

WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
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
Digital Content Manager	1-11, 13-16, 19-26, 28-30, 32-33, 36-49, 51-58, 61-62, 64	11
Digital Planner	1-10, 13-15, 19-26, 28-30, 32-33, 35-58, 61-62, 64	35
Director of Traffic	1-15, 19-21, 23-49, 51-58, 61-64	12
Market Chief Engineer	1-11, 13-16, 19-21, 23-26, 28, 30, 32-33, 36-49, 51-59, 61-64	16
National Promotions Coordinator	1-15, 19-21, 23-26, 28, 30, 32-33, 36-49, 51-58, 61-62, 64	12
National Sales Coordinator	1-11, 13-15, 18-26, 28, 30, 32-33, 35-58, 61-62, 64	18
Sales Coordinator	1-10, 13-15, 19-21, 23-26, 28-34, 36-49, 51-58, 61-64	29
Sales Coordinator	1-11, 13-17, 19-26, 28-30, 32-33, 36-49, 51-58, 61-62, 64	11
Sales Coordinator	1-11, 13-16, 19-26, 28-30, 32-33, 35-58, 61-64	16
Senior Account Executive	1-10, 13-17, 19-26, 28-30, 32-33, 36, 38-58, 61-64	16
Senior Account Executive	1-10, 13-16, 19-21, 23-26, 28, 30, 32-33, 36-49, 51-58, 61-62, 64	16
Senior Account Executive	1-10, 13-16, 19-21, 23-26, 28, 30, 32-33, 36-49, 51-58, 61-62, 64	16
Senior Account Executive	1-10, 13-16, 19-26, 28, 30, 32-33, 36, 38-58, 61-64	16
Senior Account Executive	1-10, 13-16, 19-21, 23-28, 30-34, 36, 38-41, 44-49, 51-58, 60-62, 64	16
Senior Automotive Account Executive	1-10, 13-16, 19-21, 23-34, 36, 38-49, 51-58, 60-62, 64	16
Traffic Manager	1-11, 13-15, 19-26, 28-30, 32-33, 36-58, 61-62, 64	11

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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	AACF Computer Learning Center 6707 North Ave. Oak Park, Illinois 60302 Phone : (708) 848-1700 Url : http://www.aacfworks.org/ Email : info@aacfworks.org Fax : 1-708-848-3701 Tami Yarbrough	Y	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : http://www.augustana.edu/x649.xml Email : jamiemckenzie@augustana.edu 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 : http://cms.bsu.edu/About/AdministrativeOffices/Car Email : careercenter@bsu.edu Fax : 1-765-285-3757 Amy Logan	Y	0
4	Benedictine University 5700 College Drive Lisle, Illinois 60532 Phone : (630) 829-6037 Url : http://www.ben.edu/resources/careerdevelopment/bul Email : career@ben.edu 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 : http://www.blackcollegeradio.com/ Email : BCRMail@aol.com Lo Jelks	Y	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
6	Chicago House and Social Service Agency 1925 N. Clybourn Avenue Suite 401 Chicago, Illinois 60614 Phone : (708) 248-5200, Ext. 386 Url : www.chicagohouse.org Email : jhenderson@chicagohouse.org James Henderson	N	0
7	Chicago State University 9501 S. King Drive Chicago, Illinois 60628 Phone : (773) 995-2327 Url : http://www.csu.edu/careerdevelopment/ Email : careercenter@csu.edu Penny Bailey	Y	0
8	Chicago Urban League 4510 S, Michigan Chicago, Illinois 60653 Phone : (773) 285-5800 Url : www.thechicagourbanleague.com Email : kcoleman@thechicagourbanleague.org Karen Coleman	N	0
9	City Colleges of Chicago 226 W. Jackson Blvd. 13th Floor Chicago, Illinois 60606 Phone : (312) 850-7267 Url : www.ccc.edu Email : tjohnson616@ccc.edu Toya Johnson	Y	0
10	Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312.369.4130 Url : http://www.colum.edu/Students/Career/index.php Email : VRobbins@colum.edu Valerie Robbins	Y	0
11	Current Employee	N	12
12	Current Employee - Transfer/Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	DePaul University 1 E. Jackson Chicago, Illinois 60604 Phone : (312) 362-5874 Url : http://careercenter.depaul.edu/employer/hire/post_ Email : KMCCOY9@depaul.edu Karyn McCoy	Y	0
14	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : http://www.eiu.edu/careers/ Email : lkhugg@eiu.edu Fax : 1-217-581-2222 Lisa Hugg	Y	0
15	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-6457 Url : www.elmhurst.com Email : hollyc@elmhurst.edu Holly Coffin	Y	0
16	Employee Referral	N	19
17	GlassDoor - not directly contacted by SEU	N	2
18	Google - Not Directly Contacted by SEU	N	1
19	Governors State University 1 University Parkway University Park, Illinois 60466 Phone : (708) 235-3974 Url : http://www.govst.edu/sas/t_career.aspx?id=1000 Email : career@govst.edu Darcie Campos	N	0
20	Greater Far South Halsted (IL Route 1) Chamber of Commerce 10615 South Halsted Street Chicago, Illinois 60628 Phone : 518-556-1641 Email : greaterfarsouthhalstedcc@gmail.com Fax : 1-773-941-4019 Linda Clarke	Y	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
21	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashtington.ccc.edu/studentservices/career . Email : kbowens3@ccc.edu Kim Bowens	Y	0
22	Heartland Alliance Human Care 4411 N. Ravenswood Avenue Chicago, Illinois 60640 Phone : (773) 336-6038 Url : heartlandalliance.org Email : dedaniels@heartlandalliance.org Demetrius Daniels	Y	0
23	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
24	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	13
25	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
26	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

