

WGLO(FM), WFYR(FM), WIXO(FM), WZPW(FM) and WVLE(AM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019¹

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
Director of Non-Traditional Revenue/On Air	2-12, 14-36, 38-42, 45-47, 49-55	2

¹ This Report was revised in July 2020 to address reporting issues.

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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
1	All About Country Website AllAboutCountry.com	N	0
2	All Access Website AllAccess.com	N	3
3	Augustana College Contact: Douglas Tschopp 639 38th Street Rock Island, IL 61201 aaodt@augustana.edu 309-794-7426	N	0
4	Ball State University Contact: Cindy Hershman Career Center - Lucina Hall Room 220 Muncie, IN 47306 clhershman@bsu.edu 765-285-2436	N	0
5	Beloit College Career Services 700 College Street Beloit, WI 53511 careerservices@beloit.edu 608-363-2647	N	0
6	Bishop State Community College Contact: Juliette Womack 351 N Broad Street Mobile, AL 36003 jwomack@bishop.edu 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	Bradley University Contact: Lisa Curtis 1501 W. Bradley Avenue Peoria, IL 61625 lcurtis@bradley.edu 309-677-2510	N	0
8	Bradley University Contact: Sandy McDermott 1501 W. Bradley Avenue Peoria, IL 61625 sandymc@bradley.edu 309-677-2510	N	0
9	Brown College Contact: Karol Baumeister 1440 Northland Avenue Mendota Heights, MN 55120 kbaumeister@browncollege.edu 651-905-3499	N	0
10	Butler University Center for Career Planning 4600 Sunset Indianapolis, IN 46208 jwalthal@butler.edu 317-940-9383	N	0
11	Eastern Illinois University Contact: Debbie Endsley 600 Lincoln Avenue Charleston, IL 61920 ddendsley@eiu.edu 217-581-7461	N	0
12	Elgin Community College Career Services 1700 Spartan Drive Elgin, IL 60123 careerservices@elgin.edu 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	Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 618-985-5555	N	0
14	Illinois Center for Broadcasting Career Services 55 W. 22nd Street, #240 Lombard, IL 60148 placement.chicago@beonair.com 630-916-1700	N	0
15	Illinois Community College Board Contact: Karen Anderson 401 E. Capital Springfield, IL 62701 kanderson@iccb.state.il.us 217-785-0086	N	0
16	Illinois Wesleyan University Contact: Warren Kistner Hart Career Center P. O. Box 2900 Bloomington, IL 61702 wkistner@iwu.edu 309-556-3071	N	0
17	Indiana Broadcasters Association Job Placement 3003 E. 98th Street Suite 161 Indianapolis, IN 46280 indba@aol.com 317-573-0119	N	0
18	Indiana State University Career Center 567 N. 5th Street Student Services Building 2nd Floor Terre Haute, IN 47809 career-center@indstate.edu 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	Indiana University Bloomington Job Placement 625 Jordan Avenue Bloomington, IN 47405 jnickles@indiana.edu 812-855-5234	N	0
20	Indiana Wesleyan University Career Services 4201 S. Washington Marion, IN 46953 angi.duckwall@indwes.edu 765-677-2520	N	0
21	Word-of-Mouth Referral	N	1
22	Japanese American Citizens League Contact: William Yoshino 5415 N Clark Street Chicago, IL 60640 midwest@jacl.org 773-728-7171	N	0
23	Langston University Placement Office P. O. Box 1255 Langston, OK 73050 jwallace@lunet.edu 405-466-3462	N	0
24	LDS Employment Resource Services Contact: Sally Morrison 1801 N. Mill Street Naperville, IL 60563 wel-ec-chicago@ldsmail.net	N	0
25	Lincoln Land Community College Career Services 5250 Shepherd Road Springfield, IL 62794 wplc@llcc.edu 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	Loyola University Career Center 820 N. Michigan Avenue Chicago, IL 60611 careercenter@luc.edu 312-915-7300	N	0
27	Loyola University Contact: Maureen Smith Sullivan Center Room 295 6526 N. Sheridan Road Chicago, IL 60626 msmith@luc.edu 773-508-2878	N	0
28	Marquette University Career Services Holthusen Hall 1st Floor Milwaukee, WI 53201 career.services@marquette.edu 414-288-7423	N	0
29	Midstate College Career Center 411 W. Northmoor Road Peoria, IL 61614 midstate@midstate.edu 309-692-4092	N	0
30	National Able Network Contact: Ilene Mash 180 N. Wabash Suite 600 Chicago, IL 60601 imash@nationalable.org 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	National Association of Hispanic Journalists Job Coordinator 529 14th Street, NW Suite 1000 Washington, DC 20045 jobbank@nahj.org 202-662-7145	N	0
32	National Lesbian & Gay Journalists Association Contact: Angie Young 1420 K Street, NW Suite 910 Washington, DC 20005 info@nljja.org 202-588-9888	N	0
33	North Central College Career Development 30 N. Brainard Street Naperville, IL 60540 career.development@noctrl.edu 630-637-5141	N	0
34	Northwestern College Contact: Greg Norton 4829 N. Milwaukee Avenue Chicago, IL 60630 gnorton@northwesterncollege.edu 773-777-4220	N	0
35	Northwestern College Contact: Asma Mohsin 1809 N. Diehl Road Naperville, IL 60563 amohsin@northwesterncollege.edu 630-753-9091	N	0
36	Parkland College Contact: Sandy Spencer 2400 W. Bradley Avenue Champaign, IL 61821 sspencer@parkland.edu 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	Peoria and Regional Help Wanted Websites PeoriaHelpWanted.com RegionalHelpWanted.com	N	0
38	Robert Morris University Career Services 211 Fulton Street Peoria, IL 61602 careerservices@robertmorris.edu 309-636-8673	N	0
39	Rock Valley Community College Contact: Art Delgado 3301 N. Mulford Road Rockford, IL 61114 a.delgado@rvc.cc.il.us 818-921-4091	N	0
40	Tri-County Urban League Contact: Annie Gordon 317 N. MacArthur Highway Peoria, IL 61605 uleague@tcpul.com 309-673-7474	N	0
41	University of Illinois at Urbana/Champaign Contact: Guy Davis 717 S. Wright Street Champaign, IL 61820 guydavis@uiuc.edu 217-333-0395	N	0
42	Western Illinois University Career Services 1 University Circle 116 Sherman Hall Macomb, IL 61445 careers@wiu.edu 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	Media Staffing Network Contact: Patricia Kincaid P. O. Box 38 Plainfield, IL 60544 602-971-9382	N	0
44	Station Website Postings (<i>all SEU stations</i>)	N	0
45	Corporate Website www.cumulus.com	N	1
46	On-Air Announcements (<i>all SEU stations</i>)	N	0
47	Walk-In/Self-Referral	N	0
48	Country Tune Website(s) www.CountryTune.com www.jobpost@countrytune.com	N	0
49	Indeed Website www.indeed.com	N	0
50	Glassdoor Website www.glassdoor.com	N	0
51	Linkup Website www.linkup.com	N	0
52	ZipRecruiter www.ziprecruiter.com	N	0
53	Monster www.monster.com	N	0
54	LinkedIn www.linkedin.com	N	0
55	FaceBook www.facebook.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	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.
3	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.
4	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.