

**WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 - July 31, 2018**

**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
National Promotions Coordinator	1-11, 13-16, 18-27, 29-33, 35-39, 42-45, 47-53, 55-59, 61	11
National Sales Coordinator	1-11, 13-16, 18-27, 29-33, 35-39, 42-45, 47-53, 55-59, 61	11
IT Manager	1-10, 13-15, 18-33, 35-39, 42-45, 47-53, 55-61	22
National Promotions Coordinator	1-11, 13-16, 18-27, 29-39, 42-45, 47-59, 61	11
General Sales Manager	1-11, 13-16, 18-26, 29-33, 35-39, 42-45, 47-53, 55-59, 61-62	16
Digital Sales Strategist	1-11, 13-16, 18-26, 29-33, 35-39, 42-45, 47-53, 55-59, 61-62	16
Director of Marketing and Promotions	1-15, 18-26, 28-33, 35-39, 42-45, 47-53, 55-59, 61-62	12
On-Air Talent	17	17
On-Air Talent	17	17
Automotive Sales Manager	1-10, 13-16, 18-26, 29-33, 35-53, 55-62	16
National Sales Coordinator	1-11, 13-16, 18-26, 29-33, 35-53, 55-57, 59, 61-62	16

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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	AACF 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	Y	0
2	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	Y	0
3	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	Y	0
4	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	Y	0
5	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	Y	0

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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	Current Employee	N	13
12	Current Employee/Internal Promotion	N	1

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13	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
14	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
15	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3440 Url : <a href="https://elmhurst-csm.symplicity.com/employers/inde">https://elmhurst-csm.symplicity.com/employers/inde</a> Email : <a href="mailto:julien@elmhurst.edu">julien@elmhurst.edu</a> Fax : 1-630-617-3393 Julie Nosal	Y	0
16	Employee Referral	N	12
17	Exigent Circumstances	N	2
18	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
19	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

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20	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : <a href="http://hwashton.ccc.edu/studentservices/career">http://hwashton.ccc.edu/studentservices/career</a> . Email : <a href="mailto:kbowens3@ccc.edu">kbowens3@ccc.edu</a> Kim Bowens	Y	0
21	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
22	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
23	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : (618) 985-5555 Url : <a href="http://www.ilba.org">www.ilba.org</a> Email : <a href="mailto:dgray@ilba.org">dgray@ilba.org</a> Debra Gray	N	0
24	Illinois Center for Broadcasting 455 Eisenhower Ln S Lombard, Illinois 60148 Phone : (630) 916-1700 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Carl Jackson	Y	0
25	Illinois Hispanic Chamber of Commerce 222 W Merchandise Mart Plaza #1212 Chicago, Illinois 60654 Phone : (312) 425-9500 Url : <a href="http://www.ihccbusiness.net">http://www.ihccbusiness.net</a> Email : <a href="mailto:lalba@ihccbusiness.net">lalba@ihccbusiness.net</a> Lizet Alba	N	0

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26	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
27	Illinois Wesleyan University 1312 Park Street Bloomington, Illinois 61701 Phone : (309) 556-1000 Url : http://www.iwu.edu/ccenter/ Email : wkistner@iwu.edu Warren Kistner  Prong 2 Ended Date: 12/12/2017	N	0
28	Indeed.com - Not Directly Contacted by SEU	N	7
29	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
30	Insite Training Systems 4343 W. 123rd Street Alsip, Illinois 60803 Phone : (708) 371-9700 Url : http://www.sertomacentre.org/ Email : lrenardo@sertomacentre.org Fax : 1-708-371-9747 Linda Renardo  Prong 2 Ended Date: 3/19/2018	N	0
31	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

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32	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 Phone : (847) 234-3100 Url : <a href="http://www.lakeforest.edu/life/cac/default.asp">http://www.lakeforest.edu/life/cac/default.asp</a> Email : <a href="mailto:degross@lakeforest.edu">degross@lakeforest.edu</a> Helene Degross	Y	0
33	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : (815) 836-5282 Url : <a href="https://lewisu-csm.symplicity.com/employers/index">https://lewisu-csm.symplicity.com/employers/index</a> . Email : <a href="mailto:careerservices@lewisu.edu">careerservices@lewisu.edu</a> Mary M. Myers  Prong 2 Ended Date: 7/10/2018	N	0
34	LinkedIn - Not Directly Contacted by SEU	N	1
35	Media Advertising Club of Chicago 315 New Salem Park Forest, Illinois 60466 Phone : 773-892-7217 Email : <a href="mailto:info@thamacchicago.com">info@thamacchicago.com</a> Kelsey Del Monico	Y	0
36	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, Illinois 60661 Phone : (312) 454-1111 Url : <a href="http://www.millerbroadcast.com/">http://www.millerbroadcast.com/</a> Email : <a href="mailto:info@millerbroadcast.com">info@millerbroadcast.com</a> Fax : 1-312-454-0044 Matt Miller	Y	0
37	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

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38	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
39	Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5722 Url : <a href="http://www.morainevalley.edu/counseling/Default.ht">http://www.morainevalley.edu/counseling/Default.ht</a> Email : <a href="mailto:taylor@morainevalley.edu">taylor@morainevalley.edu</a> Fax : 1-708-974-0561 David Taylor	Y	0
40	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
41	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
42	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
43	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



