

WCCQ(FM), WERV-FM, WJOL(AM), WSSR(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
WSSR-FM On-Air Morning Co-Host	2, 4-18, 20-23	14
Engineer	2, 4-13, 15-18, 20-23	23

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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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	Alpha Media Careers Website www.alphamediausa.com/careers/	No	1
3	All Access Website www.allaccess.com	No	0
4	Indeed Website www.indeed.com	No	0
5	Augustana College 639 38 TH Street Rock Island, IL 61201 Contact: Douglas Tschopp Phone: 309-794-7426 E-mail: aaodt@augustana.edu	No	0
6	Aurora University 347 South Gladstone Avenue Aurora, IL 60506 Contact: Judie Caribeaux Phone: 630-892-6431 E-mail: career@aurora.edu	No	0
7	Benedictine University 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0
8	Bradley University 1501 W. Bradley Avenue Peoria, IL 61625 Contact: Job Placement Services Phone: 309-677-2510 E-mail: careers@bradley.edu	No	0
9	Broadcast Employment Services P. O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 E-mail: jobs@amfmjobs.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Chicago State University WCSU 95 th Street at King Drive Chicago, IL 60616 Contact: Tara Williams Phone: 773-995-2823 E-mail: bphill23@csu.edu	No	0
11	Eastern Illinois University 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: afreeswilliams@eiu.edu	No	0
12	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Contact: Franchesca Muller Dustin Lingermann Phone: 630-916-1700 E-mail fmuller@beonair.com Dlingermann@beonair.com	No	0
13	Internal Posting/Internal Candidate	No	2
14	Internal Transfer/Promotion	No	1
15	Joliet Junior College 1215 Houbolt Road Campus Center A-1175 Joliet, IL 60431 Contact: Career Center Phone: 815-280-2756 E-mail: careers@jjc.edu	No	0
16	Morton College 3801 S Central Ave. Cicero, IL 60804 Contact: Ellen Crowe Phone: 708-656-8000 E-mail: ellen.crowe@morton.edu	No	0
17	Oakton Community College 1600 E. Golf Road Des Plaines, IL 60016 Contact: Anette Partak Phone: 847-635-1735 E-mail: careerservices@oakton.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Quincy University 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
19	Walk-In/Self-Referral	No	0
20	St Xavier University-Career Services 3700 W. 103 rd Street Chicago, IL 60655 Contact: Lee Cruz Assistant Director of Career Services Phone: 773-298-3144 E-mail: lcruz@sxu.edu	No	0
21	University of St. Francis-Career Center 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: serrek@stfrancis.edu	No	0
22	Western Illinois University 1 University Circle Macomb, IL 61445 Contact: Career Counselor Phone: 309-298-1838 E-mail: careers@wiu.edu	No	0
23	Word-of-Mouth Referral	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On February 15, 2020 our SEU participated in a Business Expo/Job Fair located at Plainfield Central High School. Station participants include our Promotions Manager and Promotions Assistant, who spoke with attendees about career opportunities in broadcasting.
2	Management-level training addressing equal employment opportunity and preventing discrimination.	On October 9, 2019, our SEU's General Manager and Business Manager took part in a training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.
3	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 16, 2019-September 5, 2019, our SEU's General Manager, Business Manager, General Sales Manager, Promotions Manager as well as all Program Directors participated in a ThinkHR training program provided by Alpha Media entitled, "Workplace Harassment Prevention for Managers."
4	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 16, 2019-September 5, 2019, our SEU's General Manager, Business Manager, General Sales Manager, Promotions Manager as well as all Program Directors participated in a ThinkHR training program provided by Alpha Media entitled, "Bullying and Violence in the Workplace."