

III. RECRUITMENT INITIATIVES

1	Participate in Job Fair	In May, our General Manager our Human Resource Vice President met with job seekers at the Community Wide Spring Job Fair sponsored by Champaign County Human Resources Group.
2	Job Shadow	In January, one of our on-air sports personalities provided an opportunity for a College student to shadow him to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
3	Job Shadow	In February, our General Manager, one of our on-air personalities and our Chief Engineer provided an opportunity for a group of High School students to tour our facility and learn about broadcasting for a radio station.
4	Job Shadow	In April, our General Manager and on air sports personalities provided an opportunity for a High School to shadow and learn about broadcasting for a radio station.
5	Job Shadow	In May, our General Manager provided an opportunity for a High School to shadow and learn about broadcasting for a radio station.
6	Event or program sponsored by education institutions relating to broadcasting career opportunities	In February, our General Manager, 2 Account Executives spoke with students from a local college regarding broadcasting careers and Media marketing. After the presentation they met one on one with students to answer questions.
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, one of our on-air personalities spoke at a Philanthropic Organization about his broadcasting career and opportunities in the field of sports broadcasting.
8	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, one of our on-air sports personalities went to a local High School to talk with students about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University. He also gave advice on getting started in this field

9	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, Marketing students from a local High School visited our studios for a tour and a discussion on careers with our Vice President of News, General Manager and Sales Manager.
10	Event or program sponsored by education institutions relating to broadcasting career opportunities	In May, our General Manager and Operations Manager met with Communications Department Faculty at a local College regarding curriculum and student placement
11	Event or program sponsored by education institutions relating to broadcasting career opportunities	In June, one of our on-air sports personalities spoke at the University of Illinois College of Media Summer camp for Media Opportunities. Participated in a question and answer session after the presentation.

WDWS (AM) WHMS (FM) WKIO (FM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to fill Vacancy	RS Referring Hiree
No hires during this time		

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II. MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12 MONTH PERIOD
1	Career Services Center University of Illinois Room 310 Turner Student Services Center Attention: Guy Davis 610 East John Champaign, IL 61820 phone- 217-333-0820	NO	0
2	Parkland College Career Center Parkland College 2400 West Bradley Champaign, IL 61821 ph-217-351-2200	NO	0
3	Illinois One Stop Career Center Attention: Dean Hale 1307 North Mattis Champaign, IL 61821 ph-217-278-5700	NO	0

4	<p>College of Media Attention: Lynn Holley University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350</p>	NO	0
5	<p>Parkland College Attention: Eleni Kametas Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200</p>	NO	0
6	<p>College of Media Attention: Steve Hall University of Illinois 119 Gregory Hall Urbana, IL 61801 ph.-217-333-2350</p>	NO	0
7	<p>Danville Area Community College Career Services Martin Luther King Memorial Way 2000 East Main Danville, IL 61832 ph.-217-398-0970 www.dacc.edu</p>	NO	0
8	<p>Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820 ph-217-398-0970</p>	NO	0

9	WDWS/WHMS /WKIO Attention: Mike Haile 15 East Main Champaign, IL 61820 ph.-217-351-5300 www.wdws.com www.whms.com www.1079.wkio.com	NO	0
10	News Gazette Media Attention: John Reed 15 Main Street Champaign, IL 61820 ph.-217-351-5252 www.news-gazette.com	NO	0
11	www.allaccess.com	NO	0
12	Main Street Marketing and Promotion Clair@main-st.net 4517 Minnetonka Blvd. #104 Minneapolis, MN 55416	NO	0
13	Michael Bradd Easter Illinois University Department of Communication 600 Lincoln Ave Charleston, IL 61920	NO	0
14	Debra Gray Illinois Broadcasters Asn 200 Missouri Ave Carterville, IL 62918	NO	0

15	Illinois State University Deborah Fox, Assistant Dean College Arts & Sciences Stevenson Hall 141 Campus Mail Box 4100 Normal, IL 61790-4100	NO	0
16	Lake Land College Mark Niemerg, WLKL 5001 Lake Land Blvd Mattoon, IL 61938	NO	0

TOTAL INTERVIEWED 0