

WDWS (AM) AND WHMS (FM) WKIO (FM)
EEO PUBLIC FILE REPORT
August 1, 2015 – July 31, 2016

III. RECRUITMENT INITIATIVES

1	Participate in job fair	In January, one of our on-air personalities attended the 24 nd annual "Education for Employment 8 th Grade Career Conference. This two-day 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 one of our on- air personalities 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 April, our General Manager and one of our Human Resources staff met job seekers at the annual Parkland College Job fair. They answered questions and accepted resumes to keep on file for future job openings.
4	Participate in Job Fair	In April, our General Manager and two of our Human Resource personnel met with job seekers at the second annual job fair sponsored by Cihrdg, the Central Illinois Human Resources Directors Group.
5	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.
6	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.
7	Job Shadow	In May, 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.

8	Event or program sponsored by education institutions relating to broadcasting career opportunities	In November, one of our News Reporter/Anchor spoke at the Illinois State University "Careers in Sports casting" Event
9	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
10	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, one of our News Reporters/Anchor spoke at Eastern Illinois University "Communications Day" for students looking for careers in media related fields
11	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, our General Manager spoke with students at Parkland College studying a career in broadcasting.

WDWS (AM) AND WHMS (FM) WKIO (FM)
EEO PUBLIC FILE REPORT
August 1, 2015 – July 31, 2016

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 period		