

## **FCC EEO PROGRAM REPORT**

Chicago

### **Reporting Date**

The stations in the Employment Unit were the subject of a long-form transfer of control, which consummated on November 17, 2017. *See Entercom Communications and CBS Radio*, 32 FCC Rcd 9380 (MB 2017). Therefore, in accordance with Section 73.2080 of Commission's rules, the information contained in this EEO Program Report is from and after such date.

### **Discrimination Complaint**

On July 23, 2019, Sarah Horkavi, a former job share account executive with the employment unit, filed an EEOC charge (charge no. 440-2019-04344) alleging sex and age discrimination. Ms. Horkavi requested a Right to Sue (c/o her lawyer), which was issued on October 31, 2019. Ms. Horkavi filed suit in federal court in December 2019 (United States Court for the Northern District of Illinois, Case No. 1:19-cv-07925). The matter settled shortly thereafter in December 2019.

On June 23, 2017, Alissa Yates, a former account executive with the employment unit, filed a charge with the EEOC (21BA71671), IDHR (2017CF3099), and CCHR (17-E-56) alleging discrimination on the basis of gender and retaliation. The case was settled, and the EEOC dismissed the charge, on February 28, 2018.

### **Narrative Statement**

The Employment Unit regularly reviewed the effectiveness of its EEO program to ensure that its outreach efforts were reaching all segments of the stations' community, including ongoing managerial-level assessment. The Employment Unit also engaged in the supplemental recruitment measures as set forth in the EEO public file reports for the Employment Unit.