

**WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**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
Sales Coordinator	1-13, 15-25, 28-30, 32-57	56
Senior Account Executive	1-23, 25, 28-30, 32-57	14
Digital Sales Strategist	1-13, 15-23, 25, 28-29, 31-55, 57	31
National Sales Coordinator	1-23, 25-29, 32-55, 57	27
Sales Coordinator	1-13, 15-23, 25-26, 28-30, 32-55, 57	30

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<p>ACCF Computer Learning Center 6707 North Ave. Oak Park, Illinois 60302 Phone : (708) 848-1700 Url : <a href="http://www.aacfworks.org/">http://www.aacfworks.org/</a> Email : <a href="mailto:info@aacfworks.org">info@aacfworks.org</a> Fax : 1-708-848-3701 Tami Yarbrough</p>	Y	0
2	<p>Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : <a href="http://www.augustana.edu/x649.xml">http://www.augustana.edu/x649.xml</a> Email : <a href="mailto:jamiemckenzie@augustana.edu">jamiemckenzie@augustana.edu</a> Fax : 1-309-794-3369 Jamie McKenzie</p>	Y	0
3	<p>Ball State University 2000 W. University Ave Lucina Hall 22 Muncie, Indiana 47306 Phone : (765) 285-2431 Url : <a href="http://cms.bsu.edu/About/AdministrativeOffices/Car">http://cms.bsu.edu/About/AdministrativeOffices/Car</a> Email : <a href="mailto:careercenter@bsu.edu">careercenter@bsu.edu</a> Fax : 1-765-285-3757 Amy Logan</p>	Y	0
4	<p>Benedictine University 5700 College Drive Lisle, Illinois 60532 Phone : (630) 829-6037 Url : <a href="http://www.ben.edu/resources/careerdevelopment/bul">http://www.ben.edu/resources/careerdevelopment/bul</a> Email : <a href="mailto:career@ben.edu">career@ben.edu</a> Fax : 1-630-829-6043 Julie Cosimo</p>	Y	0
5	<p>Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : <a href="http://www.blackcollegeradio.com/">http://www.blackcollegeradio.com/</a> Email : <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a> Lo Jelks</p>	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	Chicago House and Social Service Agency 1925 N. Clybourn Avenue Suite 401 Chicago, Illinois 60614 Phone : (708) 248-5200, Ext. 386 Url : <a href="http://www.chicagohouse.org">www.chicagohouse.org</a> Email : <a href="mailto:jhenderson@chicagohouse.org">jhenderson@chicagohouse.org</a> James Henderson	N	0
7	Chicago State University 9501 S. King Drive Chicago, Illinois 60628 Phone : (773) 995-2327 Url : <a href="http://www.csu.edu/careerdevelopment/">http://www.csu.edu/careerdevelopment/</a> Email : <a href="mailto:careercenter@csu.edu">careercenter@csu.edu</a> Penny Bailey	Y	0
8	Chicago Urban League 4510 S. Michigan Chicago, Illinois 60653 Phone : (773) 285-5800 Url : <a href="http://www.thechicagourbanleague.com">www.thechicagourbanleague.com</a> Email : <a href="mailto:kcoleman@thechicagourbanleague.org">kcoleman@thechicagourbanleague.org</a> Karen Coleman	N	0
