

WLS(AM), WLS-FM, and WKQX(FM)
EEO PUBLIC FILE REPORT
August 1, 2019 – July 31, 2020

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
WKQX-FM On Air Talent	1-36	26
WKQX-FM Assistant Program Director	1-36	27
WLS-AM/WLS-FM Account Executive	1-36	25
Sales Trainee	1-36	25

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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	Chicago Workforce Center Southwest 7500 S. Pulaski Rd. Bldg. 100 Chicago, IL 60652 George Gomoll ggomoll@wwsforjobs.com 773-884-7000	No	0
2	Chicagoland Chamber of Commerce 200 E. Randolph Chicago, IL 60601 Joe Chiapetta jchiapetta@chicagolandchamber.org	No	0
3	Columbia College 600 S. Michigan Ave. Chicago, IL 60605 columbiaworks@colum.edu 312-369-8439	No	0
4	Columbia College Journalism Department 33 E. Congress Chicago, IL 60605 Jennifer Halperin jhalperin@colum.edu 312-369-8059	No	0
5	DePaul University 1 E. Jackson Chicago, IL 60604 Karyn McCoy Kmccoy9@depaul.edu 312-362-5874	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Eastern Illinois University 600 Lincoln Ave. Charleston, IL 61920 Jan Stevens Jastevens2@eiu.edu 217-581-2412	No	0
7	Elgin Community College Career Services 1700 Spartn Dr. Elgin, IL 60123 Karen Lamb jdrennan@elgin.edu 847-214-7399	No	0
8	Harold Washington College 30 E. Lake St. Chicago, IL 60601 Kim Bowens Kbowens3@ccc.edu 312-553-3000	No	0
9	Illinois Broadcasters Association Debra Gray dgray@ilba.org 618-985-5555	No	1
10	Kendall College 900 N. Branch St. Chicago, IL 60622 careerservices@kendall.edu 312-752-2012	No	0
11	Loyola University of Chicago 820 N. Michigan Ave. Chicago, IL 60611 John Bradarich mba@mbaweb.org 312-915-7301	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Medill School of Journalism 1845 Sheridan Rd. Evanston, IL 60208 Jim O'Brien jobrien@northwestern.edu 847-491-5634	No	0
13	Moraine Valley Community College 9000 College Parkway Palos Hills, IL 60465 David Taylor taylor@morainevalley.edu 708-974-0561	No	1
14	Sonji Jones-Cooks Career Services Coordinator Student Services Northwestern University School of Continuing Studies Wieboldt Hall, Sixth Floor 339 East Chicago Avenue Chicago, Illinois 60611-3008 sonji.jones@northwestern.edu 312-503-1416	No	0
15	Northeastern Illinois University 5500 N. St. Louis Ave. Chicago, IL 60625 Barbara Cosentino B-Cosentino@neiu.edu 773-442-4680	No	0
16	Northwestern University 633 Lincoln St. Evanston, IL 60208 Dianne Siekmann careerservices@northwestern.edu 847-491-3741	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Oakton Community College 1600 E. Golf Rd. Des Plaines, IL 60016 Annette Partak careerservices@oakton.edu 847-635-1735	No	0
18	Robert Morris College 301 S. Statte St. Chicago, IL 60605 Bonnie Boerema careerservices@robertmorris.edu 312-935-4422	No	0
19	Roosevelt University 430 S. Michigan Ave. Chicago, IL 60605 Terri Berryman careersdt@roosevelt.edu 312-341-3560	No	0
20	Triton College 2000 Fifth Ave. River Grove, IL 60172 Julie troik careerservices@triton.edu 708-456-0300	No	0
21	University of Illinois 119 Gregory Hall Champaign, IL 61820 Dale Brashers Careerservices2@illinois.edu 217-333-2683	No	1
22	University of Illinois-Chicago 1200 W. Harrison St. Chicago, IL 60607 Kathy Battee-Freeman uicjobs@gmail.com 312-996-2300	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	University of Wisconsin-Milwaukee PO Box 413 Mellencamp 128 Milwaukee, WI 53201 Linda Walker cdc@uwm.edu 414-229-4487	No	0
24	All Access Music Group http://www.allaccess.com/	No	0
25	Cumulus Media Jobs http://cumulus.hrmdirect.com/	No	7
26	Internal Reference	No	4
27	Industry Colleague	No	4
28	Indeed.com www.indeed.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Illinois Small College Placement Association (ISCPA) career@iscpa.org <ul style="list-style-type: none"> • Augustana College • Aurora University • Benedictine University • Benedictine University @ Springfield • Concordia University Chicago • Dominican University • Elmhurst College • Eureka College • Illinois College • Illinois Wesleyan University • Judson University • Knox college • Lake Forest College • Lewis University • Millikin University • Monmouth College • North Central College • North Park University • Olivet Nazarene University • Rockford College • St. Xavier University • Trinity Christian College • Trinity Int'l college • University of St. Francis • Wheaton College 	No	0