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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	Illinois Hispanic Chamber of Commerce 222 W Merchandise Mart Plaza #1212 Chicago, Illinois 60654 Phone : (312) 425-9500 Url : http://www.ihccbusiness.net Email : lalba@ihccbusiness.net Lizet Alba	N	0
28	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
29	Indeed.com - Not Directly Contacted by SEU	N	17
30	Inside Radio P.O. Box 567925 Atlantia, Georgia 31156 Phone : (800) 248-4242 Ext. 711 Url : www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
31	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	N	0
32	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : (815) 836-5282 Url : https://lewisu-csm.symplicity.com/employers/index . Email : careerservices@lewisu.edu Mary M. Myers	N	0
35	LinkedIn - Not Directly Contacted by SEU	N	5
36	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
37	Medill School of Journalism - Northwestern 1845 Sheridan Road Fisk Hall - 101 Evanston, Illinois 60208 Phone : (847) 467-2553 Url : www.medill.northwestern.edu Email : paul.manyara@northwestern.edu Paul Manyara	N	0
38	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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39	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Url : http://www.millikin.edu/career/Pages/default.aspx Email : career-center@millikin.edu Lashonda Anderson	Y	0
40	Moody Bible Institute 820 N. LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/edu_mainpage.aspx?id=5340 Email : careerdev@moody.edu Patrick Friedline	Y	0
41	Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5313 Url : http://www.morainevalley.edu Email : farooquit@morainevalley.edu Tamima Farooqui	Y	0
42	National Association of Black Journalists Chicago Chapter P.O. Box 81228 Chicago, Illinois 60681-0228 Phone : (773) 960-8304 Email : secretary@nabjchicago.org Tony Smith	N	0
43	National Association of Hispanic Journalists Region 6 547 S. Clark Street Unit 401 Chicago, Illinois 60605 Phone : (630) 605-8055 Email : nahj.chi@gmail.com Blanca Rios	N	0
44	North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5141 Url : http://northcentralcollege.edu/x3708.xml Email : career@noctrl.edu Haydee Nunez	Y	0

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

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

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56	Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2603 Url : http://careerservices.siu.edu/ Email : cobtbecker@business.siu.edu Thomas Becker	Y	0
57	The Chicago Chapter of the Alliance for Women in Media 1213 W. Lexington Chicago, Illinois 60607 Phone : (773) 636-8925 Url : www.awmchicago.org Email : sh7175@yahoo.com Sandra Hernandez	N	0
58	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, Illinois 60608 Phone : (312) 997-3647 Url : http://chicagolighthouse.org/ Email : adnana.saric@chicagolighthouse.org Adnana Saric	Y	0
59	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : https://www.sbe.org/ Scott Jones Manual Posting	N	0
60	Trinity Christian College 6601 W. College Drive Palos Heights, Illinois 60463 Phone : 708-371-9700, x212 Url : http://www.trnty.edu/Cooper-Center/career.html Email : kkonopka@sertomacentre.org Kristy Konopka	N	0
61	University of Illinois Student Services Arcade Building, MC-383 715 South Wright Street Champaign, Illinois 61820 Phone : (217) 333-0820 Url : http://www.hireillini.com/ Email : bneig2@illinois.edu Brian Neighbors	Y	0

