

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

## EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

### I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Program Director/On-Air Talent	1, 3-6, 8, 12-15, 17-22, 25, 27-32, 34-37, 44, 50-52, 55, 57-59, 61, 65-66, 68-72, 74, 76-77	22
Morning Host/Co Host	1, 3-6, 8-10, 12-20, 23, 25-29, 31, 34-36, 38, 44, 47-50, 52-53, 55, 57-59, 62, 65-67, 69, 71-76	67
News Director	1, 3-6, 8, 12-15, 17-22, 25, 27-31, 34, 36, 44-45, 50-52, 55-61, 65-66, 68-69, 72, 74, 76-77	30
WJBC Show Producer & Promotions Coordinator	1, 3-6, 8, 10, 12-15, 17-22, 25, 27, 29-31, 34, 36, 44-45, 50-52, 55, 57-61, 65-66, 68-69, 72, 74, 76-77	22
Account Executive	1, 3-6, 8, 10, 12-15, 17-21, 25, 27, 29-31, 34, 36, 39, 44-46, 50-52, 55-61, 65-66, 68-69, 72, 74, 76-77	46
Account Executive	1, 3-6, 8, 10, 12-15, 17-21, 25, 27, 29-31, 34, 36, 39, 44-46, 50-52, 55-61, 65-66, 68-69, 72, 74, 76-77	30
AM Radio Talk Show Host	2, 10, 21, 30, 54	21
AM Radio Talk Show Host	2, 10, 21, 30, 54	30
News Reporter/Anchor/Writer Editor	1, 4-6, 8, 10, 12-15, 17-21, 25, 27, 29-31, 33-34, 36, 44-45, 50, 52, 55, 57-61, 63-66, 68-69, 72, 74, 76-77	33
Account Executive	1, 4, 6-7, 10-14, 17-19, 21, 24-25, 30, 36, 40-45, 50, 55, 57-58, 60, 63, 65-66, 69, 72, 77	30

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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	N	0
2	All Access 236 Greenwood Ave Bloomington, Illinois www.allaccess.com www.allaccess.com Manual Posting	N	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 S 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
7	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0

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8	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
9	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
10	Business Managers-Cumulus 236 Greenwood Ave Bloomington, Illinois Business Managers Distribution List Business Managers Distribution List Manual Posting	N	0
11	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
12	Cambodian Association of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
13	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

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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	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
15	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
16	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
17	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
18	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
19	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0

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20	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
21	Cumulus Job Board (Cumulus.hrm.direct.com) Simply Hired (www.simplyhired.com) Glass Door (www.glassdoor.com) Link Up (www.linkup.com) and Indeed (www.indeed.co, Illinois Phone : 309-829-1221 Cumulus Job Board Cumulus Job Board Manual Posting	N	15
22	Current Employee	N	6
23	DePaul University 25 E Jackson Blvd Chicago, Illinois 60604 Phone : 312-362-8000 Fax : 1-312-362-5322 Career Counselor	N	0
24	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0
25	DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull	N	0
26	East-West University 816 S Michigan Ave Chicago, Illinois 60605 Phone : 312-939-0111 Fax : 1-312-939-0083 Whom Itmayconcern	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
27	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
28	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0
29	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Whom Itmayconcern	N	0
30	Employee Referral	N	11
31	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
32	Former Employee	N	1
33	Former Employee Referral	N	1
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	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
37	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
38	Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-1000 Email : snoonan@iwu.edu Sue Noonan	N	0
39	Indeed.com	N	2
40	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
41	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
43	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
44	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
45	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
46	Linked In	N	1
47	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0
48	Loyola University of Chicago 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7301 Email : careercenter@luc.edu Career Counselor	N	0



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49	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
50	Milliken University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6637 Email : career-center@millikin.edu Career Counselor	N	0
51	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
52	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
53	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
54	Non-Employee Referral	N	2
55	North Central College 30 N Brainard St Naperville, Illinois 60566 Phone : 630-637-5142 Fax : 1-630-637-5146 Career Counselor	N	0

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56	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
57	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
58	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
59	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
60	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
61	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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62	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
63	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0
64	Station Website	N	2
65	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
66	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
67	Trade Website	N	2
68	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
69	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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70	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
71	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
72	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
73	WESN 88.1 FM PO Box 2900 Bloomington, Illinois 61701 Phone : 309.556.1056 Email : wesn@iwu.edu Rick Lindquist	N	0
74	Wheaton College 501 College Ave Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Career Counselor	N	0
75	Word of Mouth Referral	N	2
76	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0

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77	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>45</b>

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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	10/14/2016	Participation in events or programs sponsored by educational institutions	Illinois Broadcasters College Seminar/Conference sponsored by the Illinois Broadcasting Association. Staff members from various departments of the WBNQ station sat on a variety of panels to discuss their roles in the broadcast media, tips of the trade, and advice in how to break into the broadcast business.	5	Account Executive On- Air Show Hosts Sports Broadcasting Market Manager
2	3/15/2017	Participation in events sponsored by community groups	Association for Women in Communications Lunch Speaker: News director talked about Fake News and how it looks now and in the future and how it affects us at WJBC.	1	News Director
3	4/7/2017	Participation in events or programs sponsored by educational institutions	Illinois State University Communication Class came in for a station tour and to ask questions. We answered their questions about the FCC Public File, radio station specific questions, and procedures.	2	Promotions Coordinator Operations Manager
4	4/19/2017	Participation in events sponsored by community groups	Rotary Club Lunch Speakers: we spoke about WJBC- history and future-promoting our news and on-air programming.	2	News Director Program Director
5	5/1/2017	Participation in other activities designed by the station employment unit	News director produces a newsletter for the local Kiwanis that speaks about the station on a weekly basis to members of the business community.	1	News Director
6	7/14/2017	Establishment of an intern program designed to assist members of the community	We established an intern program for Aug 1, 2016-July 31, 2017 with various universities and broadcasting organizations to assist students to obtain skills used in the broadcast field. Here are the details of those interns: We had 3 interns from Illinois State University (1 of these was also an Illinois Broadcasting Association intern, and 1 intern from the University of Missouri). They learned sports reporting, operated studio boards, assisted live broadcasts, helped to develop social media, did production of commercials, and learned promotions.	3	Program Director Sports Director Production Director Asst Program Director