9	City Colleges of Chicago 226 W. Jackson Blvd. 13th Floor Chicago, Illinois 60606 Phone : (312) 850-7267 Url : <a href="http://www.ccc.edu">www.ccc.edu</a> Email : <a href="mailto:tjohnson616@ccc.edu">tjohnson616@ccc.edu</a> Toya Johnson	Y	0
10	Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312.369.4130 Url : <a href="http://www.colum.edu/Students/Career/index.php">http://www.colum.edu/Students/Career/index.php</a> Email : <a href="mailto:VRobbins@colum.edu">VRobbins@colum.edu</a> Valerie Robbins	Y	0
11	DePaul University 1 E. Jackson Chicago, Illinois 60604 Phone : (312) 362-5874 Url : <a href="http://careercenter.depaul.edu/employer/hire/post_">http://careercenter.depaul.edu/employer/hire/post_</a> Email : <a href="mailto:KMCCOY9@depaul.edu">KMCCOY9@depaul.edu</a> Karyn McCoy	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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12	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : <a href="http://www.eiu.edu/careers/">http://www.eiu.edu/careers/</a> Email : <a href="mailto:lkhugg@eiu.edu">lkhugg@eiu.edu</a> Fax : 1-217-581-2222 Lisa Hugg	Y	0
13	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-6457 Url : <a href="http://www.elmhurst.com">www.elmhurst.com</a> Email : <a href="mailto:hollyc@elmhurst.edu">hollyc@elmhurst.edu</a> Holly Coffin	Y	0
14	Employee Referral	N	4
15	Governors State University 1 University Parkway University Park, Illinois 60466 Phone : (708) 235-3974 Url : <a href="http://www.govst.edu/sas/t_career.aspx?id=1000">http://www.govst.edu/sas/t_career.aspx?id=1000</a> Email : <a href="mailto:career@govst.edu">career@govst.edu</a> Darcie Campos	N	0
16	Greater Far South Halsted ( IL Route 1) Chamber of Commerce 10615 South Halsted Street Chicago, Illinois 60628 Phone : 518-556-1641 Email : <a href="mailto:greaterfarsouthhalstedcc@gmail.com">greaterfarsouthhalstedcc@gmail.com</a> Fax : 1-773-941-4019 Linda Clarke	Y	0
17	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : <a href="http://hwashtington.ccc.edu/student-services/career">http://hwashtington.ccc.edu/student-services/career</a> Email : <a href="mailto:kbowens3@ccc.edu">kbowens3@ccc.edu</a> Kim Bowens	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Heartland Alliance Human Care 4411 N. Ravenswood Avenue Chicago, Illinois 60640 Phone : (773) 336-6038 Url : heartlandalliance.org Email : dedaniels@heartlandalliance.org Demetrius Daniels Prong 2 Start Date: 9/17/2018	Y	0
19	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
21	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : (618) 985-5555 Url : www.ilba.org Email : dgray@ilba.org Debra Gray	N	0
22	Illinois Center for Broadcasting 455 Eisenhower Ln S Lombard, Illinois 60148 Phone : (630) 916-1700 Url : http://www.beonair.com Email : cjackson@beonair.com Carl Jackson	Y	0
23	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : (216) 930-4339 Url : www.beonair.com Email : fmuller@beonair.com Fax : 1-216-930-4339 Francesca Muller	Y	0

