

**WGLO(FM), WFYR(FM), WIXO(FM), WZPW(FM) and WVEL(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2018 – July 31, 2019<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “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>
Director of Non-Traditional Revenue/On Air	2-12, 14-36, 38-42, 45-47, 49-55	2

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<sup>1</sup> This Report was revised in July 2020 to address reporting issues.

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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	<b>All About Country Website</b> AllAboutCountry.com	N	0
2	<b>All Access Website</b> AllAccess.com	N	3
3	<b>Augustana College</b> Contact: Douglas Tschopp 639 38th Street Rock Island, IL 61201 <a href="mailto:aaodt@augustana.edu">aaodt@augustana.edu</a> 309-794-7426	N	0
4	<b>Ball State University</b> Contact: Cindy Hershman Career Center - Lucina Hall Room 220 Muncie, IN 47306 <a href="mailto:clhershman@bsu.edu">clhershman@bsu.edu</a> 765-285-2436	N	0
5	<b>Beloit College</b> Career Services 700 College Street Beloit, WI 53511 <a href="mailto:careerservices@beloit.edu">careerservices@beloit.edu</a> 608-363-2647	N	0
6	<b>Bishop State Community College</b> Contact: Juliette Womack 351 N Broad Street Mobile, AL 36003 <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> 251-405-7000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Bradley University</b> Contact: Lisa Curtis 1501 W. Bradley Avenue Peoria, IL 61625 <a href="mailto:lcurtis@bradley.edu">lcurtis@bradley.edu</a> 309-677-2510	N	0
8	<b>Bradley University</b> Contact: Sandy McDermott 1501 W. Bradley Avenue Peoria, IL 61625 <a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a> 309-677-2510	N	0
9	<b>Brown College</b> Contact: Karol Baumeister 1440 Northland Avenue Mendota Heights, MN 55120 <a href="mailto:kbaumeister@browncollege.edu">kbaumeister@browncollege.edu</a> 651-905-3499	N	0
10	<b>Butler University</b> Center for Career Planning 4600 Sunset Indianapolis, IN 46208 <a href="mailto:jwalthal@butler.edu">jwalthal@butler.edu</a> 317-940-9383	N	0
11	<b>Eastern Illinois University</b> Contact: Debbie Endsley 600 Lincoln Avenue Charleston, IL 61920 <a href="mailto:ddendsley@eiu.edu">ddendsley@eiu.edu</a> 217-581-7461	N	0
12	<b>Elgin Community College</b> Career Services 1700 Spartan Drive Elgin, IL 60123 <a href="mailto:careerservices@elgin.edu">careerservices@elgin.edu</a> 847-214-7399	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	<b>Illinois Broadcasters Association</b> 200 Missouri Avenue Carterville, IL 62918 618-985-5555	N	0
14	<b>Illinois Center for Broadcasting</b> Career Services 55 W. 22nd Street, #240 Lombard, IL 60148 <a href="mailto:placement.chicago@beonair.com">placement.chicago@beonair.com</a> 630-916-1700	N	0
15	<b>Illinois Community College Board</b> Contact: Karen Anderson 401 E. Capital Springfield, IL 62701 <a href="mailto:kanderson@iccb.state.il.us">kanderson@iccb.state.il.us</a> 217-785-0086	N	0
16	<b>Illinois Wesleyan University</b> Contact: Warren Kistner Hart Career Center P. O. Box 2900 Bloomington, IL 61702 <a href="mailto:wkistner@iwu.edu">wkistner@iwu.edu</a> 309-556-3071	N	0
17	<b>Indiana Broadcasters Association</b> Job Placement 3003 E. 98th Street Suite 161 Indianapolis, IN 46280 <a href="mailto:indba@aol.com">indba@aol.com</a> 317-573-0119	N	0
18	<b>Indiana State University</b> Career Center 567 N. 5th Street Student Services Building 2nd Floor Terre Haute, IN 47809 <a href="mailto:career-center@indstate.edu">career-center@indstate.edu</a> 812-237-2589	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Indiana University Bloomington</b> Job Placement 625 Jordan Avenue Bloomington, IN 47405 <a href="mailto:jnickles@indiana.edu">jnickles@indiana.edu</a> 812-855-5234	N	0
20	<b>Indiana Wesleyan University</b> Career Services 4201 S. Washington Marion, IN 46953 <a href="mailto:angi.duckwall@indwes.edu">angi.duckwall@indwes.edu</a> 765-677-2520	N	0
21	<b>Word-of-Mouth Referral</b>	N	1
22	<b>Japanese American Citizens League</b> Contact: William Yoshino 5415 N Clark Street Chicago, IL 60640 <a href="mailto:midwest@jacl.org">midwest@jacl.org</a> 773-728-7171	N	0
23	<b>Langston University</b> Placement Office P. O. Box 1255 Langston, OK 73050 <a href="mailto:jwallace@lunet.edu">jwallace@lunet.edu</a> 405-466-3462	N	0
24	<b>LDS Employment Resource Services</b> Contact: Sally Morrison 1801 N. Mill Street Naperville, IL 60563 <a href="mailto:wel-ec-chicago@ldsmail.net">wel-ec-chicago@ldsmail.net</a>	N	0
25	<b>Lincoln Land Community College</b> Career Services 5250 Shepherd Road Springfield, IL 62794 <a href="mailto:wplc@llcc.edu">wplc@llcc.edu</a> 217-786-2200	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>Loyola University</b> Career Center 820 N. Michigan Avenue Chicago, IL 60611 <a href="mailto:careercenter@luc.edu">careercenter@luc.edu</a> 312-915-7300	N	0
27	<b>Loyola University</b> Contact: Maureen Smith Sullivan Center Room 295 6526 N. Sheridan Road Chicago, IL 60626 <a href="mailto:msmith@luc.edu">msmith@luc.edu</a> 773-508-2878	N	0
