

**WCCQ(FM), WSSR(FM), WJOL(AM), WRXQ(FM), WERV-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 – July 31, 2019**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3, 5-15, 18-22, 24-27	5
Program Director	27*	27

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\* Exigent circumstances.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification ? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Station Website Postings</b> ( <i>navigation link to Alpha Media careers website</i> )	No	0
2	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
3	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers/	No	0
4	<b>All Access Website</b> www.allaccess.com	No	0
5	<b>Indeed.com</b> ( <i>automated posting from Alpha Media careers website</i> )	No	3
6	<b>Augustana College</b> 639 38 <sup>TH</sup> Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	No	0
7	<b>Aurora University</b> 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	No	0
8	<b>Benedictine University</b> 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0
9	<b>Bradley University</b> 1501 W. Bradley Avenue Paoria, IL 61625 Contact: Job Placement Services Phone: 309-677-2510 E-mail: careers@bradley.edu	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification ? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	<b>Broadcast Employment Services</b> P. O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 E-mail: jobs@amfmjobs.com	No	0
11	<b>Chicago State University WCSU</b> 95 <sup>th</sup> Street at King Drive Chicago, IL 60616 Contact: Tara Williams Phone: 773-995-2823 E-mail: mba@mbaweb.org	No	0
12	<b>Columbia College Chicago Career Center</b> 618 S. Michigan Avenue, First Flor Chicago, IL 60605 Contact: Tom Joyce Phone: 312-369-7280 E-mail: tjoyce@colum.edu	No	0
13	<b>Eastern Illinois University</b> 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: jastevens2@eiu.edu	No	0
14	<b>Elgin Community College</b> 1700 Spartan Drive Elgin, IL 60123 Contact: Karen Lamb Phone: 847-214-7399 E-mail: careerservices@elgin.edu	No	0
15	<b>Illinois Center for Broadcasting</b> 455 Eisenhower Lane South Lombard, IL 60148 Contact: Franchesca Muller Phone: 630-916-1700 E-mail fmuller@beonair.com	No	0
16	<b>Internal Posting/Internal Candidate</b>	No	0
17	<b>Internal Transfer/Promotion</b>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification ? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	<b>Joliet Junior College</b> 1215 Houbolt Road Campus Center A-1175 Joliet, IL 60431 Contact: Career Center Phone: 815-280-2756 E-mail: careers@jjc.edu	No	0
19	<b>Lewis University Career Services</b> One University Parkway Career Services Unit 270 Romeoville, IL 60446 Contact: Career Services Phone: 815-836-5282 E-mail: careerservices@lewisu.edu	No	0
20	<b>McKendree University</b> 701 College Road Lebanon, IL 62254 Contact: Jill Smucker Phone: 618-537-6805 E-mail: careerservices@mckendree.edu	No	0
21	<b>Oakton Community College</b> 1600 E. Golf Road Des Plaines, IL 60016 Contact: Anette Partak Phone: 847-635-1735 E-mail: careerservices@oakton.edu	No	0
22	<b>Quincy University</b> 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
23	<b>Walk-In/Self-Referral</b>	No	0
24	<b>St Xavier University-Career Services</b> 3700 W. 103 <sup>rd</sup> Street Chicago, IL 60655 Contact: Lee Cruz Assistant Director of Career Services Phone: 773-298-3144 E-mail: lcruz@sxu.edu	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification ? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	<b>University of St. Francis-Career Center</b> 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: careerservices@stfrancis.edu	No	0
26	<b>Western Illinois University</b> 1 University Circle Macomb, IL 61445 Contact: Career Counselor Phone: 309-298-1838 E-mail: careers@wiu.edu	No	0
27	<b>Word-of-Mouth Referral</b>	No	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Programs (2)	<p>Our SEU hosts internship programs designed to educate and provide skills to future college graduates studying at local and area educational institutions that will prepare them for a career in radio broadcasting.</p> <p>During the summer semester, our SEU hosted one intern in our Promotions department from Waubensee Community College. This intern was supervised by our Promotions Directors, and was able to observe the day-to-day operation of the stations, interact with listeners, and assist the Promotions department with a variety of functions, including prize fulfillment, website and social media content and event planning.</p> <p>During the fall semester, our SEU hosted an intern from Lewis University. This intern was supervised by both our Promotions Directors and WSSR(FM) co-hosts, and was able to observe the day-to-day operation of the stations, interact with listeners, and assist the Promotions department with a variety of functions, including prize fulfillment, website and social media content and event planning.</p>
<b>2</b>	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	<p>On October 29, 2018, our SEU attended an internship seminar hosted by the Joliet Township High School District 204. Station participants included our radio co-hosts for WSSR(FM), who spoke with attendees about career opportunities in broadcasting.</p>
<b>3</b>	Job Fair	<p>On February 16, 2019, our SEU participated in a job fair at Plainfield Central High School. SEU participants included our Promotions Manager, Promotions Coordinator and two Assistants who spoke with students about careers in broadcasting, internship opportunities and gave hands on demonstrations using station equipment.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On May 3, 2019, our SEU participated in a Career Day event located at John R Tibbott School in Bolingbrook, IL. SEU participants included our on-air hosts, who interacted with students, set up radio equipment and gave a hands-on demonstration of radio programming.
<b>5</b>	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On May 10, 2019, our SEU participated in a Career Day event located at Kenneth Hermansen School in Romeoville, IL. SEU participants included our on-air hosts, who interacted with students, set up radio equipment and gave a hands-on demonstration of radio programming.