30	LinkedIn	No	0
31	Inside Radio	No	0
32	ZipRecruiter , www.ziprecruiter.com	No	0
33	SEU Job Fairs (<i>See Section III</i>)	No	2
34	Monster , www.monster.com	No	0
35	Glassdoor , www.glassdoor.com	No	0
36	LinkUp , www.linkup.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (paid)	Each year our SEU offers one student a 12 week, paid internship. Our SEU's Market Manager chose one student to spend 12 weeks during this reporting period in the Programming and Promotions departments, gaining valuable hands-on experience in each of these departments.
2	Internship Program	During the Fall semester of 2019, our SEU hosted nine (9) student interns from Columbia University and Illinois Media School. These student interns, each of whom received academic credit for their internship, were supervised by the SEU's Promotions Manager and a Producer. Learning about all aspects of promotions and programming from their supervisors and their staff, they shadowed the Promotion Directors and On-Air Hosts and observed the day-to-day operations of the radio stations. In addition, the interns learned how to use tools and programs commonly used in the broadcast industry.
3	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On February 20, 2020, the Director of Career Services from the Illinois Media School-Lombard Campus ("IMS") toured our offices and studios and spoke with staff and management about strengthening the relationship between IMS and Cumulus. The Director encouraged our SEU to continue reaching out to IMS and its students for internship participation that will benefit them in their search for employment in the industry.
4	Participate in Media Fair	On October 29, 2019, our Promotions Director participated in Loyola University-Chicago's Marketing, Communications and Media Career Fair at the John and Kathy Schreiber Center, during which she spoke with student attendees about employment opportunities within the SEU specifically and broadcast- and promotion-related careers generally, and accepted resumes from interested students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On February 20, 2020, our Promotions Director and Event Coordinator attended Columbia College's Job Fair and spoke to student attendees about employment opportunities at the SEU stations and the broadcast industry in general. Students were offered literature about the Company and the SEU and interested students provided their resumes to the Promotions Director.
6	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 3 rd , 2020, our SEU's Event Coordinator participated in National Louis University's ("NLU") Launch Week-Business, Communications and Management event on NLU's Chicago campus. The event was an interactive event for students and postgraduates, during which the Event Coordinator spoke with student attendees about employment opportunities within the SEU, broadcast- and promotions-related careers generally, and accepted resumes from student attendees.
7	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On May 12, 2020, our SEU's Marketing Director participated in National Louis University's Virtual Site Visit with Marketing and Communications graduating seniors. Information about career opportunities in media and communications and the state of the industry was shared, followed by a question-and answer session.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	From August 2019 through March 2020, our Promotions Director and Event Coordinator communicated with and recruited students from Chicago area colleges through the Handshake.com platform. Handshake is an app/website that connects students on college campuses with open positions, primarily internships and entry level jobs. Some of the colleges that they connected with included Columbia College, DePaul University, Loyola University at Chicago, National Louis University, and University of Illinois at Urbana-Champaign.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.