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July 28, 2016

Joan Stewart  
202.719.7438  
jstewart@wileyrein.com

**VIA HAND DELIVERY**

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street SW  
Washington, DC 20554

**Re: Response to Broadcast EEO Audit Letter  
Polnet Communications, Ltd.  
Station WKTA(AM), Evanston, IL  
Facility ID No. 52909**

EEO Staff:

On behalf of Polnet Communications, Ltd., licensee of the above referenced broadcast station, and the commonly owned stations in the Chicago, Illinois station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of June 13, 2016 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Joanna Bochenek, Secretary, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Joan D. Stewart", with a long horizontal flourish extending to the right.

Joan D. Stewart

*Counsel to Polnet Communications, Ltd.*

cc: Public File

## **Declaration of Joanna Bochenek, Secretary of Polnet Communications, Ltd.**

I, Joanna Bochenek, hereby declare as follows:

1. I am the Secretary of Polnet Communications, Ltd., the licensee of Station WKTA(AM), Evanston, Illinois, which is part of a station employment unit based in Chicago, Illinois and which includes WNVR(AM), WPJX(AM), and WEEF(AM) (the "SEU"). This Statement and relevant attachments are being submitted in response to the June 13, 2016 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the station's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the Commission's broadcast EEO rule, 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU that have websites are:  
<http://www.polskieradio.com>.

The date of each full-time hire listed in the SEU's most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records documenting outreach to its recruitment sources to fill its full-time positions, including for those used during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation of the SEU's performance of recruitment initiatives as described in §73.2080(c)(2) is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in Attachment C as well. This SEU employs a total of 26 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of this SEU filed during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that it has trained all employees on EEO compliance. Employees have received instructions on how to engage in broad recruitment for job vacancies and undertake recruitment initiatives. This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The stations in this SEU provide culturally diverse programming, including Polish, Korean and Spanish language programming. This creates a challenge in recruiting as all on-air positions must be fluent in the appropriate language. The SEU is always searching for new sources that would help it broaden its recruitment opportunities.

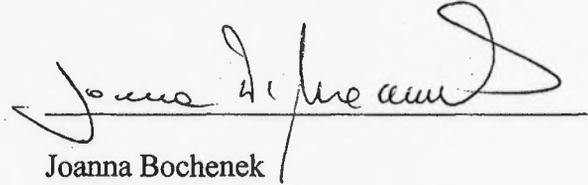
10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU provides equal opportunity and does not discriminate against employees or applicants.

Dated: July 28, 2016

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF JOANNA BOCHENEK, SECRETARY**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in black ink, appearing to read "Joanna Bochenek", written over a horizontal line. The signature is stylized and cursive.

Joanna Bochenek  
Secretary  
Polnet Communications, Ltd.

# APPENDIX A

## **2013-2014 EEO Public File Report** **Polnet Communication**

This Equal Employment Opportunity (“EEO”) Report has been prepared on behalf of Polnet Communication, and has been placed in the Polnet Communication local public inspection file. The information contained in this Report covers the time period beginning August 1, 2013, to and including July 31, 2014 (the “Applicable Period”).

The FCC’s EEO rule requires that this Report contain the following information;

- A list of Full-Time vacancies filled during the Applicable Period.
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s rules, which are to be separately identified by name, address, contact person and telephone.
- The recruitment source that referred the hire for each Full-Time vacancy during the Applicable Period.
- Data reflecting the total number of persons interviewed for Full-Time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- A list and description of outreach and recruitment initiatives undertaken by Polnet Communication pursuant to Section 73.2080(c)(2) of the FCC’s rules.

**WNVR (AM), WKTA (AM), WPJX (AM), WEEF (AM)  
EEO PUBLIC FILE REPORT  
August 1, 2013 – July 31, 2014<sup>1</sup>**

**1. VACANCY LIST**

**See Section II, the “Master Recruitment Source List “ (MRSL)” for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
Secretary	1, 3, 4, 10, 11	1

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<sup>1</sup> This report was revised in July 2016.

**WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2013 – July 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>1</b>	<b>On-Air Announcements</b> (on one or more SEU stations)	<b>No</b>	<b>5</b>
<b>2</b>	<b>Job Fairs</b>	<b>No</b>	<b>0</b>
<b>3</b>	<b>The Monitor</b> 6601 W. Irving Park Road Chicago, IL 60634 773.205.0303 <a href="mailto:info@monitorpl.com">info@monitorpl.com</a> <a href="http://www.infolinia.com">www.infolinia.com</a> (Polish language online newsletter)	<b>No</b>	<b>0</b>
<b>4</b>	<b>Station Website Posting</b> (on one or more SEU station websites )	<b>No</b>	<b>0</b>
<b>5</b>	<b>Hoy Newspaper</b> 435 N. Michigan Ave. #22 Chicago, IL 60611 312.527.8400	<b>No</b>	<b>0</b>
<b>6</b>	<b>Illinois Center for Broadcasting</b> 455 Eisenhower Lane S Suite :200 Lombard, IL 60148 630.916.1700 <a href="http://www.beonair.com">www.beonair.com</a>	<b>No</b>	<b>0</b>
<b>7</b>	<b>De Paul University</b> 1E Jackson Blvd. Chicago, IL 60604 312.362.8000	<b>No</b>	<b>0</b>
<b>8</b>	<b>Loyola University Career and Placement Center</b> 601 N. Sheridan Rd. Chicago, Illinois 60626 773.508.2874	<b>No</b>	<b>0</b>

