b>	Keith Hooker/Christine List	9501 S King Drive <b>E-mail Req. <a href="mailto:khooker@csu.edu">khooker@csu.edu</a></b>	Chicago	IL	60628	773-995-4520	773-995-2329	
2	<b>*Illinois Media School</b>	Todd Thomas	500 Russel Court <b>Email Re: <a href="mailto:atobias@beonair.com">atobias@beonair.com</a></b>	Woodstock	IL	60652	331-215-4733	815-338-7125	
3.	<b>*WKKC Kennedy King College Radio</b>	Dennis Snipe	6301 S Halsted St. <a href="mailto:dsnipe@ccc.edu">dsnipe@ccc.edu</a>	Chicago	IL	60621	773-602-5000		
4.	Valparaiso Univ.	Career services through handshake	1700 Chapel Dr. Handshake.com	Valparaiso	IN	46383	219-464-5005	219-464-5519	
5.	Lewis Univ.	Career Services through handshake	1 University Pkwy Handshake.com	Romeoville	IL	60446	815-836-5282	815-838-4614	
6.	National Louis University	Career Services through handshake	122 S. Michigan Ave Handshake.com	Chicago	IL	60603	888-658-8632		
7.	Columbia College Chicago	Career Services through handshake	600S. Michigan Ave. Handshake.com	Chicago	IL	60605	312-369-1000		
8.	Depaul University	Career Services through Handshake	1 East Jackson Blvd. Handshake.com	Chicago	IL	60604	312-362-8000		
9.	Purdue University Northwest	Career Services through handshake	2200 169 <sup>th</sup> Street Handshake.com	Hammond	IN	46324	855-608-4600		
10	<b>*Northern IL Univ.</b>	Career Services	1425 Lincoln Hwy. Web Posting Required: <b><a href="http://niu.edu/careerservices">http://niu.edu/careerservices</a></b>	Dekalb	IL	60115	815-753-8344	815-753-0198	
11	Center of Concern	Belinda Helminiak	1580 N Northwest Hwy	Park Ridge	IL	60068	847-823-0453	847-824-8437	
12	Indiana Career Connect/Workforce One	John Holiday	504 Broadway <b>Web posting Re: <a href="http://Indianacareerconnect.com">Indianacareerconnect.com</a></b>	Gary	IN	46402	219-981-4100 ext.374		
13	<b>*Hammond Area Career Center</b>	Cindy Lewis/Amy Schaeffer	5727 Sohl Avenue <b>E-mail: <a href="mailto:matatalovich@hammon.k12.in.us">matatalovich@hammon.k12.in.us</a></b>	Hammond	IN	46320	219-933-2428	219-554-4570	
14	<b>*Hammond Workforce Development</b>	Job Service	5217 Hohman Ave. P.O. Box 4081 Web posting Re: <b><a href="http://Indianacareerconnect.com">Indianacareerconnect.com</a></b>	Hammond	IN	46320	219-933-8332	219-933-8370	
15	<b>*Governors State University</b>	Darcie Campos	Room B12158 Governors State University <b>Handshake.com</b>	University Park	IL	60466	708-235-3974	708-534-1173	
16	<b>Ivy Tech Community College</b>	<b>Attn.: Career Services</b>	<b>3485 Broadway</b>  <b><a href="http://Ivytech.edu/career-development">Ivytech.edu/career-development</a></b>	<b>Gary</b>	<b>IN</b>	<b>46409</b>	<b>219-981-1111</b>		
17	<b>*Calumet College</b>	Attn: Dino Ramirez	2400 New York Avenue <b>E-mail preferred: <a href="mailto:Dramirez1@ccsj.edu">Dramirez1@ccsj.edu</a></b>	Whiting	IN	46394	219-473-4341	219-473-4277	
18	IL Dept. of Human Services	Reginald Whitley	11203 E. Ellis Avenue <b>E-mail: <a href="mailto:Reginald.Whitley@illinois.gov">Reginald.Whitley@illinois.gov</a></b>	Chicago	IL	60628	773-660-7000	773-660-7100	
19	City of Gary-Human Relations	Rita Jackson	839 Broadway Ave. Suite S107 <b>Fax During business hours only</b>	Gary	IN	46402	219-883-4151	219-882-0373	



*Appendix 3 to*  
**Annual EEO Public File Report Form**  
Covering the Period from April 1, 2023 to March 31, 2024  
Station Comprising Station Employment Unit:  
WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities** Undertaken By  
WPWX-FM, WYCA-FM, WSRB-FM WYRB-FM.

