

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant Program Director/Music Director/Afternoon	1-4, 6, 8-9, 12-13, 16-19, 21, 23-24, 28, 30-32, 35, 38, 40-44, 47, 49, 55-59, 62, 64-71, 74, 76-78, 80-82, 84, 86, 88, 90	47
Account Executive	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30-32, 34-35, 38, 40, 42-44, 46, 49, 55-58, 61-62, 64-71, 74, 76-78, 80-84, 86, 88, 90	34
Account Executive	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30-32, 34-35, 38, 40, 42-44, 46, 49, 55-58, 61-62, 64-71, 74, 76-78, 80-84, 86, 88, 90	25
Account Executive	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30-32, 34-35, 38, 40, 42-44, 46, 49, 55-58, 61-62, 64-71, 74, 76-78, 80-84, 86, 88, 90	46
Account Executive	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30-32, 34-35, 38, 40, 42-44, 46, 49, 55-58, 61-62, 64-71, 74, 76-78, 80-84, 86, 88, 90	46
Account Executive	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30-32, 34-35, 38, 40, 42-44, 46, 49, 55-58, 61-62, 64-71, 74, 76-78, 80-84, 86, 88, 90	34
Assistant Business Manager	1, 3-4, 6, 8-9, 16-19, 21-25, 28, 30, 32, 35, 37-38, 40-44, 49, 55-58, 62, 64-71, 74, 76-78, 80, 82-84, 86, 88, 90	25
Digital Program Director	15, 26	26
Production Director	1, 3-4, 6, 8-9, 15-19, 21-25, 28, 30-32, 34-35, 38, 40-41, 43, 46, 48-49, 55-56, 58, 61-62, 64, 68-70, 74, 76-78, 80, 83-84, 86, 88, 90	25
Account Executive	1, 3-5, 7-8, 10-11, 14-25, 27-36, 39-41, 45-46, 49-56, 58, 60, 62-64, 68-70, 73, 75-77, 79, 84-89	46
Morning Show Producer / Digital Content Coordinator	1, 3-4, 6, 8-9, 15-17, 19, 22-25, 28, 30-32, 35, 38, 40-41, 49, 55-56, 58, 62, 64, 68-70, 72, 74, 76-78, 80, 83-84, 86, 88, 90	25

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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	AEP at Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	Y	0
2	All Access 236 Greenwood Ave Bloomington, Illinois www.allaccess.com www.allaccess.com Manual Posting	N	3
3	Anixter Center's Professional Placement Program 2001 N. Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 ext 248 Email : Lkaige@anixter.org Liz Kaige	N	0
4	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
5	Augustana College 639 38th St. Rock Island, Illinois 61201 Phone : 3097947426 Email : karenpetersen@augustana.edu Karen Petersen	N	0
6	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
7	Aurora University 347 S Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement	N	0
9	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0
10	Blackburn College 700 E College Ave Campus Center Room 126 Carlinville, Illinois 62626 Phone : 217-854-3231 x4361 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry Ohare	N	0
11	Blackburn College no listing Carlinville, Illinois 62626 Phone : 217-854-3231 Fax : 1-217-854-3713 Blackburn College Blackburn College	N	0
12	Bradley University 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : lcurtis@bradley.edu Lisa Curtis	N	0
13	Bradley Universtiy, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : arodgers@bradley.edu Alyssa L. Rodgers	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
15	Business Managers-Cumulus 236 Greenwood Ave Bloomington, Illinois Business Managers Distribution List Business Managers Distribution List Manual Posting	N	0
16	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
17	Career Link 200 S 2nd St Pekin, Illinois 61555-0067 Phone : 309-346-4171 ext 253 Url : www.careerlink16.com Fax : 1-309-353-1632 Gary Johnson	Y	0
18	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
19	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi	N	0

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20	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-285-5800 Url : www.thechicagourbanleague.org/ Email : careers@thechicagourbanleague.org Whom Itmayconcern	N	0
21	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
22	Communications and Media Program Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62712 Phone : 217-529-5431 x. 164 Fax : 1-217-529-7861 Jim Grimes	N	0
23	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
24	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
25	Cumulus Job Board (Cumulus.hrm.direct.com) Simply Hired (www.simplyhired.com) Glass Door (www.glassdoor.com) Link Up (www.linkup.com), Illinois Phone : 309-829-1221 Cumulus Job Board Cumulus Job Board Manual Posting	N	11
26	Current Intern	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	DePaul University 25 E Jackson Blvd Chicago, Illinois 60604 Phone : 312-362-8000 Fax : 1-312-362-5322 Career Counselor	N	0
28	DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull	Y	0
29	East-West University 816 S Michigan Ave Chicago, Illinois 60605 Phone : 312-939-0111 Fax : 1-312-939-0083 Whom Itmayconcern	N	0
30	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsvr.eiu.edu Email : jastevens2@eiu.edu Jan Stevens	N	0
31	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0
32	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Whom Itmayconcern	N	0
34	Employee Referral	N	9
35	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Email : mba@mbaweb.org Fax : 1-309-467-6437 Connie Redmon	N	0
36	Eureka College 300 College Eureka, Illinois 61530 Phone : 309-467-3721 Fax : 1-309-467-6386 Whom Itmayconcern	N	0
37	Facebook post	N	1
38	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	0
39	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	0
40	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr.	N	0
42	IL Center for Broadcasting 55 W 22nd St Suite 240 Lombard, Illinois 60148 Phone : 630-916-1700 Url : www.beonair.com Email : placement.chicago@beonair.com Fax : 1-630-916-1764 Chip Egan	Y	0
43	Illinois College 1101 West College Ave. Jacksonville , Illinois 62650 Phone : 217-245-3040 Email : mba@mbaweb.org Fax : 1-217-245-3071 Jennifer Reif	N	0
44	Illinois School of Broadcasting - Placements 55 W. 22nd Street Suite 240 Lombard Lombard, Illinois 60148 Phone : 630-916-1700 Email : gary@beonair.com Fax : 630-916-1764 Mike Kendall	N	0
45	Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-1000 Email : snoonan@iwu.edu Sue Noonan	N	0
46	Indeed.com	N	6
47	Internal Candidate	N	2
48	Internal Posting	N	1