<b>9</b>	<b>Chicago Sun-Times</b>	<b>No</b>	<b>0</b>
<b>10</b>	<b>Word-of-Mouth Referral</b>	<b>No</b>	<b>2</b>
<b>11</b>	<b>Walk-in/Self Referral</b>	<b>No</b>	<b>3</b>
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>10</b>

**WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2013 – July 31, 2014**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Established training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Our Chief Engineer created a training program for a part-time employee. The course included training in all aspects of software applications, hardware, programming, and system security. Upon completion, the individual was hired as a full-time IT specialist for the SEU.
2	Hosted Community Event	Annually, this SEU organizes the Grand Family Fest. This is an opportunity for the community to gather to hear live entertainment, sample food and learn about job opportunities. This SEU organizes the event and hosts a table where interested individuals can learn about jobs in radio. This year the event was held on 8/11/2013.
3	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 8/11/2013, our Operations Manager spoke at Festa Della Famiglia. He discussed the importance of broadcasting in diverse communities and shared advice on how to pursue a career in broadcasting.  On 12/7/2013 our General Manager delivered a speech and discussion on careers in broadcasting at a Workshop for Journalists sponsored by Polish Jesuits and Catholic Radio.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	This SEU also hosts station tours for interested groups throughout the year. During this reporting period, SEU personnel provided tours of the station's offices and studios to various

4		<p>local area student groups and community groups. Participants were provided information about different jobs in broadcasting and what it takes for a career in the broadcast field.</p> <p>9/27/2013 – employees and listeners of Korea Radio Broadcasting toured the stations to learn about how the stations were operated.</p> <p>10/16/2013 – Radio Maria volunteers and Italian exchange students toured the stations to learn about how radio stations are operated.</p>
5	<p>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting</p>	<p>On 10/1/2013, our SEU attended the Northeastern Illinois University Fall 2013 Diversity Community Job and Volunteer Fair. Employees were on hand to cover the event and discuss jobs in radio broadcasting with participants.</p>

## **2014-2015 EEO Public File Report Polnet Communication**

This Equal Employment Opportunity (“EEO”) Report has been prepared on behalf of Polnet Communication, and has been placed in the Polnet Communication local public inspection file. The information contained in this Report covers the time period beginning August 1, 2014, to and including July 31, 2015 (the “Applicable Period”).

The FCC’s EEO rule requires that this Report contain the following information;

- A list of Full-Time vacancies filled during the Applicable Period.
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s rules, which are to be separately identified by name, address, contact person and telephone.
- The recruitment source that referred the hire for each Full-Time vacancy during the Applicable Period.
- Data reflecting the total number of persons interviewed for Full-Time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- A list and description of outreach and recruitment initiatives undertaken by Polnet Communication pursuant to Section 73.2080(c)(2) of the FCC’s rules.

**WNVR (AM), WKTA (AM), WPJX (AM), WEEF (AM)  
EEO PUBLIC FILE REPORT  
August 1, 2014 – July 31, 2015<sup>1</sup>**

**I. VACANCY LIST**

**See Section II, the “Master Recruitment Source List “ (MRSL)” for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources  (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
<b>There were no hires during this time period</b>		

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<sup>1</sup> This report was amended in July 2016.

**WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2014 – July 31, 2015**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>On-Air Announcements</b> (on one or more SEU stations)	No	0
2	<b>Job Fairs</b>	No	0
3	<b>The Monitor</b> 6601 W. Irving Park Road Chicago, IL 60634 773.205.0303 <a href="mailto:info@monitorpl.com">info@monitorpl.com</a> <a href="http://www.infolinia.com">www.infolinia.com</a> (Polish language online newsletter)	No	0
4	<b>Station Website Posting</b> (on one or more SEU station websites )	No	0
5	<b>Hoy Newspaper</b> 435 N. Michigan Ave. #22 Chicago, IL 60611 312.527.8400	No	0
6	<b>Illinois Center for Broadcasting</b> 455 Eisenhower Lane S Suite :200 Lombard, IL 60148 630.916.1700 <a href="http://www.beonair.com">www.beonair.com</a>	No	0
7	<b>De Paul University</b> 1E. Jackson Blvd. Chicago, IL 60604 312.362.8000	No	0
8	<b>Loyola University Career and Placement Center</b> 601 Sheridan Rd. Chicago, Illinois 60626 773.508.2874	No	0

<b>9</b>	<b>Chicago Sun-Times</b>	<b>No</b>	<b>0</b>
<b>10</b>	<b>Word-of-Mouth Referral</b>	<b>No</b>	<b>0</b>
<b>11</b>	<b>Walk-in/Self-Referral</b>	<b>No</b>	<b>0</b>
<b>TOTAL INTERVIEWEES OVER REPORT PERIOD</b>			<b>0</b>

**WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2014 – July 31, 2015**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>1) Our SEU Sales Manager provided advanced sales training to 5 participants. This all-around sales training program was designed to assist them increase their sales.</p> <p>2) Our General Manager provided extensive training to our director of outside sales. After completing this training, he was promoted to Sales Manager.</p>
2	Hosted Community Event	Annually, this SEU organizes the Grand Family Fest. This is an opportunity for the community to gather to hear live entertainment, sample food and learn about job opportunities. This SEU organizes the event and hosts a table where interested individuals can learn about jobs in radio. This year the event was held on 8/10/2014.
3	Participate in an events or programs sponsored by educational institutions, client cultural programs relating to career opportunities in broadcasting	On 8/10/2014, our Operations Manager spoke at Festa Della Famiglia. He discussed the importance of broadcasting in diverse communities and shared advice on how to pursue a career in broadcasting.
4	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Our SEU attended the Cook Workforce Development Job Fair on 2/11/2015.

## APPENDIX B

**FOR INTERNAL BUSINESS RECORDS ONLY**

**VACANCY DATA FORM  
WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)**

<b>Full-Time Job Title:</b> Secretary	<b>Date Filled:</b> 4/3/2014
<b>Recruitment Source ("RS") Referring Hiree:</b> On Air Announcements	<b>Total Number of Interviewees:</b> 10

<b>RS #</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>1</b>	<b>On-Air Announcements</b> (on one or more SEU stations)	<b>No</b>	<b>5</b>
<b>3</b>	<b>The Monitor</b> 6601 W. Irving Park Road Chicago, IL 60634 773.205.0303 <a href="mailto:info@monitorpl.com">info@monitorpl.com</a> <a href="http://www.infolinia.com">www.infolinia.com</a> (Polish language version)	<b>No</b>	<b>0</b>
<b>4</b>	<b>Station Website Posting</b> (on one or more SEU station wbsites )	<b>No</b>	<b>0</b>
<b>10</b>	<b>Word-of-Mouth Referral</b>	<b>No</b>	<b>2</b>
<b>11</b>	<b>Walk-in/Self Referral</b>	<b>No</b>	<b>3</b>
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>10</b>

<p>Radio 1030 poszukuje recepcjonistki. Wymagana biegła znajomość języka angielskiego i polskiego oraz pozwolenie na pracę. Resume proszę przesyłać na adres: <a href="mailto:praca@polskieradio.com">praca@polskieradio.com</a> 1403-0208 Polskie Radio Praca - Praca oferowana - Biurowa</p>	<p>Created: 03/06/2014 E Print: Y</p>
<p>Radio 1030 poszukuje osoby do administrowania strony internetowej. Podstawy HTML wymagane. Znajomość programów graficznych mile widziana. Zgłoszenia prosimy wysyłać emailem pod adres <a href="mailto:radio@polskieradio.com">radio@polskieradio.com</a> 1205-0367 Polskie Radio Praca - Praca oferowana - Biurowa</p>	<p>Created: 05/10/2012 E Print: Y</p>
<p>Polskie Radio 1030 zatrudni osobę do pracy w studio produkcji reklam. Wymagana jest znajomość programów komputerowych do montażu dźwięku oraz znajomość języka polskiego i angielskiego. Zainteresowane osoby proszone są o przesłanie resume na adres: <a href="mailto:radio@polskieradio.com">radio@polskieradio.com</a> 1203-0604 Polskie radio Praca - Praca oferowana - Kóżna</p>	
<p>Radio 1030 WNVR zatrudni dziennikarza na pełen etat. Wymagane doświadczenie w pracy w radiu, biegła znajomość języka angielskiego i pozwolenie na pracę w USA.</p>	<p>Created Print: Y</p>

JOB LISTING FOR THE MONITOR  
(POLISH PUBLICATION) FOR VACANCY

## APPENDIX C

**FOR INTERNAL BUSINESS RECORDS ONLY**

**WNVR(AM), WKTA(AM), WPJX(AM), WEEF(AM)**

**RECRUITMENT INITIATIVES FORM**

**August 1, 2013 – July 31, 2014**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
	Established training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Ongoing	Our Chief Engineer created a training program for a part-time employee. The course included training in all aspects of software applications, hardware, programming, and system security. Upon completion, the individual was hired as a full-time IT specialist for the SEU.
	Hosted Community Event	8/11/2013	Annually, this SEU organizes the Grand Family Fest. This is an opportunity for the community to gather to hear live entertainment, sample food and learn about job opportunities. This SEU organizes the event and hosts a table where interested individuals can learn about jobs in radio. This year the event was held on 8/11/2013.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	8/11/2013	On 8/11/2013, our Operations Manager spoke at Festa Della Famiglia. He discussed the importance of broadcasting in diverse communities and shared advice on how to pursue a career in broadcasting.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	12/7/2013	On 12/7/2013 our General Manager delivered a speech and discussion on careers in broadcasting at a Workshop for Journalists sponsored by Polish Jesuits and Catholic Radio.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	9/27/2013  10/16/2013	This SEU also hosts station tours for interested groups throughout the year. During this reporting period, SEU personnel provided tours of the station's offices and studios to various local area student groups and community groups. Participants were provided information about different jobs in broadcasting and what it takes for a career in the broadcast field.  9/27/2013 – employees and listeners of Korea Radio Broadcasting toured the stations to learn about how the stations were operated.  10/16/2013 – Radio Maria volunteers and Italian exchange students toured the stations to learn about how radio stations are operated.

