

# **WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM**

## ***Annual EEO Public File Report***

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following:

WPWX-FM, licensed in Hammond, Lake County Indiana;

WYCA-FM, licensed in Crete, Will County, Illinois

WYRB-FM, licensed in Genoa, DeKalb County, Illinois

WSRB-FM licensed in Lansing, Cook County, Illinois

A copy of this report is required to be placed in the public inspection files of each station, and posted on their websites, if applicable.

The information contained in this Report covers the time period beginning April 1, 2019 to and including March 31, 2020. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information



**Annual EEO Public File Report Form**

Covering the Period from April 1, 2019 to March 31, 2020

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 1: Vacancy Information**

**Full-time Positions Filled:**

1. WPWX, WSRB, WYRB, WYCA – WYCA Program Director/Public Affairs Director (1 opening) – 9 Interviews

Source of Hire: Rejoice 102.com/WYCA Website

Date of Hire: September 11, 2019

Recruitment Sources Utilized – All except #24 who wants positions in Rockford Illinois only

2. WPWX, WSRB, WYRB, WYCA- Sales Assistant (1 opening)-10 interviews

Source of Hire: Current Employee

Date of Hire: January 24, 2020

Recruitment Sources Utilized- All except #24 who wants positions in Rockford Illinois only

Total Number of Vacancies: 2

Total Number of Interviews: 19



*Appendix 2 to*

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2019 to March 31, 2020

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 2: Recruitment Source Information**

**Recruitment Source**

(Name, Address, Telephone Number, E-mail Address if applicable Contact Person) Total Number of Interviewees This Source Has Referred During This Period (If Any) Full-time Position for Which This Source Was Utilized.

1. RECRUITMENT SOURCES WERE SELECTED FROM THE FOLLOWING LIST FOR THE FULL TIME OPENINGS LISTED IN APPENDIX 1.
2. \*REPRESENTS SOURCES WHICH HAVE ASKED TO BE NOTIFIED IN THE EVENT OF ANY FULL-TIME VACANCIES.
3. SOURCES LISTED WITH NOTIFICATION OF HANDSHAKE.COM WERE POSTED TO HANDSHAKE.COM AND APPROVED BY LOCAL CAREER COUNSELORS FOR POSTINGS AT OR ON THE UNIVERSITY'S CAMPUS AND VISIBLE ONLINE THROUGH THE HANDSHAKE WEBSITE

ALL SOURCES WERE NOTIFIED VIA FAX AND/OR E-MAIL AS REQUESTED



[illegible]



[illegible]



*Appendix 3 to*  
**Annual EEO Public File Report Form**  
Covering the Period from April 1, 2019 to March 31, 2020  
Station Comprising Station Employment Unit:  
WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Section 3: **Supplemental** (Non-Vacancy Specific) **Recruitment Activities** Undertaken By  
WPWX-FM, WYCA-FM, WSRB-FM WYRB-FM.

1. Employee Referral Program - Ongoing - WPWX, WSRB, WYRB and WYCA - Current Crawford employees are actively encouraged to outreach for potential applicants. Our employee base is extremely diverse as it would relate to state of residence, community in which they live, culture, age and gender. We are able to reach a broad spectrum of people and feel this is an innovative way to promote broadcast employment widely throughout the community.
2. Internship Program – Ongoing – WPWX, WSRB, WYRB and WYCA - This is a program that we started where candidates have the opportunity to send their requests through their college to us to become an intern with our company. The colleges that we work with must have a TV/Broadcasting program. We then interview these candidates and select ones that we would like to become our intern. We then must evaluate them based on the required information from the college and grade them on their performance. For the period of this report we have hosted 2 interns.
3. Indiana University Northwest (Gary, IN)- April 2018- WPWX, WSRB, WYRB, and WYCA- Company participated in employment fair supporting current students, former alumni, and the surrounding community. We presented the full time opportunity for Account Executive to see if any skills matched our interest for future reference. We also recruited for part time board operator and part time street team ambassador to offer entry level opportunities for those interested in careers in broadcasting.
4. Lighthouse Church Community Job Fair (Alsip, IL)- April 2019- WPWX, WSRB, WYRB, and WYCA. We participated in this local community job and resource fair and shared information about part time positions for Street Team Member and Board Operator as well as fielded interest from candidates who may qualify for the role of FT Account Executive. We also discussed internship opportunities.
5. School of Audio Engineering Institute (Chicago, IL)- April 2019- WPWX, WSRB, WYRB, and WYCA. Company participated in a speed interview process for graduating students from the trade school. Interviews took place on site with a hiring manager for consideration of the part time position of Street Team Ambassador.
6. NABJ/NAHJ Chicago Journalism Fair (Chicago, IL)- May 2019- WPWX, WSRB, WYRB, and WYCA. Hiring manager attended this employment fair to meet with graduating students and active journalism professionals in the City of Chicago who are looking for employment opportunities. Information was distributed for the part time board operator position as well as the Full Time Account Executive position for anyone who had interest. Resumes were also collected on site.
7. Chicago Police Department Employment and Resource Fair (Chicago, IL)-May 2019- WPWX, WSRB, WYRB, and WYCA. Hiring manager attended the community resource fair and discussed job opportunities that were available. The position of part time board operator was presented with potential applicants screened for consideration.
8. School of Audio Engineering Institute (SAE) Chicago Speed Interview (Chicago, IL)- August 2019- WPWX, WSRB, WYRB and WYCA. Promotions team representative attended speed interview day and met with students interested in street team ambassador and potential internships.
9. 19th Annual Diversity Employment Day and Career Fair (Chicago, IL) September 2019- WPWX, WSRB, WYRB, WYCA. Hiring manager attended the employment day and fair and spoke with candidates interested in positions of part time board operator and full time account executive.



10. Lighthouse Church Job Fair (Alsip, IL) September 2019- WPWX, WSRB, WYRB, WYCA. Station representative attended the employment resource and hiring fair to meet with members of the community about job opportunities. At the time potential candidates were able to inquire about job opportunities at the radio station where part time positions of board operator and street team as well as the internship program were explained.
11. National Career Fair (Chicago, IL) October 2019- WPWX, WSRB, WYRB, WYCA. Station representative attended the employment resource and hiring fair to meet with job seekers about open positions. At the time potential candidates were able to inquire about job opportunities at the radio station where part time board operator and full time account executive were presented.