

WCHI, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
EEO PUBLIC FILE REPORT
August 1, 2023 - July 31, 2024

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, 3-9, 11-14, 17-21, 23-27, 30-37, 42-43, 45-53, 55-57	21
Senior Account Executive	1, 3-9, 11-14, 17-21, 23-27, 30-37, 42-43, 45-53, 55-57	55
Digital Sales Strategist	1-13, 16-26, 29-37, 39-44, 46-50, 52-57	55
Senior Account Executive	1, 3-9, 11-13, 15, 17-21, 23-26, 28, 30-37, 42-43, 46-57	21
Senior Account Executive	1-12, 16-21, 23-26, 28-37, 39-43, 46-50, 52-57	55
Senior Account Executive	1-12, 16-21, 23-26, 28-37, 39-43, 46-50, 52-57	28
Outside Account Executive	1-8, 10-13, 16-26, 29-43, 47-50, 52-57	13

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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 Jamie McKenzie Manual Posting	N	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	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

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6	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
7	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
8	City Colleges of Chicago 180 N Wambash Chicago, Illinois 60601 Phone : (773) 291-6366 Url : www.ccc.edu Email : Chaymond-bussell@ccc.edu Charlene Haymond-Bussell	Y	0
9	Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312.369.6844 Url : https://students.colum.edu/career-center/index.html Email : industryrelations@colum.edu Valerie Robbins	Y	0
10	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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11	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
12	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
13	Employee Referral	N	16
14	Glassdoor - Not directly contacted by SEU	N	1
15	Google Jobs - Not directly contacted by SEU	N	1
16	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
17	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
18	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

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19	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
20	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
21	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	5
22	iHM Human Capital Acquisition	N	3
23	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
24	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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25	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
26	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
27	Instagram - Not directly contacted by SEU	N	1
28	Internal Candidate	N	2
29	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
30	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
31	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	48

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
34	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
35	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
36	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
37	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
38	Non-Employee Referral	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	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
40	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	N	0
41	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
42	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
43	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
44	On Air Announcements - (one or more SEU stations) Chicago, Illinois N/a N/a Manual Posting	N	0

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45	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
46	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
47	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
48	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
49	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
50	Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2603 Url : http://careerservices.siu.edu/ Email : careerdevelopment@siu.edu. Thomas Becker	Y	0

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51	Station Website Posting (navigation link to corporate careers website)	N	2
52	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
53	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
54	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : https://www.sbe.org/ Email : sjones@sbe.org Scott Jones	N	0
55	Unknown (source not adequately identified upon inquiry by SEU)	N	20
56	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
57	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			100

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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	8/24/2023	Participation in events sponsored by organizations representing the community	On August 24, 2023, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the President and Chief Executive Officer of the Executives' Club of Chicago. Among other things, workshop participants discussed different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	3	SVP of Public Engagement Director of Marketing and Promotions Program Director
2	10/12/2023	Participation in events sponsored by organizations representing the community	On October 12, 2023, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the President and CEO of YMCA Metropolitan Chicago, who discussed leadership skills needed for career advancement. Among other things, the workshop participants discussed different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	3	SVP of Public Engagement Director of Marketing and Promotions Program Director
3	11/1/2023	Establishment of an intern program designed to assist members of the community	During the reporting period, our SEU established an internship program in partnership with the Northwestern University School of Communication. We hosted six students for a program that covered Programming and Public Affairs. SEU participants, including our Senior Vice President of Programming, managed the program and helped students gain experience and learn skills needed to succeed in the broadcasting industry, including copywriting, music scheduling, and public engagement.	3	SVP of Public Engagement VP of Programming Program Director

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4	11/30/2023	Participation in events sponsored by organizations representing the community	On November 30, 2023, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the President and Chief Executive Officer of the Executives' Club of Chicago. Among other things, workshop participants discussed different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	3	SVP of Public Engagement Director of Marketing and Promotions Program Director
5	1/23/2024	Participation in events or programs sponsored by educational institutions	On January 23, 2024, our SEU participated in the Voice of Chicago Career Workshop for high school students at the Chicago Cultural Center. Our Morning Show Contributor/On-Air Talent spoke about broadcast careers and the importance of education, career preparation and career advancement.	1	On-Air Talent
6	1/25/2024	Participation in events sponsored by organizations representing the community	On January 25, 2024, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the Founder and President of DCC Marketing, who discussed leadership skills needed for career advancement. Among other things, the workshop focused on different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	3	VP of Sales Director of Marketing and Promotions Program Director
7	3/5/2024	Provision of training to management	On March 5, 2024, our SEU hosted an "Embracing Equity and Inspiring Inclusion" training program. The training program and workshop covered the importance of diversity and inclusion in the workplace and mentoring techniques to promote equal employment opportunities.	4	SVP of Public Engagement Director of Marketing and Promotions Program Director VP of Sales

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8	3/21/2024	Participation in events sponsored by organizations representing the community	On March 31, 2024, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the Chicago Public Schools Network 9 Chief of Schools, who discussed leadership skills needed for career advancement. Among other things, the workshop focused on different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	3	SVP of Public Engagement Director of Marketing and Promotions Program Director
9	6/20/2024	Participation in events sponsored by organizations representing the community	On June 20, 2024, our SEU hosted a workshop at our SEU's studios featuring a conversation about the skills needed to succeed in leadership and management roles, particularly as it relates to women. The workshop featured the Senior Vice President of News of NBC5 Chicago and Telemundo Chicago, who discussed leadership skills needed for career advancement. Among other things, the workshop focused on different pathways to career advancement, women in leadership, networking strategies, and career opportunities in various industries, including broadcasting.	4	SVP of Public Engagement Director of Marketing and Promotions Program Director VP of Sales