**FOR INTERNAL BUSINESS RECORDS ONLY**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	10/1/2013	On 10/1/2013, our SEU attended the Northeastern Illinois University Fall 2013 Diversity Community Job and Volunteer Fair. Employees were on hand to cover the event and discuss jobs in radio broadcasting with participants.

In 2013 Daniel Odronic, part time employer, was trained by General Engineer Bolek Berka.

The training include:

- Base knowledge radio transmitter operation.
- Introduce to main network which connect to transmitter .
- Basic input and output broadcast console.
- Introduce to main radio server and learn how to resolve some software and hardware issue.

In 2015 training was completed and Daniel Odronic passed those requirements. Shortly after Mr. Odronic has been hired as full time employer.



**PROPOSAL FOR SPONSORSHIP  
OF THE GRAND FAMILY FEST ON AUGUST 11, 2013  
ORGANIZED BY  
POLISH RADIO 1030 AM WNVR & POLISH TELEVISION "POLVISION"  
IN YORKVILLE, IL**

Polish Radio WNVR 1030 AM and Polish TV Polvision will host the Annual Grand Family Fest in the PNA Youth Camp in Yorkville on Sunday, August 11, 2013 from 11:00am until sunset.

The Grand Family Fest has always been a great success for the sponsors while providing most enjoyable time for families and guests. It became the biggest outdoor event in the area, attracting thousands of people.

Radio management will be present at our tent to talk about potential employment with our radio station. Applications will be available, resumes accepted; currently positions in Sales are available.

This year's Grand Family Fest will be a great opportunity for everyone to spend the quality time in the open air filled with live entertainment and delicious foods. The program will include live grand stage, a children play center, plenty of Polish food, a beer garden, refreshments, and live entertainment all day long, until sunset. This year's event will feature local bands and performers as well as guest performers.

Our events always attract large audiences resulting in the most profitable exposure for our sponsors and participants. Please, consider one of the following offers of sponsorship for The Grand Family Fest:

**SPONSORSHIP PACKAGES**

**SPLENDID PACKAGE - \$ 400**

- DISPLAY PURPOSES
- SPACE FOR A SINGLE TABLE STAND WITH BANNER
- SPONSOR RECOGNITION FROM THE STAGE

**GLAMOROUS PACKAGE - \$ 700**

- SALE AND DISPLAY PURPOSES
- SPACE FOR A TENTED TABLE STAND WITH BANNER
- NAME MENTIONS ON THE RADIO (WEEK IN ADVANCE)
- SPONSOR RECOGNITION FROM THE STAGE
- TV INTERVIEW AT EVENT

**CAR DEALER PACKAGE - \$ 1,200**

- SPACE FOR 2 CARS EXPOSITION WITH BANNER
- ADDITIONAL CARS - \$ 500 EACH
- NAME MENTIONS ON THE RADIO (WEEK IN ADVANCE)
- SPONSOR RECOGNITION FROM THE STAGE
- TV INTERVIEW AT EVENT

**PAYMENT REQUIRED IN ADVANCE \* NO EXCLUSIVITY**

Live entertainment, Polish food and the great outdoors will attract thousands of visitors... Don't miss this great opportunity to display your company's promotional items, flyers, brochures, and product samples. Make this summer a success with Polish Radio and TV Polvision at The Grand Family Fest in Yorkville!

Picnic 2013

JOB recruiting

There was a tent where we have station personnel of management status, sales and production. Applications were given up and accepted at location

Live announcements were made prior the event.





# RADIO MARIA

CHICAGO

UNA VOCE CRISTIANA NELLA TUA CASA

1621 North 39th Avenue • Stone Park, Illinois 60165 • Telephone: 708-345-3299

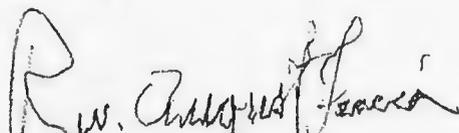
Dear Christopher

As you requested, the date that of the 32<sup>nd</sup> "Festa Della Famiglia" was August 11 2013.

After the Pavillion Mass where you helped with the remote grounds set-up to broadcast On RADIO MARIA and the TONY NAPOLI SHOW on WEEF is when you presented your views on the importance of media and communications and gave advice on how to start and pursue a career in broadcasting.

In attendance of about dozen were members and students of various clubs and programs of the Casa Italia and the Italian Cultural Center. Hope this information is helpful.

Sincerely



Rev. Augusto Feccia

Radio Maria

**Seminar & Workshop on Radio Broadcasting**

**DECEMBER 7, 2013**

**Speaker: Kamilla Dworski Station Manager Radio 1030 WNVR AM**

***WHY RADIO?***

**To transmit information and expression by Radio.**

The station's "day-to-day operations".

