

## EEO Public File Report

### Employment Unit Covered:

WTMX(FM), WILV(FM), WDRV(FM), WWDV(FM)

### Reporting Period

July 24, 2012 - July 23, 2013

### Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
WTMX On Air FT	08/08/2012	Radio Ad	See Recruitment Source List for entries on or before 07/26/2012
WDRV Account Executive	09/14/2012	Employee Referral	See Recruitment Source List for entries on or before 07/26/2012
WTMX Account Executive	08/20/2012	Internet	See Recruitment Source List for entries on or before 07/26/2012
WILV Account Executive	08/08/2012	Employee Referral	See Recruitment Source List for entries on or before 07/26/2012
WILV Account Executive	08/20/2012	Employee Referral	See Recruitment Source List for entries on or before 07/26/2012
WTMX/WILV Continuity Coord	10/17/2012	Employee Referral	See Recruitment Source List for entries on or before 10/03/2012
WTMX & WDRV Engineer	11/16/2012	Market Referral	See Recruitment Source List for entries on or before 10/03/2012
WILV Account Executive	11/09/2012	Employee Referral	See Recruitment Source List for entries on or before 10/24/2012
WILV Account Executive	01/04/2012	Employee Referral	See Recruitment Source List for entries on or before 10/24/2012
WTMX Account Executive	02/08/2013	Employee Referral	See Recruitment Source List for entries on or before 01/24/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club
WDRV Account Executive	02/13/2013	Walk-In/Self Referred	See Recruitment Source List for entries on or before 01/24/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club
WDRV Account Executive	03/13/2013	WDRV.com	See Recruitment Source List for entries on or before 01/24/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club
WILV Account	04/30/2013	WTMX.com	See Recruitment Source List for entries on or before 03/21/2013

Executive			<b>Additional Recruitment Source Used:</b> Hubbard Chicago Text Club
WDRV Account Executive	04/15/2013	Internet	See Recruitment Source List for entries on or before 03/21/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club
WDRV Account Executive	06/06/2013	Employee Referral	See Recruitment Source List for entries on or before 03/21/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club
WILV Program Director	05/29/2013	WILV.com	See Recruitment Source List for entries on or before 04/19/2013 <b>Additional Recruitment Source Used:</b> Hubbard Chicago text club

### Total Number of Interviewees For All Full-Time Vacancies Filled

#### During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Radio Ad	1
Employee Referral	16
Internet	11
Walk-In/Self Referred	2
Internal Hire	1
Market Referral	3
WILV.com	4
WDRV.com	4
WTMX.com	1
Total Applicants	43

### Performance Initiatives Undertaken

The Unit provides an internship program intended to assist students and members of the community to learn skills needed for employment in radio. The internship is available to students registered full-time at a university, college, community college or vocational-technical institute who are eligible to receive academic credits for their participation in broadcast internships. 18 Interns received 12-24 hours per week of structured training opportunities.

The Human Resources Director, Promotion Manager, and Assistant Promotion Managers attended several job fairs where they discussed job and internship opportunities to expand attention about working in the broadcasting industry. Fairs were attended at DePaul Management, Marketing and Sales Job Fair on 11/5/12, Columbia College Chicago Job Fair on 9/20/12, Loyola University Spring Career Fair on 2/5/13, Illinois State University Communications Career Week on 4/11/13, and DePaul University Just In Time Job Fair on 6/18/13.

The Unit held speaking engagements and/or tours were given to various community groups to raise awareness about the broadcasting industry. Participating school and groups included Libertyville High School on 4/4/13, North Central College on 11/14/12, Lewis University on 11/2/12 and 4/26/13, Columbia College on 11/30/12 and 5/9/13, Highland Park High School on 4/11/13 and 4/10/13, Irving Elementary School on 4/10/13, Riverside-Brookfield High School on 9/25/13, Oakton Community College on 10/31/12, St. Ambrose College on 12/4/12, DePaul University on 5/28/13, Associated Collegiate Press and College Media Association on 8/20/12, Buffalo Grove High School on 3/27/13, Illinois State University on 9/21/12, Moraine Valley Community College on 3/19/13, and Palos South Middle School on 9/21/12.

Employment law training was provided to the unit's Human Resources Director by attending SHRM's Annual Conference on 6/17/13-6/19/13 and SHRM webcasts on 1/30/13, 2/19/13, and 5/14/13 on a variety of HR topics including harassment and discrimination. Harassment training was also provided to all employees on 9/10/12-9/11/12

### Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 05/25/2010	Central Michigan University Contact: Pete Orlik Address: 340 Moore Hall, Mt. Pleasant, MI 48859 Phone: 989-774-3851
START: 03/10/2003	Chicago State University Contact: Dr Renee Mitchell Address: 9501 S Martin Luther King Driv, Chicago, IL 60628 Phone: 773-995-2327
START: 03/10/2003	Chicago Lighthouse 4 the Blind Contact: Sheila Perkins Address: 1850 W Roosevelt Rd, Chicago, IL 60608 Phone: 312-666-1331
START: 03/10/2003	Center for New Horizons Contact: Katika Neal Address: 226 E 43rd St, Chicago, IL 60654 Phone: 773-538-2406
START: 03/10/2003	City of Harvey- Municipal Bldg Contact: Sonye London Address: 15320, Harvey, IL 60426 Phone: 708-210-5329
START: 03/10/2003	DePaul University Contact: Megan Gentile Address: 1 East Jackson, Suite 9509, Chicago, IL 60604 Phone: 312-362-6484
START: 07/25/2003	Evanston Township General Contact: Henry Colquitt Address: 1910 Main Street, Evanston, IL 60202 Phone: 847-475-4481

