

WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
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
Senior Account Executive	1-5, 7-10, 12-29, 32-33, 37-41, 43-50, 52-56, 58, 60-65	37
Multimedia Automotive Account Executive	1-5, 7-10, 13-14, 17-29, 32-34, 37, 39- 41, 43-47, 49-50, 52-56, 58, 60-62, 64- 65	62
Digital Content Manager	1, 3-13, 17-20, 22-23, 25-27, 29, 31-33, 36-50, 52-58, 60-62, 64-65	31
Promotions Director	1, 3-14, 17-20, 22-23, 25-29, 31-33, 36- 41, 43-58, 60-62, 64-65	37
Sr. Automotive Account Executive	1, 3-4, 6-13, 17-20, 22-23, 25-27, 29, 32-33, 35, 38-41, 43-50, 52, 54-58, 60- 62, 64-65	35
Senior Account Executive	1, 3-4, 6-10, 12-15, 18-20, 22-23, 25- 27, 29-30, 33, 37-41, 43-45, 49-50, 52, 54-62, 64-65	14
Senior Automotive Account Executive	1, 3-4, 6-10, 12-13, 18-20, 22-23, 25- 27, 29, 33, 37-41, 43-45, 49-50, 52, 54- 58, 60-62, 64-65	37
Senior Automotive Account Executive	1, 3-4, 6-10, 12-13, 18-20, 22-23, 25- 27, 29, 33, 37-41, 43-45, 49-50, 52, 54- 58, 60-62, 64-65	37

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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	<p>ACCF 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</p>	Y	0
2	<p>Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : http://www.augustana.edu/x649.xml Jamie McKenzie Manual Posting Prong 2 Ended Date: 9/22/2022</p>	N	0
3	<p>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</p>	Y	0
4	<p>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</p>	Y	0
5	<p>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</p>	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 : info@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) 624-8812 Url : www.thechicagourbanleague.com Email : lparks@chiul.org Lynetta Parks	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 : 312.369.6844 Url : https://students.colum.edu/career-center/index.html Email : VRobbins@colum.edu Valerie Robbins	Y	0
11	DePaul University 1 E. Jackson Chicago, Illinois 60604 Phone : (312) 362-5874 Url : http://careercenter.depaul.edu/employer/hire/post_ Career Services Manual Posting	N	0

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12	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : http://www.eiu.edu/careers/ Email : eiu_employment@eiu.edu Fax : 1-217-581-2222 Lisa Hugg	Y	0
13	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3190 Url : www.elmhurst.com Email : alfie.chelette@elmhurst.edu Alfie Chelette	Y	0
14	Employee Referral	N	15
15	Glassdoor - Not directly contacted by SEU	N	2
16	Google Jobs - Not directly contacted by SEU	N	1
17	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 Darcie Campos Manual Posting	N	0
18	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
19	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashington.ccc.edu/studentservices/career Email : kbowens3@ccc.edu Kim Bowens	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
20	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
21	iHeartMedia Talent Acquisition	N	9
22	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
23	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	3
24	iHM Human Capital Acquisition	N	2
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 Media School-Chicago Campus 210 South Clark Suite 1900 Chicago, Illinois 60603 Phone : (312)-566-7972 Url : www.beonair.com Email : cklinger@beonair.com Fax : 1-216-930-4339 Christine Klinger	Y	0

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27	Illinois Media School-Lombard Campus 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : (630) 519-1394 Url : http://www.beonair.com Email : dlingemann@beonair.com Dustin Lingemann	Y	0
28	Indeed.com - Not directly contacted by SEU	N	6
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	Instagram - Not directly contacted by SEU	N	1
31	Internal Transfer/Promotion	N	4
32	Knox College 2 E. South Street Galesburg, Illinois 61401 Phone : 309-341-7436 Url : http://www.knox.edu/Offices-and-Services/Center-fo Terrie Saline Manual Posting	N	0
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	Linked In	N	1
35	Linked In - Not Directly Contacted by SEU	N	1
36	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Url : http://www.linkedin.com Attn Customer Service Manual Posting	N	0

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37	LinkedIn - Not directly contacted by SEU	N	54
38	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	3
39	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
40	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
41	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
42	Monster - Not directly contacted by SEU	N	1
43	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

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44	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
45	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
46	North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5146 Url : http://northcentralcollege.edu/x3708.xml Barbara Fouts Manual Posting	N	0
47	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, Illinois 60625 Phone : (773) 442-4680 Url : http://www.neiu.edu/~deptpoff/employers/index.htm Career Services Manual Posting Prong 2 Ended Date: 10/5/2022	N	0
48	Northwestern University School of Communication 2240 Campus Drive Evanston, Illinois 60208 Phone : (847) 467-5143 Url : https://www.communication.northwestern.edu Katherine Lelek Manual Posting	N	0
49	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