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49	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
50	Lewis & Clark Community College 5800 Godfrey Rd Godfrey, Illinois 62035 Phone : 618-466-7000 Fax : 1-618-468-2310 Career Counselor	N	0
51	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0
52	Loyola University of Chicago 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7301 Email : careercenter@luc.edu Career Counselor	N	0
53	Malcolm X. College-Workforce Development Center 1900 Van Buren Chicago, Illinois 60612 Phone : 312-850-7484 Fax : 1-312-850-7484 David Ubeda	N	0
54	Milliken University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6637 Fax : 1-217-362-6407 Career Counselor	N	0
55	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : mba@mbaweb.org Fax : 1-217-362-6407 Pam Haru	N	0

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56	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
57	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : mba@mbaweb.org Fax : 1-309-457-2363 Mindy Damewood	N	0
58	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
59	National Black MBA Association 180 North Michigan Ave. Suite 1400 Chicago, Illinois 60601 Phone : 312-580-8070 Email : adella.green@mbmbaa.org Fax : 1-312-236-0390 Adella Green	N	0
60	Next Media-Aurora/Joliet 2410-B Caton Farm Rd Crest Hill, Illinois 60441 Phone : 815-556-0100 Fax : 1-815-577-9231 Whom Itmayconcern	N	0
61	Non-Employee Referral	N	2
62	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0

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63	North Central College 30 N Brainard St Naperville, Illinois 60566 Phone : 630-637-5142 Fax : 1-630-637-5146 Career Counselor	N	0
64	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
65	Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Email : mba@mbaweb.org Fax : 1-773-442-4690 Lorn Coleman	N	0
66	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
67	Oakton Community College 1600 East Golf Road Des Plaines, Illinois 60016 Phone : 847-635-1735 Email : careerservices@oakton.edu Fax : 1-847-635-2636 Annette Partak	N	0
68	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0

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69	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
70	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
71	Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982	N	0
72	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
73	Southern Illinois University at Edwardsville SIU Student Development Center Campus Box 1620 Edwardsville, Illinois 62206-1620 Phone : 618-650-2000 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Career Development	N	0
74	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0

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75	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
76	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
77	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
78	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0
79	Tri-County Urban League 317 S McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 A. Gordon	N	0
80	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Shivonne Mckissee	N	0

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81	University of Illinois Alumni Career Center 200 S. Wacker Drive First Floor, MC200 Chicago, Illinois 60606 Phone : 312-575-7830 Email : careers@uillinois.edu Alumni Career Center	N	0
82	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Student Affairs	N	0
83	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : mba@mbaweb.org Fax : 1-312-413-0383 Andres Garza	N	0
84	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0
85	WESN 88.1 FM PO Box 2900 Bloomington, Illinois 61701 Phone : 309.556.1056 Email : wesn@iwu.edu Rick Lindquist	N	0
86	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Email : mba@mbaweb.org Fax : 1-630-752-5448 Jared Abuhl	N	0

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87	Wheaton College 501 College Ave Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Career Counselor	N	0
88	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0
89	WZND ISU 7 Fell Hall Normal, Illinois 61790 Phone : (309) 438-5491 Email : dllesse@ilstu.edu Deb Lesser	N	0
90	WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/27/2015	Participation in Job Fairs	We had a table set up with information about our stations and inquiring students came to ask us about our jobs and if we had any internship opportunities.	2	Promotions Director Sales Assistant/NTR Events Director
2	4/7/2016	Participation in Job Fairs	We had a table set up with information about our stations and inquiring students came to ask us about our jobs and if we had any internship opportunities.	2	Promotions Director Sales Assistant/NTR Events Director
3	6/14/2016	Provision of training to management	Employment Discrimination Training done by Corporate Legal Dept.	4	Market Manager Director of Sales Operations Manager Business Manager
4	7/15/2016	Establishment of an intern program designed to assist members of the community	We established an intern program for Aug 1, 2015-July 31, 2016 with various universities to assist students to obtain skills used in the broadcast field. Here are details of those interns: We had 5 interns from Illinois State University, 1 intern from University of Missouri, 1 intern from Eastern Illinois University. They learned promotions, created graphics, did newscasts, did sports reporting, operated studio boards, and did live broadcasts.	5	Promotions Director Sports Director News Director Program Director