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62	Wilbur Wright College 4300 N. Narragansett Chicago, Illinois 60634 Phone : (773) 481-8527 Url : http://wright.ccc.edu/services/job_placement/ Email : wrightcareercenter@ccc.edu Irene Home	Y	0
63	Word of Mouth Referral	N	7
64	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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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	8/6/2018	Provision of training to management	On August 6, 2018 our Region President, Region Senior Vice President of Programming, Region Senior Vice President of Sales, Senior Vice President of Communications, Program Directors, Finance Manager, General Sales Managers, Director of Marketing, Promotions Directors and Strategy Manager participated in a Diversity & Inclusion Education Training Program provided by The Kaleidoscope Group entitled "Diversity & Inclusion," which included information about creating an inclusive work environment, the impact of diversity and inclusion on employment recruitment and retention.	4	Region President Region Senior Vice President of Programming Region Senior Vice President of Sales Senior Vice President of Communications
2	9/11/2018	Participation in Job Fairs	On September 11, 2018, our SEU participated in the City Career Fair Diversity Employment Day Career Fair at the Hilton Garden Inn in Chicago, IL. SEU participants included our Senior Vice President of Communications, General Sales Manager, Morning Show Host, Director of Marketing and Promotions Director, who spoke with participants about careers in radio, including positions at SEU stations.	4	Senior Vice President of Communications Director of Marketing General Sales Manager Promotions Director
3	9/13/2018	Establishment of a mentoring program	Our SEU established the 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 September 13, 2018 the SEU hosted a workshop with our Senior Vice President of Operations, Senior Vice President of Communications, Senior Vice President of Multi-Marketing Partnerships and Vice President of Sales, who spoke about their career path and preparation for career advancement at the SEU stations and the radio industry.	4	Senior Vice President of Operations Senior Vice President of Communications Senior Vice President of Multi-Market Partnerships Vice President of Sales

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4	9/28/2018	Participation in Job Fairs	On September 28, 2018, our SEU participated in the Illinois Broadcasters Association/DePaul University Career Fair at DePaul University in Chicago, IL. SEU participants included our Promotions Director and Senior Account Executive, who spoke with participants about careers in radio, including positions at SEU stations.	2	Promotions Director Senior Account Executive
5	10/10/2018	Participation in events sponsored by community groups	On October 10, 2018, our SEU participated in the Publicity Club of Chicago (PCC) "Powerful Women in Media" Panel Discussion in Chicago, IL. SEU participant included our Morning Show Host who provided guidance regarding careers in broadcasting. SEU's Senior Vice President of Communications attended the event was on hand to answers questions about SEU's employment opportunities.	2	Morning Show Host Senior Vice President of Communications
6	10/17/2018	Participation in events sponsored by community groups	On October 17, 2018, our SEU hosted The Innovation Foundation's Chicago Ideas Week participants for a station tour. The SEU participants included our Digital Program Director, Promotions Director, Midday Personality and Show Producer, who spoke with the participants about the radio industry, commercial production and career opportunities in broadcasting.	4	Digital Program Director Promotions Director Midday Host Show Producer
7	11/7/2018	Participation in events sponsored by community groups	On November 7, 2018, our SEU hosted high school students from the Embarc Chicago Program for a station tour. SEU participants included our Senior Vice President of Communications, Program Director, Director of Marketing and Senior Account Executive, who spoke with the students about the radio industry and career opportunities in broadcasting.	4	Senior Vice President of Communications Program Director Director of Marketing Senior Account Executive

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8	3/1/2019	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, March 1, 2019, our SEU participated in the school's musical band presentation and Black History Month program for the students. Our Region President and Morning Show Host were on hand to provide information to students and school administrators about music and broadcast media careers.	2	Region President Morning Show Host
9	3/7/2019	Provision of training to management	On March 7, 2019, our Region President, Region Senior Vice President of Programming, Senior Vice President of Communications, Program Directors, Finance Manager, General Sales Managers, Director of Marketing, Promotions Directors and Strategy Manager participated in a managers training program provided by iHeartMedia corporate, which included information about compliance with the FCC's EEO rules and methods for widely disseminating information concerning employee recruitment, retention, vacancies, including various technical platforms provided by iHeartMedia.	4	Region President Region Senior Vice President of Programming Region Senior Vice President of Sales Senior Vice President of Communications
10	3/14/2019	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 March 14, 2019 the SEU hosted a workshop with Senior Vice President of Communications and Weekend Show host who spoke about their career path and goal-setting for career advancement in the radio industry.	2	Senior Vice President of Communications Weekend Show Host

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11	5/4/2019	Participation in Job Fairs	On May 4, 2019, 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 General Sales Manager, Midday Show Hosts, Senior Sales Administrator, who spoke with participants about careers in radio, including positions at SEU stations.	4	General Sales Manager Senior Sales Administrator Midday Show Host Midday Show Host
12	6/18/2019	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 18, 2019, 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, Promotions Director and Afternoon Show Host and Senior Sales Administrator, who spoke with participants about careers in radio, including positions at SEU stations.	4	Senior Vice President of Communications Promotions Director Afternoon Show Host Senior Sales Administrator
13	6/18/2019	Provision of training to management	On June 18, 2019 our Region President, Region Senior Vice President of Programming, Senior Vice President of Communications, Program Directors, Finance Manager, General Sales Managers, Director of Marketing, Promotions Directors and Strategy Manager participated in a Diversity & Inclusion Education Training Program provided by The Kaleidoscope Group entitled "The Power of Conscious Inclusion," which included information about business and community impact, effective communication, employee team building and creating an inclusive workplace environment.	4	Region President Region Senior Vice President of Programming General Sales Manager Senior Vice President of Communications