

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|-------------------------------|---|-------------------------------|
| Radio Talk Show Host | 1-4, 6, 8, 11-12, 14-17, 19-21, 23, 25, 28-32, 35-42 | 20 |
| Account Executive | 1-4, 6, 8, 14-17, 19-21, 25, 28-32, 35- 36, 38-42 | 20 |
| Account Executive | 1-4, 6, 8, 14-17, 19-21, 25, 28-32, 35- 36, 38-42 | 20 |
| Morning show producer/co-host | 1-4, 6, 8, 11, 14-17, 19-21, 25-26, 28- 32, 35-36, 38-42 | 26 |
| Sales Assistant | 1-6, 8, 11, 13, 15-17, 19, 21, 23, 25-26, 28-30, 32-33, 35-36, 38-42 | 13 |
| Sales Manager | 1-4, 6, 8, 11, 15-17, 19-23, 25-26, 28, 32-33, 35-36, 38-42 | 26 |
| Account Executive | 1-11, 15-19, 21-36, 38-43 | 26 |
| Account Executive | 1-11, 15-19, 21-36, 38-43 | 11 |
| Account Executive | 1-11, 15-19, 21-36, 38-43 | 5 |
| Chief Engineer | 1-4, 6-12, 15-19, 21, 23-36, 38-43 | 11 |

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

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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 | N | 0 |
| 2 | 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 |
| 3 | 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 |
| 4 | Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll | N | 0 |
| 5 | Career Fair | N | 2 |
| 6 | 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 | N | 0 |
| 7 | Career Link 207 E Hamilton Rd Bloomington, Illinois 61704 Phone : (309) 662-0358 Email : khill@careerlink16.com Gary Cicciu | N | 0 |

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

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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 |
|------------------|--|--|---|
| 8 | 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 |
| 9 | City of Bloomington Township 607 S. Gridley St. Bloomington, Illinois 61701 Email : tmaruna@cityblm.org Tom Maruna Started 3/5/2019 | Y | 0 |
| 10 | Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : career.services@cuchicago.com Dan Walther | N | 0 |
| 11 | Cumulus Job Board www.cumulus.hrmdirect.com Atlanta, Georgia Url : www.cumulus.hrmdirect.com Cumulus Job Board includes: Glass Door, LinkUp, Monster, Zip Recruiter | N | 10 |
| 12 | Current Employee | N | 2 |
| 13 | Current Employee - Transfer/Promotion | N | 1 |
| 14 | DePaul University 25 E Jackson Blvd Chicago, Illinois 60604 Phone : 312-362-8000 Fax : 1-312-362-5322 Career Counselor | N | 0 |
| 15 | DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull | N | 0 |

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|------------------|---|--|---|
| 16 | East-West University 816 S Michigan Ave Chicago, Illinois 60605 Phone : 312-939-0111 Fax : 1-312-939-0083 Whom Itmayconcern | N | 0 |
| 17 | Eastern Illinois University 1538 Buzzard Charleston, Illinois 61920 Phone : 217-581-6954 Url : www.weiu.net Email : jdowens@eiu.edu Jeff Owens | N | 0 |
| 18 | Elgin Community College, Career Services 1700 Spartan Drive Elgin, Illinois 60123 Phone : 847-214-7399 Email : jdrennan@elgin.edu Karen Lamb | N | 0 |
| 19 | Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Whom Itmayconcern | N | 0 |
| 20 | Employee Referral | N | 6 |
| 21 | Eureka College 300 College Eureka, Illinois 61530 Phone : 309-467-3721 Fax : 1-309-467-6386 Whom Itmayconcern | N | 0 |
| 22 | Former Employee | N | 2 |
| 23 | 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 |

