

WIBL-FM, WRPW-FM, WZIM-FM
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
General Manager	4, 6	6
Promotions	4-5	5
Account Executive	1-3	1

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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	Drop In	N	1
2	Employee Referral	N	1
3	Indeed.com 6433 Champion Grandview Way Building One Austin, Texas 78750 Online Job Board Manual Posting	N	1
4	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Online Job Board Manual Posting	N	0
5	Non-Employee Referral	N	2
6	Other Source	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	9/7/2022	Participation in other activities designed by the station employment unit	Ran Audio ads for Account Executive recruitment	1	General Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	Ongoing job postings on our websites for Promotions & Account Executives	2	Operations Manager General Manager
3	11/22/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Students from Illinois State University came in for a tour and to ask questions about On-air. This was an educational tour set up through the University & our Operations manager.	1	Operations Manager
4	1/9/2023	Participation in other activities designed by the station employment unit	Social Media Post for Promotions Director Job	1	Operations Manager
5	3/2/2023	Listing of each upper-level category opening in a job bank or newsletter	Consultant listed General Manager's job opening on All Access Radio job boards. He was able to do some interviews from this job board but due to confidentiality was not able to let me know how many or who he interviewed.	1	Consultant