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24	Indeed.com - Not Directly Contacted by SEU	N	1
25	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 Ext. 711 Url : www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
26	Internal Candidate	N	4
27	Internal Transfer/Promotion	N	1
28	Knox College 2 E. South Street Galesburg, Illinois 61401 Phone : 309-341-7436 Url : http://www.knox.edu/Offices-and-Services/Center-fo Email : careers@knox.edu Fax : 1-309-341-7708 Terrie Saline	Y	0
29	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 Phone : (847) 234-3100 Url : http://www.lakeforest.edu/life/cac/default.asp Email : degross@lakeforest.edu Helene Degross	Y	0
30	LinkedIn - Not Directly Contacted by SEU	N	5
31	LinkedIn / Word of Mouth	N	3
32	Media Advertising Club of Chicago 315 New Salem Park Forest, Illinois 60466 Phone : 773-892-7217 Email : info@themacchicago.com Kelsey Del Monico	Y	0
33	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, Illinois 60661 Phone : (312) 454-1111 Url : http://www.millerbroadcast.com/ Email : info@millerbroadcast.com Fax : 1-312-454-0044 Matt Miller	Y	0

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34	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Url : <a href="http://www.millikin.edu/career/Pages/default.aspx">http://www.millikin.edu/career/Pages/default.aspx</a> Email : <a href="mailto:career-center@millikin.edu">career-center@millikin.edu</a> Lashonda Anderson	Y	0
35	Moody Bible Institute 820 N. LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Url : <a href="http://www.moody.edu/edu_mainpage.aspx?id=5340">http://www.moody.edu/edu_mainpage.aspx?id=5340</a> Email : <a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a> Patrick Friedline	Y	0
36	Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5313 Url : <a href="http://www.morainevalley.edu">http://www.morainevalley.edu</a> Email : <a href="mailto:farooquit@morainevalley.edu">farooquit@morainevalley.edu</a> Tamima Farooqui	Y	0
37	National Association of Black Journalists Chicago Chapter P.O. Box 81228 Chicago, Illinois 60681-0228 Phone : (773) 960-8304 Email : <a href="mailto:secretary@nabjchicago.org">secretary@nabjchicago.org</a> Tony Smith	N	0
38	National Association of Hispanic Journalists Region 6 547 S. Clark Street Unit 401 Chicago, Illinois 60605 Phone : (630) 605-8055 Email : <a href="mailto:nahj.chi@gmail.com">nahj.chi@gmail.com</a> Blanca Rios	N	0
39	North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5141 Url : <a href="http://northcentralcollege.edu/x3708.xml">http://northcentralcollege.edu/x3708.xml</a> Email : <a href="mailto:career@noctrl.edu">career@noctrl.edu</a> Haydee Nunez	Y	0

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40	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, Illinois 60625 Phone : (773) 442-4680 Url : <a href="http://www.neiu.edu/~deptpoff/employers/index.htm">http://www.neiu.edu/~deptpoff/employers/index.htm</a> Email : <a href="mailto:Career-Services@neiu.edu">Career-Services@neiu.edu</a> Fax : 1-773-442-4690 Career Services	Y	0
41	Northwestern College 7725 S. Harlam Avenue Bridgeview, Illinois 60455 Phone : (708) 237-5000 x2630 Url : <a href="http://www.northwesterncollege.edu/career-placemen">http://www.northwesterncollege.edu/career-placemen</a> Email : <a href="mailto:abuoscio@nc.edu">abuoscio@nc.edu</a> Amy Buoscio	Y	0
42	Northwestern University School of Communication 2240 Campus Drive Evanston, Illinois 60208 Phone : (847) 467-5143 Url : <a href="https://www.communication.northwestern.edu">https://www.communication.northwestern.edu</a> Email : <a href="mailto:katherine.lelek@northwestern.edu">katherine.lelek@northwestern.edu</a> Katherine Lelek	Y	0
43	Northwestern University-School of Continuing Education 339 E. Chicago Ave. Chicago, Illinois 60611 Phone : (847) 491-2567 Url : <a href="http://www.scs.northwestern.edu/student/">http://www.scs.northwestern.edu/student/</a> Email : <a href="mailto:recruit@northwestern.edu">recruit@northwestern.edu</a> Kim Corbin	Y	0
44	Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : (815) 939-5243 Url : <a href="http://www.olivet.edu">www.olivet.edu</a> Email : <a href="mailto:careers@olivet.edu">careers@olivet.edu</a> Fax : 1-815-939-5094 Poppy Miller	Y	0