28	<b>Marquette University</b> Career Services Holthusen Hall 1st Floor Milwaukee, WI 53201 <a href="mailto:career.services@marquette.edu">career.services@marquette.edu</a> 414-288-7423	N	0
29	<b>Midstate College</b> Career Center 411 W. Northmoor Road Peoria, IL 61614 <a href="mailto:midstate@midstate.edu">midstate@midstate.edu</a> 309-692-4092	N	0
30	<b>National Able Network</b> Contact: Ilene Mash 180 N. Wabash Suite 600 Chicago, IL 60601 <a href="mailto:imash@nationalable.org">imash@nationalable.org</a> 312-580-0383	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>National Association of Hispanic Journalists</b> Job Coordinator 529 14th Street, NW Suite 1000 Washington, DC 20045 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> 202-662-7145	N	0
32	<b>National Lesbian &amp; Gay Journalists Association</b> Contact: Angie Young 1420 K Street, NW Suite 910 Washington, DC 20005 <a href="mailto:info@nlgja.org">info@nlgja.org</a> 202-588-9888	N	0
33	<b>North Central College</b> Career Development 30 N. Brainard Street Naperville, IL 60540 <a href="mailto:career.development@noctrl.edu">career.development@noctrl.edu</a> 630-637-5141	N	0
34	<b>Northwestern College</b> Contact: Greg Norton 4829 N. Milwaukee Avenue Chicago, IL 60630 <a href="mailto:gnorton@northwesterncollege.edu">gnorton@northwesterncollege.edu</a> 773-777-4220	N	0
35	<b>Northwestern College</b> Contact: Asma Mohsin 1809 N. Diehl Road Naperville, IL 60563 <a href="mailto:amohsin@northwesterncollege.edu">amohsin@northwesterncollege.edu</a> 630-753-9091	N	0
36	<b>Parkland College</b> Contact: Sandy Spencer 2400 W. Bradley Avenue Champaign, IL 61821 <a href="mailto:sspencer@parkland.edu">sspencer@parkland.edu</a> 217-351-2637	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	<b>Peoria and Regional Help Wanted Websites</b> PeoriaHelpWanted.com RegionalHelpWanted.com	N	0
38	<b>Robert Morris University</b> Career Services 211 Fulton Street Peoria, IL 61602 <a href="mailto:careerservices@robertmorris.edu">careerservices@robertmorris.edu</a> 309-636-8673	N	0
39	<b>Rock Valley Community College</b> Contact: Art Delgado 3301 N. Mulford Road Rockford, IL 61114 <a href="mailto:a.delgado@rvc.cc.il.us">a.delgado@rvc.cc.il.us</a> 818-921-4091	N	0
40	<b>Tri-County Urban League</b> Contact: Annie Gordon 317 N. MacArthur Highway Peoria, IL 61605 <a href="mailto:uleague@tcpul.com">uleague@tcpul.com</a> 309-673-7474	N	0
41	<b>University of Illinois at Urbana/Champaign</b> Contact: Guy Davis 717 S. Wright Street Champaign, IL 61820 <a href="mailto:guydavis@uiuc.edu">guydavis@uiuc.edu</a> 217-333-0395	N	0
42	<b>Western Illinois University</b> Career Services 1 University Circle 116 Sherman Hall Macomb, IL 61445 <a href="mailto:careers@wiu.edu">careers@wiu.edu</a> 309-298-1838	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	<b>Media Staffing Network</b> Contact: Patricia Kincaid P. O. Box 38 Plainfield, IL 60544 602-971-9382	N	0
44	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
45	<b>Corporate Website</b> <a href="http://www.cumulus.com">www.cumulus.com</a>	N	1
46	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
47	<b>Walk-In/Self-Referral</b>	N	0
48	<b>Country Tune Website(s)</b> <a href="http://www.CountryTune.com">www.CountryTune.com</a> <a href="mailto:www.jobpost@countrytune.com">www.jobpost@countrytune.com</a>	N	0
49	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
50	<b>Glassdoor Website</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
51	<b>Linkup Website</b> <a href="http://www.linkup.com">www.linkup.com</a>	N	0
52	<b>ZipRecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	0
53	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	N	0
54	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	N	0
55	<b>FaceBook</b> <a href="http://www.facebook.com">www.facebook.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 9, 2018, our SEU participated in the Teen Leadership Conference at Carl Sandberg College. Our SEU's Assistant Operations Manager spoke with students/attendees about how radio stations across America have changed with the times and explained what a career in radio entails, as well as the career and internship opportunities available.
<b>2</b>	Internship Program	During the Fall semester of 2018, our SEU hosted one (1) college student interested in a radio career from Lincoln College. Supervised by our Operations Manager, this student intern assisted staff members in various departments with a variety of tasks including: remote set-up, sales calls, promotional brainstorming and spot producing/voice work.
<b>3</b>	Participate in Job Fair	On February 21, 2019, our SEU participated in the Career & Internship Fair at Bradley University. Our SEU's Promotions Director spoke with students/attendees about radio careers and internship opportunities.
<b>4</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April, 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.