

**WDWS (AM) WHMS (FM) WKIO (FM)**  
**EEO PUBLIC FILE REPORT**  
August 1, 2019 – July 31, 2020

**I. VACANCY LIST**

**See Master Recruitment Source List (MRSL) for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to fill Vacancy</b>	<b>RS Referring Hiree</b>
<b>Sales Executive</b>	<b>1-17</b>	<b>10</b>

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**II. MASTER RECRUITMENT SOURCE LIST**

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12 MONTH PERIOD
1	Career Services Center University of Illinois Room 310 Turner Student Services Center 610 East John Champaign, IL 61820 phone- 217-333-0820	NO	0
2	Parkland College Career Center Parkland College 2400 West Bradley Champaign, IL 61821 ph-217-351-2200	NO	1
3	Illinois One Stop Career Center 1307 North Mattis Champaign, IL 61821 ph-217-278-5700	NO	0
4	College of Media Attention: Lynn Holley University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350	NO	0

5	Parkland College Attention: Eleni Kametas Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200	NO	1
6	College of Media Attention: Steve Hall University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350	NO	0
7	Danville Area Community College Career Services Martin Luther King Memorial Way 2000 East Main Danville, IL 61832 ph.-217-398-0970 www.dacc.edu	NO	0
8	Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820  ph-217-398-0970	NO	0
9	WDWS/WHMS /WKIO Attention: Mike Haile 15 East Main Champaign, IL 61820 ph.-217-351-5300  <a href="http://www.wdws.com">www.wdws.com</a> <a href="http://www.whms.com">www.whms.com</a> <a href="http://www.1079.wkio.com">www.1079.wkio.com</a>	NO	2

10	News Gazette, Inc Attention: John Reed 15 Main Street Champaign, IL <a href="http://www.news-gazette.com">www.news-gazette.com</a>	NO	0
11	Community Media Group Attention; Paul Barrett 201 Devonshire Drive Champaign, IL	NO	4
12	<a href="http://www.allaccess.com">www.allaccess.com</a>	NO	0
13	Main Street Marketing and Promotion <a href="mailto:Clair@main-st.net">Clair@main-st.net</a> 4517 Minnetonka Blvd. #104 Minneapolis, MN 55416	NO	0
14	Easter Illinois University Department of Communication 600 Lincoln Ave Charleston, IL 61920	NO	0
15	Debra Gray Illinois Broadcasters Asn 200 Missouri Ave Carterville, IL 62918	NO	0
16	Illinois State University Deborah Fox, Assistant Dean College Arts & Sciences Stevenson Hall 141 Campus Mail Box 4100 Normal, IL 61790-4100	NO	0

17	Lake Land College Greg Powers, WLKL 5001 Lake Land Blvd Mattoon, IL 61938	NO	1
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TOTAL INTERVIEWED 9\*

This was during the Covid 19 Shelter in place order.

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III. RECRUITMENT INITIATIVES

1	Participate in Job Fair	In January, Our General Manager and 2 Sales Executives attended a job fair at a local High School and talked one on one with students interested in careers in broadcast and media marketing
2	Job Shadow	In December, one of our on-air sports personalities and Chief Engineer provided an opportunity for a College student to shadow them to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
3	Job Shadow	In February, our, one of our on-air personalities and our Chief Engineer provided an opportunity for a High School student to shadow them to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
4	Event or program sponsored by education institutions relating to broadcasting career opportunities	In September, our Operations Manager, One Account Executives spoke with students from a local college regarding broadcasting careers and Media marketing. After the presentation they met one on one with students to answer questions.

JOB FAIRS CANCELLED DUE TO COVID 19 SHELTER IN PLACE

Lakeland College, Mattoon, IL

Eastern Illinois University, Charleston, IL

Community Wide Spring Job Fair sponsored by Champaign County Human Resources Group, Champaign, IL

CANCELLED EVENT DUE TO COVID 19 SHELTER IN PLACE

Marketing students from a local High School visited our studios for a tour and a discussion on careers with our Vice President of News, General Manager and Sales Manager.