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50	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
51	On Air Announcements - (one or more SEU stations) Chicago, Illinois N/a N/a Manual Posting	N	0
52	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
53	Purdue University Northwest 2200 169th Street Hammond, Indiana 46323 Phone : (219) 989-2600 Url : http://www.pnw.edu/career-center Katelyn Caragher Prong 2 Ended Date: 9/19/2022	N	0
54	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
55	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

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56	Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : http://www.robertmorris.edu/careerservices/ Email : careers@rmu.edu Bonnie Boersma	Y	0
57	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : www.sxu.edu Email : centerforsuccess@sxu.edu Career Services	Y	0
58	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
59	Station Website Posting (navigation link to corporate careers website)	N	1
60	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
61	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
62	Unknown (source not adequately identified upon inquiry by SEU)	N	21
63	Walk in/Self-Referral Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	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
65	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			126

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	In September 2022, our SEU continued the iHeartMedia Chicago Pilot Internship Program in partnership with the Northwestern University School of Communication to provide a 12-week paid internship opportunity for six students in Programming, Promotions and Marketing, Public Affairs and BIN: Black Information Network. Our Senior Vice President of Communications, Vice President of Programming, Vice President of Network Operations, Director of Promotions and Marketing and Public Affairs Show Hosts managed the program which allowed the students to gain experience and acquire skills for broadcast employment in show production, event management, news gathering and community engagement. In June 2023, the SEU hired one of internship participants in a permanent part-time promotions position.	4	Senior Vice President, Communications Vice President, Programming Program Director Vice President, BIN News Operations
2	3/25/2023	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 March 25, 2023, the SEU hosted panel discussions, music critique and networking sessions at Kennedy King College in Chicago, IL. The SEU participants included Vice President of Programming, Program Director, Director of Marketing and Promotions, Promotions Director, On-Air Talent and record label music executives, who spoke about music and radio broadcasting careers.	4	Vice President, Programming Program Director Director of Marketing and Promotions Promotions Director

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3	4/21/2023	Participation in events or programs sponsored by educational institutions	On April 21, 2023, our SEU participated in the Michelle Obama School of Technology and the Arts Career Day for middle school students and school administrators. SEU participant included our Morning Show Contributor/On-Air Talent who spoke about broadcast careers and the importance of education, career preparation and career advancement.	1	Morning Show Contributor/On-Air Talent
4	6/1/2023	Sponsorship of events in the community designed to increase public awareness	<p>Our SEU established “Women Inspire Chicago,” a platform designed to promote mentoring and networking for the SEU's female employees with women executives in the Chicago Community. The participants include SEU’s female employees, the featured executive and their female employees, and moderated by the SEU’s On-Air Talent. The platform also includes a podcast focused on careers paths and women in leadership and hosted by the SEU’s Senior Vice President of Communications.</p> <p>As part of this effort on June 1, 2023, the SEU hosted a workshop at the SEU’s studios and featured the President and CEO of North Lawndale Employment Network. The workshop focused on career paths, career advancement, women in leadership, networking and mentorships. More than thirty attendees participated in the workshop, which included the SEU’s Senior Vice President of Communications, Vice President of Sales, Director of Marketing and Promotions, On-Air Talent, and female executives and board members from North Lawndale Employment Network.</p>	3	Senior Vice President, Communications Vice President of Sales Director of Marketing and Promotions

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5	6/28/2023	Provision of training to management	In June, 2023, our SEU's VP of Programming took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	VP of programming
6	6/28/2023	Provision of training to management	On June, 2023, our SEU's VP of Programming took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of programming
7	6/28/2023	Provision of training to management	On June, 2023, our SEU's VP of Programming took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	VP of programming
8	6/28/2023	Provision of training to management	On June, 2023, our SEU's VP of Programming took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	VP of programming

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9	7/17/2023	Sponsorship of events in the community designed to increase public awareness	<p>Our SEU established “Women Inspire Chicago,” a platform designed to promote mentoring and networking for the SEU's female employees with women executives in the Chicago Community. The participants include SEU's female employees, the featured executive and their female employees, and moderated by the SEU's On-Air Talent. The platform also includes a podcast focused on careers paths and women in leadership and hosted by the SEU's Senior Vice President of Communications.</p> <p>As part of this effort on July 17, 2023, the SEU hosted a workshop at the SEU's studios and featured the Owner of Garrett Popcorn Shops and the Director of Marketing of Garrett Popcorn Shops and Frango. The workshop focused on career paths, career advancement, women in leadership, networking and mentorships. More than forty attendees participated in the workshop, which included the SEU's Senior Vice President of Communications, Vice President of Sales, Director of Marketing and Promotions, On-Air Talent, and female employees of Garrett Popcorn Shops and Frango Chocolate.</p>	3	Senior Vice President, Communications Vice President of Sales Director of Marketing and Promotions On-Air Talent