Plan and schedule programming and event coverage based on broadcast length, time availability, and other factors such as community needs, ratings data, and viewer demographics.

Ideas for programs and features that the station could produce.

.....

**Reach**

**Targeting**

**Immediacy**

.....

**Radio - the theater of the mind, -- voices, music, sound effects.**

.....

**ELEMENTS OF RADIO NEWSCAST**

**News Reporting**

**News Writing**

**(Write the LEAD. Put emphasis on Verbs, Put necessary pauses**

**Set your own Personality. Modulate your voice)**



Kamilla Dworski &lt;kdworski@polskieradio.com&gt;

## ja do Ciebie - warsztaty

2 messages

Ewa Uszpolewicz <ewauszpolewiczp@gmail.com>  
 To: Kamila Dworska <kdworska@polskieradio.com>

Mon, Sep 16, 2013 at 4:43 PM

Kamila,  
 zajecia zostaly podzielone na 45' bloki. Twoje zajecia 7 grudnia.  
 Czy to jest dla Ciebie ok?

Radio a inne media - red. Kamila Dworska

Cel:

- mocne strony radia
- szybkość informacji
- dostępność (dom, samochód, telefon)
- niskie koszty produkcji (wiarygodny opis np. trzęsienie ziemi)
- możliwość kontaktu ze słuchaczem na żywo (talk-show)
- struktura redakcji radiowej
- źródła informacji
- kolegium redakcyjne
- kanały tematyczne, muzyczne

red. Kamila Dworska
4.15pm-5.00pm
<b>Czym różni się radio od innych mediów</b>
wykład/rozmowa

Kamila Dworska <kdworska@polskieradio.com>  
 To: Ewa Uszpolewicz <ewauszpolewiczp@gmail.com>

Mon, Sep 16, 2013 at 5:07 PM

ok

[Quoted text hidden]

—  
 Kamilla Dworska  
 General Manager  
 at Polnet Communications, Ltd  
 3656 W. Belmont Ave,  
 Chicago, IL 60618  
 (773) 588-6300  
 www.polskieradio.com



Kamilla Dworski &lt;kdworski@polskieradio.com&gt;

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**zagadnienia**

2 messages

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**Kamila Dworska** <kdworska@polskieradio.com>  
To: ewauszpolewiczp@gmail.com

Wed, Sep 11, 2013 at 9:55 PM

**RADIO CZYLI OPISAC SWIAT SLOWEM**

1. czym rozni sie radio od innych mediow?
2. struktura radia polonijnego
3. podstawowe formy dziennikarskie w radiu
  - a. co to znaczy byc dobrym reporterem?
  - b. serwisy informacyjne.
  - c. sztuka przeprowadzania wywiadu.
  - d. czym charakteryzuje sie talk show radiowy?
3. oczekiwania wobec wspolczesnego radia. Nowe platformy przekazu.

—  
Kamilla Dworska  
General Manager  
at Polnet Communications, Ltd  
3656 W. Belmont Ave,  
Chicago, IL 60618  
(773) 588-6300  
www.polskieradio.com

---

**Kamila Dworska** <kdworska@polskieradio.com>  
To: Ewa Uszpolewicz <ewauszpolewiczp@gmail.com>

Wed, Sep 11, 2013 at 10:12 PM

[Quoted text hidden]



CHICAGO KOREA RADIO BROADCASTING, INC. / WWW.AM1330KR.COM

2454 E. Dempster St., Suite 207 Des Plaines, IL 60016 Tel. 847-296-1125 / Fax. 847-296-2944

As an only regular Korean-American radio station in Chicagoland, we, K-radio enjoy the partnership with Polnet Communications over 28 years. Especially, Polnet Communications willingly has opened their mind and accept the ethnic communities from all over the world not only Korean but also Russian etc. On behalf of Korean-American community, K-radio would like to thank Polnet to have and develop this meaningful relationship.

We can remember that the Northbrook division provided and opened its premises for employees, listeners on September 27th, 2013. K-radio also joyfully participated that programs.

And there is another unforgettable event. When K-radio had an event (Open Studio) which was open to our sponsors and listeners, it showed the important relationship on how broadcasting affects their lives. Polnet Communications showed their interest to the event to donate a portion of air time as one of our sponsors on Aug 17, 2015.

We hope that both of two companies will build up the partnership more and more as time goes by. And we expect both will be able to contribute our multicultural society together.

