

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, 2018 to and including March 31, 2019. (the "Applicable Period").

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

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

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2018 to March 31, 2019

Station Comprising Station Employment Unit:

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

Section 1: Vacancy Information

Full-time Positions Filled:

1. WPWX, WSRB, WYRB, WYCA – Writer/Producer (1 opening) – 10 interviews
Source of Hire: Internal Hire
Date of Hire: May 21, 2018
Recruitment Sources Utilized – All with the exception of listing #35 Indeed.com.
2. WPWX, WSRB, WYRB, WYCA- Digital Coordinator (1 opening)- 10 interviews
Source of Hire: Internal Hire
Date of Hire: August 7, 2018
Recruitment Sources Utilized- All with the exception of listing #35 Indeed.com.
3. WPWX, WSRB, WYRB, WYCA- Account Executive (1 opening)- 10 interviews
Source of Hire: 1063Chicago.com/WSRB Website
Date of Hire: October 31, 2018
Recruitment Sources Utilized- All with the exception of listing #35 Indeed.com
4. WPWX, WSRB, WYRB, WYCA- Traffic/Continuity (1 opening)- 9 interviews
Source of Hire: 1063Chicago.com/WSRB Website
Date of Hire: November 2018 Recruitment Sources Utilized- All. Recruitment notices sent to Source #15 were returned to sender as undeliverable with no additional contact information provided. Further attempts to contact the recruitment source were unsuccessful. The Illinois Secretary of State website indicates that the corporation is "Dissolved". Also #35 Indeed.com was not used for this particular listing.
5. WPWX, WSRB, WYRB, WYCA- Traffic/Continuity (1 opening)- 10 interviews
Source of Hire:Indeed.com
Date of Hire: January 29, 2019
Recruitment Sources Utilized- All. Recruitment notices sent to Source #15 were returned to sender as undeliverable with no additional contact information provided. Further attempts to contact the recruitment source were unsuccessful. The Illinois Secretary of State website indicates that the corporation is "Dissolved".

6. WPWX, WSRB, WYRB, WYCA- Sales Assistant (1opening)- 6 interviews

Source of Hire: Internal Hire/In-House

Date of Hire: February 19, 2019

Recruitment Sources Utilized- All. Recruitment notices sent to Source #15 were returned to sender as undeliverable with no additional contact information provided. Further attempts to contact the recruitment source were unsuccessful. The Illinois Secretary of State website indicates that the corporation is "Dissolved".

Total Number of Vacancies: 6

Total Number of Interviews: 55

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2018 to March 31, 2019

Station Comprising Station Employment Unit:

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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
4. ACCESS TO INDEED.COM WAS ADDED IN NOVEMBER 2018 THROUGH THE CORPORATE ACCOUNT WEBSITE FOR POSTING OF TRAFFIC POSITION.

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

	Agency Name	Contact	Address	City	State	Zip	Phone	Fax	# of Interviews
1	*Chicago State Univ.	Keith Hooker/Christine List	9501 S King Drive E-mail Req.-khooker@csu.edu	Chicago	IL	60628	773-995-4520	773-995-2329	
2	*Illinois Media School	Don Clark	500 Russel Court Email Re: dclark@beonair.com	Woodstock	IL	60652	331-215-4733	815-338-7125	1
3.	*WKKC Kennedy King College Radio	Dennis Snipe	6301 S Halsted St. dsnipe@ccc.edu	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 th Street Handshake.com	Hammond	IN	46324	855-608-4600		
10	*Northern IL Univ.	Career Services	1425 Lincoln Hwy. Web Posting Required: http://niu.edu/careerservices	Dekalb	IL	60115	815-753-8344	815-753-0198	1
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 Web posting Re: Indianacareerconnect.com	Gary	IN	46402	219-981-4100 ext.374		1
13	Hammond Area Career Center	Cindy Lewis/Amy Schaeffer	5727 Sohl Avenue E-mail: cslewis@hammond.k12.in.us	Hammond	IN	46320	219-933-2428	219-554-4570	
14	*Hammond Workforce Development	Job Service	5217 Hohman Ave. P.O. Box 4081 Web posting Re: Indianacareerconnect.com	Hammond	IN	46320	219-933-8332	219-933-8370	
15	*United Services of Chicago, Inc.	Sharlet James	330 E. 37 th Street E-mail preferred sjames@usocinc.net	Chicago	IL	60653	773-624-5000	773-624-4403	
16	Governors State University	Darcie Campos	Room B12158 Governors State University Email Req: career@govst.edu	University Park	IL	60466	708-235-3974	708-534-1173	
17	Brightwood College	Attn.: Job Placement	7833 Indianapolis Blvd	Hammond	IL	46324	219-844-0100	219-844-0105	
18	*Calumet College	Attn: Dino Ramirez	2400 New York Avenue E-mail preferred: Dramirez1@ccsj.edu	Whiting	IN	46394	219-473-4341	219-473-4277	
19	IL Dept. of Human Services	Linda Echols	11203 E. Ellis Avenue	Chicago	IL	60628	773-660-7000	773-660-7100	
20	City of Gary- Human Relations	Rita Jackson	839 Broadway Ave. Suite S107	Gary	IN	46402	219-883-4151	219-882-0373	
21	Circle of Services	Cindy Rivera	2835 165 th Street	Hammond	IN	46323	219-803-0659	219-803-7930	
22	Aunt Martha's Youth Service Center	Stanley Martin	440 Forest Blvd.	Park Forest	IL	60466	708-679-8124	708-679-0425	