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44	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
45	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
46	Northwestern University-Medill 1845 Sheridan Road Room 107, Fisk Hall Evanston, Illinois 60208 Phone : (847) 467-1598 Email : <a href="mailto:john.donahue1@northwestern.edu">john.donahue1@northwestern.edu</a> Jerry Donahue	N	0
47	Northwestern University-School of Continuing Education 339 E. Chicago Ave. Chicago, Illinois 60611 Phone : 3125031416 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> Fax : 1-312-503-4942 Vanessa Carpenter	Y	0
48	Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : 815-939-5243 Url : <a href="http://oodb.olivet.edu/forms/career/JobPosting/job">http://oodb.olivet.edu/forms/career/JobPosting/job</a> Email : <a href="mailto:careers@olivet.edu">careers@olivet.edu</a> Fax : 1-815-939-5094 Mary Anderson	Y	0
49	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

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50	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
51	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
52	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
53	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : <a href="http://www.sxu.edu/Administrative/Counsel_Career_S">http://www.sxu.edu/Administrative/Counsel_Career_S</a> Email : <a href="mailto:fitzpatrick@sxu.edu">fitzpatrick@sxu.edu</a> Mary Fitzpatrick	Y	0
54	Self Referral	N	1
55	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

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56	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
57	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:shelia.perkins@chicagolighthouse.org">shelia.perkins@chicagolighthouse.org</a> Fax : 1-312-243-8539 Shelia Perkins	Y	0
58	Trinity Christian College 6601 W. College Drive Palos Heights, Illinois 60463 Phone : 708-371-9700, x212 Url : <a href="http://www.trnty.edu/Cooper-Center/career.html">http://www.trnty.edu/Cooper-Center/career.html</a> Email : <a href="mailto:kkonopka@sertomacentre.org">kkonopka@sertomacentre.org</a> Kristy Konopka  Prong 2 Ended Date: 6/6/2018	N	0
59	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
60	Unknown (source not adequately identified upon inquiry by SEU)	N	3
61	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

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62	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>44</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	8/8/2017	Participation in events sponsored by community groups	Our SEU's WGCI-FM developed a community partnership and in-kind media campaign to support True Star Foundation and Media, which teaches students valuable skills that are transferable to the workplace. As part of this effort, on August 8, 2017, our SEU hosted student participants for a station visit. SEU participants included our Vice President of Engineering, Senior Account Executive, Digital Content Manager and Midday Show Host, who provided guidance regarding careers in broadcasting.	4	Vice President of Engineering Senior Account Executive Digital Content Manager Midday Show Host
2	8/31/2017	Participation in events sponsored by community groups	On August 31, 2017, our SEU hosted high school students from State of Emerge-A-City's Leadership Development Program in Chicago, IL for a station tour. SEU participant included our Director of Marketing and Promotions, Midday Show Host, Traffic Manager and Senior Account Executive, who spoke with the students about the radio industry and career opportunities in broadcasting.	4	Director of Marketing and Promotions Midday Show Host Traffic Manager Senior Account Executive
3	9/21/2017	Participation in events or programs sponsored by educational institutions	On September 21, 2017, our SEU hosted students from Illinois Media School for a station tour. SEU participants included our Urban Production Director, Traffic Manager, Senior Account Executive and Midday Host, who spoke with the students about the radio industry and career opportunities in broadcasting.	4	Urban Production Director Traffic Manager Senior Account Executive Midday Show Host
4	10/20/2017	Participation in events sponsored by community groups	On October 20, 2017, our SEU hosted The Innovation Foundation's Chicago Ideas Week participants for a station tour. The SEU participants included our Region President, Production Director and Strategy Manager, who spoke with the participants about the radio industry, commercial production and career opportunities in broadcasting.	3	Region President Strategy Manager Production Director

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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>
5	11/2/2017	Participation in events sponsored by community groups	On November 2, 2017, our SEU participated in the United Negro College Fund (UNCF) Empower Me Tour at the University of Chicago in Chicago, IL. SEU participant included our Weekend Show Host Show, who spoke to high school students about on-air talent, production, and programming careers in radio.	1	Weekend Show host
6	2/21/2018	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. As part of this effort, on February 21, 2018, our SEU sponsored a musical performance by a national recording artist for the school's music students. Our Region President, Morning Show Co-Hosts and National Recording Artist, spoke to students and school administrators about music and broadcast media careers.	4	Region President Morning Show Host Morning Show Host National Recording Artist
7	3/7/2018	Participation in events sponsored by community groups	On March 7, 2018, our SEU hosted high school students from the Tilden TV and Radio Mentoring Program for a station tour. SEU participants included our Region President, Senior Vice President of Programming, Vice President of Engineering and Director of Urban Programming, who spoke with the students about the radio industry and career opportunities in broadcasting.	4	Region President Senior Vice President of Programming Vice President of Engineering Director of Urban Programming
8	4/28/2018	Participation in Job Fairs	On April 28, 2018, our SEU participated in the National Association of Black Journalists and National Association of Hispanic Journalists Journalism Job Fair at the Northwestern's Medill School of Journalism in Chicago, IL. SEU participants included our Senior Vice President of Communications and General Sales Manager, who spoke with participants about careers in radio, including positions at our SEU stations.	2	Senior Vice President of Communications General Sales Manager

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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>
9	6/7/2018	Establishment of a mentoring program	Our SEU established a local 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 7, 2018, the SEU hosted a panel discussion with our Executive Vice President of Programming and Morning Show Host, who spoke about their career path and opportunities for career advancement.	2	Executive Vice President of Programming Morning Show Host
10	6/20/2018	Participation in Job Fairs	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 a part of this effort, on June 20, 2018, the SEU participated in the Chicago League Job Fair at the UIC Forum in Chicago, IL. SEU participants included our Senior Vice President of Communications, General Sales Manager, Promotions Director and Afternoon Show Host, who spoke with participants about careers in radio, including positions at our SEU stations.	4	Senior Vice President of Communications General Sales Manager Promotions Director Afternoon Show Host