

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-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
Local Radio Talk Show Host	1-29	17

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM**EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****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	AEP at Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	N	0
2	All Access 236 Greenwood Ave Bloomington, Illinois www.allaccess.com www.allaccess.com Manual Posting	N	1
3	Aurora University 347 S Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
4	Blackburn College 700 E College Ave Campus Center Room 126 Carlinville, Illinois 62626 Phone : 217-854-3231 x4361 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry Ohare	N	0
5	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
6	Career Link 200 S 2nd St Pekin, Illinois 61555-0067 Phone : 309-346-4171 ext 253 Url : www.careerlink16.com Fax : 1-309-353-1632 Gary Johnson	N	0

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7	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-285-5800 Url : www.thechicagourbanleague.org/ Email : careers@thechicagourbanleague.org Whom Itmayconcern	N	0
8	City of Bloomington Township 607 S. Gridley St. Bloomington, Illinois 61701 Email : tmaruna@cityblm.org Tom Maruna	Y	0
9	Cumulus Job Board www.cumulus.hrmdirect.com Atlanta, Georgia Phone : 309-829-1221 Url : www.cumulus.hrmdirect.com Cumulus Job Board Cumulus Job Board Manual Posting	N	2
10	DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull	N	0
11	East-West University 816 S Michigan Ave Chicago, Illinois 60605 Phone : 312-939-0111 Fax : 1-312-939-0083 Whom Itmayconcern	N	0
12	Eastern Illinois University 1538 Buzzard Charleston, Illinois 61920 Phone : 217-581-6954 Url : www.weiunet Email : jdowens@eiu.edu Jeff Owens	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Whom Itmayconcern	N	0
14	Eureka College 300 College Eureka, Illinois 61530 Phone : 309-467-3721 Fax : 1-309-467-6386 Whom Itmayconcern	N	0
15	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	0
16	Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-3237 Email : ccenter@iwu.edu Warren Kistner	N	0
17	Indeed.com	N	2
18	Lewis & Clark Community College Career and Veteran Services Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5500 Url : www.lc.edu Email : tdlane@lc.edu Terry Lane	N	0
19	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0

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20	Loyola University of Chicago 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7301 Email : careercenter@luc.edu Career Counselor	N	0
21	Milliken University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6637 Email : career-center@millikin.edu Career Counselor	N	0
22	Monmouth College 700 E Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Career Counselor	N	0
23	Southern Illinois University at Edwardsville SIU Student Development Center Campus Box 1620 Edwardsville, Illinois 62206-1620 Phone : 618-650-2000 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Career Development	N	0
24	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
25	Tri-County Urban League 317 S McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 A. Gordon	N	0

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26	WESN 88.1 FM PO Box 2900 Bloomington, Illinois 61701 Phone : 309.556.1056 Email : wesn@iwu.edu Rick Lindquist	N	0
27	Wheaton College 501 College Ave Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Career Counselor	N	0
28	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
29	WZND ISU 7 Fell Hall Normal, Illinois 61790 Phone : (309) 438-5491 Email : dllesse@ilstu.edu Deb Lesser	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/20/2019	Participation in Job Fairs	Illinois Broadcasters Association job fair at Illinois State University. Promotions Director and News Director spoke to current communications students from colleges throughout the state of Illinois about jobs within our radio group.	2	Promotions Director News Director
2	9/20/2019	Participation in events or programs sponsored by educational institutions	Account Executive spoke on a radio sales professionals panel at Illinois State University for college students pursuing careers in communications.	1	Account Executive
3	9/20/2019	Participation in events or programs sponsored by educational institutions	Morning Show host encouraged radio students to apply to work part time at our radio station during a panel discussion at Illinois State University.	1	Morning Show Host
4	9/20/2019	Participation in events or programs sponsored by educational institutions	Sports Director spoke about sports broadcasting on a Sports Broadcasting Panel at Illinois Broadcasters Association event held at Illinois State University. Also, Morning Show Host for News/Talk Station talked about broadcasting opportunities.	2	Morning Show Host Sports Director
5	1/12/2020	Establishment of an intern program designed to assist members of the community	Two interns from Illinois State University. One during Fall Semester with Promotions Dept and one during Spring Semester with Production Dept.	2	Promotions Director Productions Director
6	4/9/2020	Participation in events or programs sponsored by educational institutions	Promotions Director spoke to Illinois State University Promotions and Events class via a Zoom video conference call. She spoke about her position at the radio stations, how promotions/events have been affected by COVID-19, what radio is doing during the "stay at home" order to keep listeners, and answered any related questions.	1	Promotions Director
7	7/22/2020	Provision of training to management	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.	2	Market Manager Business Manager