

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM
EEO PUBLIC FILE REPORT
August 1, 2013 - July 31, 2014

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
News Director / Mid-Day Host	3-10, 13-18, 20, 22-27, 29-31, 33-42, 44, 48, 53-55, 58, 60-67, 70	33
News and Sports Reporter/Anchor	1-28, 30-31, 33-45, 47-49, 51-55, 57- 67, 70	60
Midday Air Personality	1-12, 14-28, 31, 33-38, 40-42, 44-45, 48-49, 51-55, 57-67, 70	33
Program Director / On-Air Talent	1-12, 14-28, 31, 33-38, 40-42, 44-45, 48-49, 51-55, 57-67, 70	33
ACCOUNT EXECUTIVE - ENTRY LEVEL	1-28, 31-32, 34-38, 40-42, 44-45, 48- 49, 51-59, 61-68, 70	68
Promotion Director	1-28, 31, 33-38, 40-42, 44-45, 48-49, 51-56, 58-68, 70	68
Promotion Director	1-28, 31, 33-38, 40-42, 44-45, 48-49, 51-56, 58-68, 70	33
Administrative Assistant	1-7, 9-28, 30-32, 34, 36-38, 40-42, 44- 45, 48-49, 51-55, 57-59, 61-68, 70	68
TRAFFIC ASSISTANT/ RECEPTIONIST	1-7, 9-28, 30-32, 34, 36-38, 40-42, 44- 46, 48-49, 51-59, 61-68, 70	56
TRAFFIC ASSISTANT/ RECEPTIONIST	1-7, 9-28, 30-32, 34, 36-38, 40-42, 44- 46, 48-49, 51-59, 61-68, 70	32
Program Director / Morning Host	1-7, 9-28, 30-31, 33-34, 36-42, 44-45, 48-49, 51-55, 58-66, 69-70	33
Sales/Senior Account Executive	1-7, 9-28, 30-32, 34, 36-42, 44-45, 48- 66, 68, 70	56
News Director	1-7, 9-21, 23-28, 30-31, 33-34, 36-39, 41-42, 44-45, 48-49, 51-54, 57-66, 68, 70	68
NEWS REPORTER/ANCHOR	1-7, 9-21, 23-26, 28, 30-31, 34, 36-42, 44-45, 48-49, 51-54, 57-70	60

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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	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@amfnjobs.com Fax : 1-760-754-2115 Mark Holloway	Y	0
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	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
6	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

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7	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
8	Bradley University 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : lcurtis@bradley.edu Lisa Curtis	N	0
9	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
10	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
11	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
12	Career Link 207 E Hamilton Rd Bloomington, Illinois 61704 Phone : (309) 662-0358 Email : khill@careerlink16.com Gary Cicciu	Y	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
13	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
14	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
15	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
16	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
17	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
18	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

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19	DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull	Y	0
20	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : jastevens2@eiu.edu Jan Stevens	N	0
21	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0
22	Elgin Community College, Career Services 1700 Spartan Drive Elgin, Illinois 60123 Phone : 847-214-7399 Email : jdrennan@elgin.edu Karen Lamb	N	0
23	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	0
24	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

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25	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
26	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
27	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
28	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	1
29	Illinois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.chicago@beonair.com Chip Egan	N	0
30	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

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31	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
32	Indeed.com	N	20
33	Internal Transfer/Promotion	N	8
34	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
35	Lewis University One University Parkway Unit 270 Romeoville, Illinois 60446 Phone : 815-836-5282 Email : careerservices@lewisu.edu Career Services	N	0
36	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
37	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
38	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

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39	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
40	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
41	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
42	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
43	Northwestern Business College 1809 Mill Street Suite L Naperville, Illinois 60563 Phone : 630-753-9087 x. 2708 Email : mcalderson@nwbc.edu Fax : 1-630-848-0870 Maria Calderon	N	0
44	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

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45	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
46	On Air Recruitment Ad	N	1
47	Operation Lift 104 S. 5th Avenue Maywood, Illinois 60153 Phone : 708-343-3554 Fax : 1-708-343-3557 Irma Harper	N	0
48	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
49	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
50	Radio Recruitment Ad	N	1
51	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
52	Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982	N	0

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53	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
54	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
55	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0
56	Station Website	N	4
57	Stepfamily Counseling 8 Marvin Gardens Bloomington, Illinois 61701 Phone : 309-888-8928 Email : hopkins_621@msn.com Bonita Hopkins	Y	0
58	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
59	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
60	Trade Website AllAccess.com	N	25

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61	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
62	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Julie Troik	N	0
63	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
64	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
65	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
66	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbllm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0

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67	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
68	Word of Mouth Referral	N	11
69	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0
70	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:			71

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/1/2013	Establishment of an intern program designed to assist members of the community	Students assisted in the newsroom, reporting and writing stories, assisting in producing live talk show and anchoring newscasts, helped in promotions and remotes for the stations, and traffic help. Names of interns: 5 interns from Illinois State University	7	News Reporter News Director Promotions Business Manager	1.00
2	10/1/2013	Participation in Job Fairs	Local Sales Manager, hosted a table at Illinois Wesleyan University Internship Fair meeting students of all areas learning more about opportunities with our stations. met students and discussed production, programming, news and sports internship opportunities.	1	Sales Manager	0.25
3	3/4/2014	Participation in events or programs sponsored by educational institutions	Spoke to a communications department class of juniors and seniors (Illinois State University) that are majoring in print, television, and radio about what it's like to work in radio, how to get a job in the business, etc.	1	WBNQ Programming/APD	0.25
4	3/7/2014	Participation in events or programs sponsored by educational institutions	Women Changing the Face of Agriculture Conference Presenter (career discovery event for high school and college-aged women).	1	WJBC Programming/Ag	0.25
5	4/2/2014	Participation in events sponsored by community groups	Mock radio interviews with Ag Econ class at the University of Illinois	1	WJBC Programming/Ag	0.25
6	4/4/2014	Participation in Job Fairs	Career Fair Presenter at Normal Community High School.	1	WJBC Programming/Ag	0.25
7	4/14/2014	Participation in events sponsored by community groups	Spoke to Ag Communications class at Illinois State University	1	WJBC Programming/Ag	0.25
8	4/17/2014	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. (Illinois State University)	3	Promotions Promotions Sales Manager	0.25

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9	5/1/2014	Participation in events or programs sponsored by educational institutions	Local Sales Manager, attended senior student presentations during their Mass Communications capstone course. For 2 hours, he listened to Senior level students give one on one presentations detailing their experience in the Communication Department of Illinois State University and how it has prepared them to exit the University and enter the professional world.	1	Sales Manager	0.25
10	7/31/2014	Participation in other activities designed by the station employment unit	Tours of the radio station: We did tours of the radio station to five different packs of Boys Scouts, WZND/ISU Class, Hammitt School, and two families. During the tour, we discussed radio careers with the participants.	1	Promotions Coordinator	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.00