1. Employee Referral Program - Ongoing - WPWX, WSRB, WYRB and WYCA - Current Crawford employees are actively encouraged to outreach for potential applicants. Our employee base is extremely diverse as it would relate to state of residence, community in which they live, culture, age and gender. We are able to reach a broad spectrum of people and feel this is an innovative way to promote broadcast employment widely throughout the community.
2. Chicago State University Career Fair- (April 4, 2023)- WPWX, WSRB, WYRB and WYCA- Crawford Media Group representatives attended the employment fair where they presented part-time entry-level opportunities to interested students and those in the community. Resumes were collected on site.
3. The Powerhouse Chicago (April 21, 2023)- WPWX, WSRB, WYRB, and WYCA- Crawford Media Group representative attended the employment fair where they presented part-time entry-level opportunities to job prospects in the community. Resumes were collected on site.
4. Miami Media School PAC Board Meeting (June 14, 2023)- WPWX, WSRB, WYRB, WYCA- Angela Williams, Crawford Media Group Operations Manager and PAC representatives, joined the panel of CBC board members to discuss curriculum development responsive to practical broadcast industry skill requirements and employment trends for broadcasting students at the Miami campus.
5. Illinois Media School PAC Board Meeting (June 15, 2023)- WPWX, WSRB, WYRB, WYCA- Angela Williams, Crawford Media Group Operations Manager and PAC representatives, joined the panel of CBC board members to discuss curriculum development responsive to practical broadcast industry skill requirements and employment trends students at the local campus in Chicago.
6. Chicago Diversity Employment Day Career Fair (September 6, 2023)- WPWX, WSRB, WYCA- Crawford Media Group Chief Board operator attended the in-person career day to preview current employment openings and share information about the company. Resumes were conducted on site.
7. Miami Media School PAC Board Meeting (October 24, 2023)- WPWX, WSRB, WYRB, WYCA- WPWX, WSRB, WYRB, WYCA- Angela Williams, Crawford Media Group Operations Manager and PAC representatives, joined the panel of CBC board members to discuss curriculum development responsive to practical broadcast industry skill requirements and employment trends for broadcasting students at the Miami campus.
8. Columbia College Communication Networking & Hiring Job Fair (November 1, 2023)- WPWX, WSRB, WYRB, WYCA- Crawford representatives attended the employment fair and collected resumes. We shared part time job openings for board operator and street team representative.
9. Illinois Media School PAC Board Member (November 9, 2023)- WPWX, WSRB, WYRB, WYCA- WPWX, WSRB, WYRB, WYCA- Angela Williams, Crawford Media Group Operations Manager and PAC representatives, joined the panel of CBC board members to discuss curriculum development responsive to

practical broadcast industry skill requirements and employment trends for broadcasting students at the local campus in Chicago.

Continued

10. Taft Harris Scholarship Fund In Conjunction with Illinois Media School (February 2024)- WPWX, WSRB, WYRB, WYCA- Crawford Media Group developed and helped to oversee a scholarship program done in conjunction with Illinois Media School to attract students to the broadcasting program. The promotion ran from February 5, 2024-March 17, 2024. One grand prize winner will receive a \$5000 scholarship credit to use at Illinois Media School with potential students being selected by Angela Williams, Crawford Media Group Operations Manager and Illinois Media School with selection based on enrollment interest into radio broadcasting program. Candidates must be over the age of 18.
11. Chicago State University Career Fair- (March 19, 2024)- WPWX, WSRB, WYRB and WYCA- Crawford Media Group representatives attended the employment fair where they presented part-time entry-level opportunities to interested students and those in the community. Resumes were collected on site for those interested in broadcasting careers.