K-radio  
Chicago Korea Radio Broadcasting INC



# Casa Italia

Home of the Italian Cultural Center

3800 W. Division St., Stone Park, IL 60165

## Officers

**John L. Ferrentino**  
Casa Italia Chairman  
Columbian Club of Chicago

**Nick A. Vangel**  
Vice Chairman

**Peter Volpe**  
Treasurer

**Giuseppe Zerillo**  
Secretary

**Cav. Anthony J. Fornelli \***  
Casa Italia Parliamentarian  
Italian American Veterans Museum

**Fr. August Feccia, c.s.**  
**Fr. Aldo Vendramin, c.s.**  
Spiritual Leaders

**Cav. Daniel D. Corrado \***  
Immediate Past Chairperson

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**Richard Augustine**

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**Vito M. D'Ambrosio**  
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**Ed Greco**

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**Anthony Lapasso**

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**Vito Palella**

**Sam Palumbo**

**Rosario Picciuca**  
**Sam Scott**

**Jo Ann Serpico**  
Joint Civic Committee of Italian Americans

**Mayor Ronald Serpico**  
Village of Melrose Park

**Dominic Stramaglia**

**Giancarlo Turano**

**Cav. Renato G. Turano \***  
Senatore, Republic of Italia

**Cav. Umberto "Tony" A. Turano \***

**Dominic J. Verlotta**

**Cav. Josette Mentessana Weber**

\* Past Chairman

October 23, 2013

Chris Bagat  
W.E.E.F Radio  
4320 Dundee Rd.  
Northbrook, IL 60062

Dear Chris,

Thank you for the tour of the Radio station on October 16<sup>th</sup>. I appreciate the time and effort you shown our Organization.

Again, thank you for extending your invitation to the Radio Maria volunteers and the Italian exchange students. It was nice to see Tony Napoli in Studio.

The tower yard and cell tower walk through was very informative and good exercise. We hope Polskie Radio considers our grounds for your next event. Please let me or Nancy know if you need any additional information.

Kind Regards,

Darrell Marchioretto  
Casa Italia – Business Manager

Phone: (708) 345-5933

E-mail: [info@casaitaliachicago.org](mailto:info@casaitaliachicago.org)

Fax: (708) 345-5954

Website: [casaitaliachicago.org](http://casaitaliachicago.org)

NORTHEASTER  
2-3

- Remember to wash your hands for 20 seconds.
- Avoid touching your eyes, nose, or mouth.
- Viruses are often spread after a person touches something that is contaminated.
- Avoid contact with people who are sick.
- If your coworker is ill, steer clear of his or her sneezes and coughs.
- When possible, avoid shaking hands with someone who is ill with a respiratory infection.
- If you are caring for an ill family member, wash your hands frequently
- Cover your mouth or tuck it into your elbow when coughing or sneezing.
- Stay home if you have a respiratory infection when possible.
- A rough guideline is to stay home 24 hours after fever resolves.



And NEIU Alumna

State Representative  
Maria A. "Toni" Berrios

Co-Sponsor the

**FALL 2013  
DIVERSITY COMMUNITY  
JOB & VOLUNTEER  
FAIR**

Additional Sponsors:  
ALBANY PARK COMMUNITY CENTER, CHICAGO KOREAN CHAMBER OF  
COMMERCE, PETERSON PULASKI BUSINESS INDUSTRIAL COUNCIL, AND  
PULASKI ELSTON BUSINESS ASSOCIATES.

**Tuesday, October 1st  
12:00pm-3:00pm**

Free event,  
no advance  
registration  
required!

Check out more details,  
including parking information and a  
searchable database of employers and  
volunteer sites at:

<http://www.collececentral.com/CCEngine/Live/Events/EventDetails.cfm?EventID=556>

For more information:  
[www.neiu.edu/careerservices](http://www.neiu.edu/careerservices)  
[career-services@neiu.edu](mailto:career-services@neiu.edu)  
(773) 442-4680



These tips are brought to you by the  
Palo Alto Medical  
Foundation's [website](#).

This event will be held at Northeastern Illinois University  
located at 5500 N. St. Louis Ave.

Community Events

**Alderman Ray Suarez, Commissioner Edwin Reyes**  
**Free Shredding and Electronic Recycling**  
Saturday, September 28th  
Kelvyn Park High School; 4343 W. Wrightwood  
9:00 am - 12:00 pm

For more information contact Alderman Suarez's office at  
(773) 276-9100 or Commissioner Reyes' office at (773) 588-1129.

**Avondale Neighborhood Association A Day in Avondale**  
Saturday, September 28th  
Pick up a map at Kimball and Milwaukee or  
Belmont and Elston or [online](#).  
Art Walk: 11:00am-7:00pm, After Party: 7:00pm-11:00pm  
For more information please call the Avondale Neighborhood  
Association at (773) 800-1262.

**30th Ward Free Flu Shots**  
Wednesday, October 2nd  
Kilbourn Park; 3501 N. Kilbourn  
Please bring your immunization record with you. If you have a  
Medicaid Card, please bring it with you.  
For more information please contact the 30th Ward  
service office at (773) 794-3095.

NO RITA EASTERN  
303

radio)))

Kamilla Dworski &lt;kdworski@polskieradio.com&gt;

**Newsletter from Rep. Berrios**

1 message

State Representative Maria A. "Toni" Berrios &lt;repberrios39@gmail.com&gt;

Fri, Sep 27, 2013 at 4:34 PM

Reply-To: repberrios39@gmail.com

To: kdworska@polskieradio.com



September 2013



Visit my office at  
2847 N. Pulaski Rd. Chicago, IL  
60641

or call us at  
Phone: (773)736-3939  
Fax: (773)736-3940

**Quick Links**

**[State Representative Maria Berrios' Website](#)**

Dear Neighbor,

As we make our way further into the fall season, I want to bring your attention to some important community events that will shed light on key issues in the district.

