

WDWS (AM) AND WHMS (FM) WKIO (FM)
 EEO PUBLIC FILE REPORT
 August 1, 2016 – July 31, 2017

III. RECRUITMENT INITIATIVES

1	Participate in job fair	In January, one of our on-air personalities attended the 24 th annual “Education for Employment 8 th Grade Career Conference. This one career fair for Champaign county was attended by more than 1,000 students. Our on-air personality make several presentation about his career and then participated in a Q & A after each session
2	Participate in job fair	In March, our WDWS Operations Manager and participated in the Career Fair and Career Day at Eastern Illinois University. There, they participated in a career panel discussion and accepted resumes to be place on file for future openings.
3	Participate in Job Fair	In May, our General Manager our Human Resource Vice President met with job seekers at the third annual Community wide job fair sponsored by Cihrdg, the Central Illinois Human Resources Directors Group and our company
4	Job Shadow	In February, one of our on-air sports personalities provided an opportunity for a High School 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.
5	Job Shadow	In March, one of our on-air sports personalities provided an opportunity for a High School 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.
6	Event or program sponsored by education institutions relating to broadcasting career opportunities	In December, our Sales Manager spoke to advertising and marketing students at the University of Illinois, College of ACES
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In September, our Sales Manager spoke to College of Hospitality students at the University of Illinois about Careers in Advertising.
8	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, our Operations Manager spoke with students at Parkland College studying a career in broadcasting.

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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
Sales Executive	1-16	10

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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

4	College of Media Attention: Lynn Holley University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350	NO	0
5	Parkland College Attention: Eleni Kametas Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200	NO	0
6	College of Media Attention: Steve Hall University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350	NO	0
7	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
8	Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820 ph-217-398-0970	NO	0

9	<p>WDWS/WHMS /WKIO Attention: Mike Haile 2301 South Neil Street Champaign, IL 61820 ph.-217-351-5300</p> <p>www.wdws.com www.whms.com www.1079.wkio.com</p>	NO	2
10	<p>News Gazette, Inc. Attention: John Reed 15 Main Street Champaign, IL 61820 ph.-217-351-5252</p> <p>www.news-gazette.com</p>	NO	3
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

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 5