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45	Publicity Club of Chicago P.O. Box 514 Dundee, Illinois 60018 Phone : (773) 463-5560 Url : <a href="http://www.publicity.org">www.publicity.org</a> Email : <a href="mailto:office@publicity.org">office@publicity.org</a> Donna Lake	N	0
46	Purdue University – Calumet 2200 169th Street Hammond, Indiana 46323 Phone : (219) 989-2600 Url : <a href="http://webs.calumet.purdue.edu/careerservices/">http://webs.calumet.purdue.edu/careerservices/</a> Email : <a href="mailto:thecareercenter@pnw.edu">thecareercenter@pnw.edu</a> Jenny Solis	Y	0
47	Radio Facts 11054 Venture Blvd. #142 Studio City, California 91604 Phone : (323) 285-6099 Url : <a href="http://www.radiofacts.com">www.radiofacts.com</a> Email : <a href="mailto:staff@radiofacts.com">staff@radiofacts.com</a> Kevin Ross	N	0
48	Rainbow/Operation Push 930 E. 50th Street Chicago, Illinois 60615 Phone : (773) 373-3366 Url : <a href="http://rainbowpush.org/">http://rainbowpush.org/</a> Email : <a href="mailto:info@rainbowpush.org">info@rainbowpush.org</a> Candice Brown	Y	0
49	Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : <a href="http://www.robertmorris.edu/careerservices/">http://www.robertmorris.edu/careerservices/</a> Email : <a href="mailto:bboersma@robertmorris.edu">bboersma@robertmorris.edu</a> Bonnie Boersma	Y	0
50	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : <a href="http://www.sxu.edu">www.sxu.edu</a> Email : <a href="mailto:baugh@sxu.edu">baugh@sxu.edu</a> Joshua Baugh	Y	0

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51	Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2603 Url : <a href="http://careerservices.siu.edu/">http://careerservices.siu.edu/</a> Email : <a href="mailto:cobtbecker@business.siu.edu">cobtbecker@business.siu.edu</a> Thomas Becker	Y	0
52	The Chicago Chapter of the Alliance for Women in Media 1213 W. Lexington Chicago, Illinois 60607 Phone : (773) 636-8925 Url : <a href="http://www.awmchicago.org">www.awmchicago.org</a> Email : <a href="mailto:sh7175@yahoo.com">sh7175@yahoo.com</a> Sandra Hernandez	N	0
53	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, Illinois 60608 Phone : (312) 997-3647 Url : <a href="http://chicagolighthouse.org/">http://chicagolighthouse.org/</a> Email : <a href="mailto:adnana.saric@chicagolighthouse.org">adnana.saric@chicagolighthouse.org</a> Adnana Saric	Y	0
54	University of Illinois Student Services Arcade Building, MC-383 715 South Wright Street Champaign, Illinois 61820 Phone : (217) 333-0820 Url : <a href="http://www.hireillini.com/">http://www.hireillini.com/</a> Email : <a href="mailto:bneig2@illinois.edu">bneig2@illinois.edu</a> Brian Neighbors	Y	0
55	Wilbur Wright College 4300 N. Narragansett Chicago, Illinois 60634 Phone : (773) 481-8527 Url : <a href="http://wright.ccc.edu/services/job_placement/">http://wright.ccc.edu/services/job_placement/</a> Email : <a href="mailto:wrightcareercenter@ccc.edu">wrightcareercenter@ccc.edu</a> Irene Home	Y	0
56	Word of Mouth Referral	N	3

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57	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/9/2019	Participation in other activities designed by the station employment unit	Our SEU's WGCI-FM, established an annual music summit providing a platform for Chicago music artists, producers and songwriters to network and learn valuable skills for music business careers. As a part of this effort, on November 9, 2019, the SEU hosted panel discussions, networking sessions and artist showcase at Harold Washington Cultural Center in Chicago, IL. SEU participants included Region Senior Vice President of Programming, Vice President of Programming, Program Director, On-Air Talent and record label music executives, who spoke about music and radio broadcasting careers.	4	Region Senior Vice President of Programming Vice President of Programming Program Director Morning Show Co-Host
2	11/12/2019	Participation in events sponsored by community groups	Our SEU established an ongoing community partnership and in-kind media campaign to support Dress for Success Worldwide - Central, which mission is to empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in the workplace. As part of this effort, on November 12, 2019, the SEU co-sponsored the "Women of Power" Breakfast held at the Kimpton Allegro Hotel. The SEU's Midday Show Host served as Mistress of Ceremonies and the Senior Vice President of Communications spoke about career advancement in the radio industry and received the organization's Luminary Leadership Award for providing women across the Chicagoland area with pathways and opportunities.	1	Senior Vice President of Communications Midday Show Host