START: 03/10/2003	Featherfist Social Services Contact: Karen Smith Address: 3300 W Maypole Aven., Chicago, IL 60649 Phone: 773-265-5501
START: 03/10/2003	Goodwill Industries Contact: Lorenzo Andrews Address: 30 N. Racine #230, Chicago, IL 60607 Phone: 312-994-1440
START: 03/10/2003	Illinois Center-Broadcasting Contact: Don Clark Address: 530 S State Street, Chicago, IL 60148 Phone: 312-884-8000
START: 03/10/2003	Jewish Vocational Service Contact: Sally Yarberry Address: 216 W Jackson Suite 700, Chicago, IL 60606 Phone: 312-673-3444
START: 02/28/2012	Kaleidoscope, Inc. Contact: Tricia Smith Address: 1340 S. Damen, Mezz, Chicago, IL 60608 Phone: 773-292-4027
START: 04/12/2013	Linear Laboratory Testing Contact: Sonye London Address: 260 W 162nd St, South Holland, IL 60473 Phone: 708-333-5463
START: 11/01/2005	Luther College Career Center Contact: Address: 700 College Drive, Decorah, IA 52101 Phone: 563-387-1472
START: 10/28/2009	Northwestern College Contact: Amy Buoscio Address: 7725 S. Harlem Ave., Bridgeview, IL 60455 Phone: 708-237-5050
START: 03/10/2003	Northern Illinois University Contact: Cathy Doederlein Address: College of Liberal Arts & Scie, DeKalb, IL 60115 Phone: 815-753-1016
START: 08/19/2003	Northeastern Ill University Contact: Cathy Duffy Address: 5500 N St Louis Avenue, Chicago, IL 60625-4699 Phone: 773-442-4692
START: 12/04/2007	Northwestern Business College Contact: Amy Buoscio Address: 7725 S. Harlem Avenue, Bridgeview, IL 60455 Phone: 708-237-5050
START: 03/10/2003	Oakton Community College Contact: Annette Partak Address: 1600 E Golf Rd, Des Plaines, IL 60016

	Phone: 847-635-1735
START: 04/28/2008	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Drive, Valley View, OH 44125 Phone: 216-447-9117
START: 03/10/2003	Rainbow-Push Coalition Contact: Felicia Neal Address: 930 E 50th St, Chicago, IL 60615 Phone: 773-373-3366
START: 03/10/2003	Robert Morris College Contact: Jill McGinty Address: 401 S State Street, Chicago, IL 60605 Phone: 312-935-4077
START: 03/10/2003	Spanish Coalition For Jobs, In Contact: Victor Herrera Address: 2011 W Pershing Rd, Chicago, IL 60609 Phone: 773-247-0707
START: 03/10/2003	Southern Ill University-MC6603 Contact: Krissi Geary-Boehm Address: 1048 Communications Building, Carbondale, IL 62901-6609 Phone: 618-453-8637
START: 08/19/2003	Southern Ill University-MC4703 Contact: Beverly Robbins Address: Woody Hall B204, MC4703, Carbondale, IL 62901 Phone: 618-453-2391
START: 06/17/2010	Thresholds Contact: John Prestipino Address: 4101 N. Ravenswood, Chicago, IL 60613 Phone: 773-572-5216
START: 03/10/2003	Univ of Illinois-Chicago Contact: Katherine Battee-Freeman Address: 1200 W Harrison,Rm3050,M/C-099, Chicago, IL 60607-7165 Phone: 312-996-2300
START: 03/10/2003	University of Illinois Contact: Jessica Leach Address: 20 A Gregory Hall, 810 S. Wrig, Urbana, IL 61801 Phone: 217-244-4329
START: 03/10/2003	Univ of Illinois - Alumni Ctr Contact: Bernice Allegretti Address: 200 S Wacker Dr.,1st FL,MC 200, Chicago, IL 60606 Phone: 312-575-7830
START: 03/10/2003	Vietnam Veterans of America Contact: Dorothy LeClear Address: 2122 W Taylor,, Chicago, IL 60612 Phone: 312-980-4268

START: 03/10/2003	Veterans Leadership Program Contact: Robert O'Brien Address: 7601 S Kostner Ave., Suite 202, Chicago, IL 60652 Phone: 773-581-8290
START: 03/10/2003	WPGU Contact: Travis Truitt Address: 24 E Green St., #107, Champaign, IL 61820 Phone: 217-337-3103
START: 07/22/2004	WDRV.com Contact: Amy Wicklund Address: One Prudential Plaza, #2700, Chicago, IL 60601 Phone: (312) 946-4798
START: 07/22/2004	WILV.com Contact: Amy Wicklund Address: One Prudential Plaza, #2700, Chicago, IL 60601 Phone: (312) 946-4798
START: 07/22/2004	WTMX.com Contact: Amy Wicklund Address: One Prudential Plaza, #2700, Chicago, IL 60601 Phone: (312) 946-4798