Appendix 3 to

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Covering the Period from April 1, 2018 to March 31, 2019

Station Comprising Station Employment Unit:

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**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. Internship Program – Ongoing – WPWX, WSRB, WYRB and WYCA - This is a program that we started where candidates have the opportunity to send their requests through their college to us to become an intern with our company. The colleges that we work with must have a TV/Broadcasting program. We then interview these candidates and select ones that we would like to become our intern. We then must evaluate them based on the required information from the college and grade them on their performance. For the period of this report we have hosted 2 interns.
3. Illinois Media School Career Opportunity Day (Chicago, IL)- April 2018- WPWX, WSRB, WYRB, and WYCA- Hiring Managers from various departments (promotion, programming, and Chief Board Operator) attended a hiring session at Illinois Media School to present the company and available job opportunities in radio. On site 3 part time positions were presented, board operator (All stations), street team ambassador (All stations), and PT On air Host (WSRB). Interested students met and did entry level interviews with hiring managers.
4. Chicago Diversity Employment Fair (Chicago, IL) - April 2018- WPWX-WSRB-WYRB-WYCA- Hiring Managers attended a hiring session to present the company and available job opportunities in radio. On site 3 part time positions were presented, board operator (All stations), street team ambassador (All stations), and PT On air Host (WSRB). Contact information was collected from interested candidates.
5. Lighthouse Church of All Nations Job Fair (Alsip, IL)- April 2018- WPWX-WSRB-WYRB-WYCA- Hiring Managers attended a hiring session to present the company and available job opportunities in radio. On site 3 part-time positions were presented, board operator (All stations), street team ambassador (All stations), and PT On air Host (WSRB). Contact information was collected from interested candidates.
6. Chicago Police Department 006 District Employment & Resource Fair (Chicago, IL)- May 2018- WPWX-WSRB-WYRB-WYCA- Hiring Managers attended a community resource day and passed out information about job openings. Station van was on site to excite listeners about radio. On site 3 positions were presented, board operator (All Stations), street team ambassador (All stations), and PT on air host (WSRB). Contact information was collected from interested candidates.
7. Chicago Diversity Employment Fair (Chicago, IL)- September 2018- WPWX-WSRB-WYRB- WYCA- Hiring managers attended a hiring session to present the company and available job opportunities in radio. Current job postings were advertised. On site 4 positions were presented, board operator (part time all stations), street team ambassador (part time all stations), Account executive (Full time all stations), and Sales Digital Coordinator (Full Time All Stations). Contact information was collected from all qualifiable candidates.
8. Moraine Valley Fall College Fair (Palos Hills, IL)- October 2018- WPWX- WSRB-WYRB-WYCA- Hiring managers attended a hiring session to present the company and available job opportunities in radio. Current job postings were advertised. On site 4 positions were presented, Board Operator, Account Executive, Street team Ambassador, and Traffic/Continuity. Information on how to apply for any of the open positions was presented.

9. U-Can Employment Fair (Chicago, IL)- November 2018- WPWX-WSRB-WYRB-WYCA- Hiring managers attended a hiring session to present the company and available job opportunities in radio. Current job postings were advertised. On site 4 positions were presented, Board Operator, Account Executive, Street team Ambassador, and Traffic/Continuity. Information on how to apply for any of the open positions was presented.