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|------------------|--|--|---|
| 24 | 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 | N | 0 |
| 25 | Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-3237 Email : ccenter@iwu.edu Warren Kistner | N | 0 |
| 26 | Indeed.com | N | 11 |
| 27 | Job Connection 1201 E. Bell St. Bloomington, Illinois 61701 Phone : (309) 820-0723 ext. Email : mhalperin@odcworks.com Megan Halperin | N | 0 |
| 28 | Lewis & Clark Community College Career and Veteran Services Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5500 Url : www.lc.edu Email : tdlane@lc.edu Terry Lane | N | 0 |
| 29 | Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith | N | 0 |
| 30 | Loyola University of Chicago 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7301 Email : careercenter@luc.edu Career Counselor | N | 0 |

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|------------------|---|--|---|
| 31 | Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-7393 Email : medill-placement@nwu.edu Fax : 1-847-467-2319 Career Counselor | N | 0 |
| 32 | Milliken University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6637 Email : career-center@millikin.edu Career Counselor | N | 0 |
| 33 | Monmouth College 700 E Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Career Counselor | N | 0 |
| 34 | 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 |
| 35 | 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 |
| 36 | Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor | N | 0 |
| 37 | All Access | N | 2 |

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 |
|--|--|--|---|
| 38 | 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 |
| 39 | WESN 88.1 FM PO Box 2900 Bloomington, Illinois 61701 Phone : 309.556.1056 Email : wesn@iwu.edu Rick Lindquist | N | 0 |
| 40 | Wheaton College 501 College Ave Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Career Counselor | N | 0 |
| 41 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 42 | WZND ISU 7 Fell Hall Normal, Illinois 61790 Phone : (309) 438-5491 Email : dllesse@ilstu.edu Deb Lesser | N | 0 |
| 43 | Youth Build 1111 W. Market St. Bloomington, Illinois 61701 Phone : 309-827-7507 Email : kcazalet@youthbuildmcleancounty.org Kim Cazalet | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 36 |

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

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 1 | 9/4/2018 | Participation in Job Fairs | On September 4, 2018, the SEU participated in a job fair sponsored by Illinois State University Career Center. We spoke to students, freshmen through seniors, about types of broadcasting positions that we offer including part-time board operators positions, internships, and part time on air. | 3 | Promotions Director Market Manager Digital Producer |
| 2 | 1/19/2019 | Establishment of an intern program designed to assist members of the community | The SEU established a news internship program during the period of Jan 19, 2019- May 5, 2019 with ISU to assist a student in obtaining and developing skills used in the news broadcast industry. The intern was instructed in the area of news writing and news delivery. The intern worked under the direction of the News Director. | 1 | News Director |
| 3 | 2/21/2019 | Participation in Job Fairs | On 2/21/19, the SEU participated in the Bloomington-Normal Job and Resource Fair at the Radisson Hotel in Normal, IL. We spoke to job seekers about the positions that we have available. We encouraged them to check our Cumulus Job Board to see all positions that Cumulus has open. | 3 | Promotions Director Market Manager Account Executive |
| 4 | 4/4/2019 | Sponsorship of events in the community designed to increase public awareness | On 4/04/19, the SEU hosted a communications class from Illinois State University ("ISU") on a station tour for their group project. During the tour, the students were instructed in the areas of programming, music scheduling, promotions. They were then given a tour of the production studios and the broadcasting studio of the music station. | 2 | Promotions Director Asst Program Director |
| 5 | 4/5/2019 | Sponsorship of events in the community designed to increase public awareness | On 4/05/19, the SEU hosted a communications class from Illinois State University ("ISU") on a station tour for their group project. During the tour, the students were instructed in the areas of programming, scheduling, promotions. They were then given a tour of the production studios and the broadcasting studio of the news/talk station. | 1 | Promotions Director |

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

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 6 | 4/16/2019 | Participation in Job Fairs | On April 16, 2019, the SEU participated in a job fair sponsored by Illinois State University Communications Department. We spoke to students, freshmen through seniors, about types of broadcasting positions that we offer including part-time positions, internships, and full time positions. | 3 | Promotions Director Market Manager Morning Drive Co-Host |
| 7 | 4/30/2019 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination and harassment | During the month of April, 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial. | | Market Manager Business Manager Operations Manager Program Directors and all other employees at that time. |