During the month of October, the Affordable Care Act (Obamacare) program will officially begin. I would like to invite you to a Town Hall Meeting on the Affordable Care Act that I will be hosting along with Cook County Commissioner, Edwin Reyes, and the Illinois President of the National Conference of Puerto Rican Women Inc., Vilma Colom. During this meeting, we will be answering any questions you may still have surrounding this new act. We will also be discussing the application process for coverage under the Affordable Care Act, the health insurance marketplace in Illinois, and the ways to get lower costs on monthly health insurance premiums and how to qualify for lower out-of-pocket costs for health care. The Affordable Care Act Town Hall Meeting will be held this Saturday, September 28th from 2:00pm-4:00pm at Kelvyn Park, located at 4438 W. Wrightwood Avenue.

Joblessness remains a top concern not only in Chicago but in the Illinois as well. To help community residents on their job search I am co-hosting a Job and Volunteer Fair with Northeastern Illinois University (NEIU). The Fair will take place Tuesday, October 1st from 12:00pm to 3:00pm at Northeastern Illinois University, located on 5500 N St Louis Avenue. I urge you to come take advantage of this opportunity. For more information on this event, please call (773) 442-4680.

These events and all of the events I host are free and open to the public. I hope you can join me!

Sincerely,

**FOR INTERNAL BUSINESS RECORDS ONLY**

**WNVN(AM), WKTA(AM), WPJX(AM), WEEF(AM)**

**RECRUITMENT INITIATIVES FORM**

**August 1, 2014 – July 31, 2015**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
	Established training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Ongoing	1) Our SEU Sales Manager provided advanced sales training to 5 participants. This all-around sales training program was designed to help them increase their sales.  2) Our General Manager provided extensive training to our director of outside sales. After completing this training, he was promoted to Sales Manager.
	Hosted Community Event	8/10/2014	Annually, this SEU organizes the Grand Family Fest. This is an opportunity for the community to gather to hear live entertainment, sample food and learn about job opportunities. This SEU organizes the event and hosts a table where interested individuals can learn about jobs in radio. This year the event was held on 8/10/2014.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	8/10/2014	On 8/10/2014, our Operations Manager spoke at Festa Della Famiglia. He discussed the importance of broadcasting in diverse communities and shared advice on how to pursue a career in broadcasting.
	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	2/11/2015	Representatives from our SEU attended the Cook Workforce Development Job Fair on 2/11/2015.

On May and June 2015, every week, Zofia Oravec, Sales Manager provided sales training to all employees of 1030 WNVR Radio. ( Participants: Julita Pindor, Jacek Korneluk, Dorota Wojtowicz, Malgorzata Potyrala, Pawel Nawrocki).

Goals:

- Create opportunities for career development and personal growth.
- Help employers comply with laws and regulations.
- Improve productivity and profitability.

Zofia Oravec used Crawl Walk Run Training Series, by Rod Schwartz

1. You are always selling
2. Finding prospects
3. Evaluation of potential customers
4. From leads to sales
5. First call - First meeting
6. Presenting a one year contract

## **How to Prepare for a Leadership Role**

**May – July 2015 – Kamilla Dworska** provided training to Tomasz Poplawski outside sales at that time to become Sales Manager.

### **Tomasz Poplawski has been trained in:**

Several federal laws for which employee training is either required or recommended

- Sexual Harassment (Employees and Supervisors)
- Business Ethics
- Diversity
- The Family and Medical Leave Act
- Managing Challenging Employees
- Customer Service Skills
- Workplace Safety

## **SALES DEPARTMENT - RULES AND REGULATIONS**

- Discounts and/or promotions
- Negotiations
- Recording Studio
- Traffic Desk
- Contact with the client
- Scheduling on-air interviews
- Account restrictions and prospect list
- Collections
- Political contracts
- Help Wanted ads
- Internet banner sales
- Leads
- Active participation in events organized by the radio, like: picnics, parties, promotional events .



**PROPOSAL FOR SPONSORSHIP  
OF THE GRAND FAMILY FEST ON AUGUST 10, 2014  
ORGANIZED BY  
POLISH RADIO 1030 AM WNVR & POLISH TELEVISION "POLVISION"  
IN YORKVILLE, IL**

Polish Radio WNVR 1030 AM and Polish TV Polvision will host the Annual Grand Family Fest in the PNA Youth Camp in Yorkville on Sunday, August 10, 2014 from 11:00am until sunset.

The Grand Family Fest has always been a great success for the sponsors while providing most enjoyable time for families and guests. It became the biggest outdoor event in the area, attracting thousands of people. This year's Grand Family Fest will be a great opportunity for everyone to spend the quality time in the open air filled with live entertainment and delicious foods. The attractions will include live grand stage, a kids' stage and play area, plenty of Polish food, a beer garden, refreshments, and live entertainment all day long, until sunset. This year's event will feature local bands and performers as well as guest performers.