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	2/21/2020	Participation in events or programs sponsored by educational institutions	On February 21, 2020, our SEU hosted college students from DePaul University for a station tour. SEU participants included our Senior Director of Research, Digital Program Director, Digital Content Director and On-Air Talent, who spoke with the students about the radio industry and career opportunities.	4	Digital Program Director Digital Content Manager On-Air Talent Senior Director of Research
4	4/10/2020	Provision of training to management	On April 10, 2020 Our SEU's Senior Vice President of Communications participated in a virtual webinar provided by Women of Color in Communications, which focuses on women's leadership and provides a platform to address diversity and inclusion in the media industry. The webinar included information about employee management, engagement and retention during the coronavirus pandemic.	1	Senior Vice President of Communications
5	5/27/2020	Participation in events or programs sponsored by educational institutions	On May 27, 2020, our SEU participated in a virtual career workshop at the Illinois Media School in Chicago, IL, which focuses in education and training for entry level positions in broadcast media. SEU participant included our Digital Content Manager, who spoke about careers in the radio industry.	1	Digital Content Manager

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6	6/15/2020	Participation in events or programs sponsored by educational institutions	Our SEU's WGCI-FM, developed an ongoing community partnership and in-kind media campaign to support the Scott Joplin Elementary and Middle School Music Program in Chicago, IL, which teaches students valuable skills that are transferable to the workplace. The SEU has raised over \$85,000 in donations from the SEU's annual concerts to support the school's music program. As part of this effort, on June 15, 2020, our SEU participated in the school's virtual graduation for students, parents and school administrators. Our Morning Show Hosts spoke at the graduation about the importance of education, career preparation and career advancement. The SEU's Region President, Vice President of Programming and Director of Marketing and Promotions also attended the event.	4	Morning Show Co-Host Morning Show Co-Host Morning Show Co-Host Director of Marketing and Promotions
7	6/17/2020	Participation in events sponsored by community groups	Our SEU established an ongoing community partnership and in-kind media campaign to support the Chicago Urban League, which focuses on creating opportunities to transform people's lives through employment and education. As part of this effort, on June 17, 2020, the SEU was co-presenting sponsor of the Chicago Urban League CityWide Job Fair, which provided opportunities for job seekers to connect with a diverse group of employers. The SEU's participation included airing public service announcements, community affairs show interviews, and digital support to promote awareness of the employment fair.	4	Senior Vice President Communications Sales/Community Affairs Coordinator On-Air-Talent Production Manager

**WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	6/18/2020	Establishment of a mentoring program	Our SEU established an iHeartMedia Women's Initiative Network (WiN) to foster growth for the SEU's female employees by providing a platform to empower, network, learn and develop deeper professional relationships with our female leaders. As a part of this effort, on June 18, 2020, the SEU hosted a virtual workshop with iHeartMedia Chicago Local Advisory Board Member and President/CEO of Chicago Foundation for Women, which focuses on leadership and advocacy for women. The workshop focused on women in the workplace, home/work balance, career advancement and the effects of the coronavirus pandemic on women and families. Thirty-seven of the SEU's female employees participated in the workshop, which included Executive Vice President and Chief People Officer, President of Strategic Partnerships, Senior Vice President of HR, Senior Vice President of Communications, Director of Commercial Traffic, Director of Marketing and Promotions and General Sales Manager.	4	Senior Vice President of Communications Director of Commercial Traffic Director of Marketing and Promotions General Sales Manager
9	6/19/2020	Participation in events sponsored by community groups	Our SEU established an ongoing community partnership and in-kind media campaign to support the Chicago Urban League, which focuses on creating opportunities to transform people's lives through employment and education. As part of this effort, on June 19, 2020, the SEU was the media sponsor of the virtual Chicago Urban League Summit 2020 held in Chicago, IL. SEU's Region Senior Vice President of Programming participated in the "Future of Work" Panel Discussion and spoke about trends, strategies and the evolving workplace in the radio industry.	1	Region Senior Vice President of Communications