Live entertainment, Polish food and the great outdoors will attract thousands of visitors.... Don't miss this great opportunity to display your company's promotional items, flyers, brochures, and product samples. Radio management will be present at our tent to talk about potential employment with our radio station. Applications will be available, resumes accepted; currently positions in Sales are available. Make this summer a success with Polish Radio and TV Polvision at The Grand Family Fest in Yorkville! Please, consider one of the following offers of sponsorship for The Grand Family Fest:

## **SPONSORSHIP PACKAGES**

**BASIC PACKAGE - \$ 300**

- DISPLAY PURPOSES
- SPACE FOR A SINGLE TABLE STAND WITH BANNER
- SPONSOR RECOGNITION FROM THE STAGE

**SPLENDID PACKAGE - \$ 500**

- DISPLAY PURPOSES
- SPACE FOR A SINGLE TABLE STAND WITH BANNER
- SPONSOR RECOGNITION FROM THE STAGE
- SPONSOR'S OWN PROMOTION ANNOUNCED FROM THE STAGE (f.ex. a raffle)

**GLAMOROUS PACKAGE - \$ 800**

- DISPLAY PURPOSES
- SPACE FOR A TENTED TABLE STAND WITH BANNER
- SPONSOR RECOGNITION FROM THE STAGE
- SPONSOR'S OWN PROMOTION ANNOUNCED FROM THE STAGE (f.ex. a raffle)
- NAME MENTIONS ON THE RADIO (WEEK IN ADVANCE)

**CAR DEALER PACKAGE - \$ 1,200**

- SPACE FOR 2 CARS OR 1 TRUCK CAB & BOOTH WITH BANNER
- ADDITIONAL CARS - \$ 300 EACH
- SPONSOR RECOGNITION FROM THE STAGE
- SPONSOR'S OWN PROMOTION ANNOUNCED FROM THE STAGE (f.ex. a raffle)
- NAME MENTIONS ON THE RADIO (WEEK IN ADVANCE)

### **PAYMENT REQUIRED IN ADVANCE \* NO EXCLUSIVITY**

3656 W. Belmont Ave - Chicago, IL 60618 - Ph: 773 588 6300 - Fax: 773 267 4913 [www.polskieradio.com](http://www.polskieradio.com) - [www.polvision.com](http://www.polvision.com)

2014

There was a tent where we have station personnel of management status, sales and production. Applications were given up and accepted at location  
Live announcements were made prior the event.





# RADIO MARIA

CHICAGO

UNA VOCE CRISTIANA NELLA TUA CASA

1621 North 39th Avenue • Stone Park, Illinois 60165 • Telephone: 708-345-3299

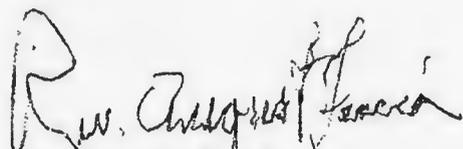
Dear Mr.Christopher,

Along with Paulo Ciminello and the Radio Maria staff, we want to thank you for speaking to our group after the lunch time at Cultural Ctr.on the "Festa Della Famiglia"on August 10<sup>th</sup> of 2014.

I still question your choice of picking me for your translator, but I was happy to do so. In attendance members and students of Casa Italia and an Italian tour group that was very pleased to hear on how popular and massive foreign language radio is in America and they also enjoyed your other comments on media as well.

As always appreciate your time and effort!

Sincerely



Rev. Augusto Feccia

Radio Maria



Kamilla Dworski <kdworski@polskieradio.com>

**Chicago Cook Workforce Partnership, Lake County Workforce Development, DuPage County Workforce Development Job Fair in conjunction with the Chicago Wolves**

1 message

Illinois Department of Employment Security <noreply@illinois.gov>

Fri, Jan 23, 2015 at 2:51 PM

To: kdworska@polskieradio.com



## Are You Looking to Hire?

Your Illinois Department of Employment Security

Invites your business to participate in a JOB FAIR hosted by the Chicago Cook Workforce Partnership, Lake County and DuPage County Workforce Development Agencies, Business & Career Services Inc. and the Chicago Wolves.

**What:** JOB FAIR hosted the Chicago Cook Workforce Partnership, Lake County and DuPage County Workforce Development Agencies, Business & Career Services Inc. and the Chicago Wolves

**When:** 1:00 PM – 5:00 PM on Wednesday, February 11, 2015

**Where:** Allstate Arena  
6920 N. Mannheim Road  
Rosemont, IL 60018

Join us February 11, 2015 in connecting qualified candidates to your employment opportunities.

This event is sponsored by the Chicago Cook Workforce Partnership, Lake County and DuPage County Workforce Development Agencies, Business & Career Services Inc. and the Chicago Wolves.

Register at:  
skevans@Chicagowolves.com  
or call Stafanie Evans at 847-832-1939 for additional information.

## Make Sure Your Resume is on Illinoisjoblink.com

Illinois businesses are hiring. And they are looking for workers on Illinoisjoblink.com The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533.



*Find a job/Find an Employee*