

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Manager Open Date: 3/15/2016 Hire Date: 9/27/2016	1, 30, 41	30
General Sales Manager Open Date: 8/1/2016 Hire Date: 10/4/2016	2-7, 9, 12-16, 18-20, 22-23, 25-26, 28, 31-34, 37-41, 44-49, 51-59	46
Business and Traffic Manager Open Date: 10/14/2016 Hire Date: 11/16/2016	2-7, 9, 11-16, 18, 20-23, 25-28, 31-34, 36, 39-41, 44-45, 47-49, 51-54, 56-59	36
Account Executive Open Date: 10/14/2016 Hire Date: 12/27/2016	2-7, 9-18, 20-23, 25-29, 31-34, 36, 39- 41, 44-45, 47-49, 51-54, 56-59	36
News Reporter Open Date: 11/14/2016 Hire Date: 1/9/2017	2-3, 5-7, 9, 11-16, 18, 20, 22-23, 25-28, 31-32, 34-35, 39-41, 43-45, 47-49, 51- 54, 56-59	35
Account Executive Open Date: 12/5/2016 Hire Date: 5/8/2017	3, 5-9, 11-14, 16, 18, 20-23, 25-28, 31- 32, 34, 39-45, 47-49, 51-54, 56-59	43
Morning Show Host Open Date: 3/22/2017 Hire Date: 5/1/2017	3, 5-7, 9, 11-16, 18, 20-28, 31-32, 34, 39-42, 44-45, 47-54, 56-59	21
News Reporter Open Date: 3/27/2017 Hire Date: 4/24/2017	3, 5-7, 9, 11-16, 18, 20-28, 31-32, 34, 39-41, 44-45, 47-54, 56-59	18

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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	Agency Referral	N	1
2	Anixter Center's Professional Placement Program 2001 N. Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 ext 248 Email : Lkaige@anixter.org Liz Kaige	N	0
3	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
4	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
5	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement	N	0
6	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0
7	Brown College Career Services 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3522 Email : mkronforst@browncollege.edu Fax : 1-651-905-3555 Mike Kronforst	N	0
8	Call In	N	1

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

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9	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
10	Career Fair	N	1
11	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
12	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi	N	0
13	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
14	Communications and Media Program Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62712 Phone : 217-529-5431 x. 164 Fax : 1-217-529-7861 Jim Grimes	N	0
15	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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16	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
17	Current Employee	N	1
18	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : afreeswilliams@eiu.edu Jan Stevens	N	1
19	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0
20	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : alfie.chelette@elmhurst.edu Fax : 1-630-617-3393 Alfie Chelette	N	0
21	Employee Referral	N	5
22	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Email : mba@mbaweb.org Fax : 1-309-467-6437 Connie Redmon	N	0

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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23	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
24	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0
25	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr.	N	0
26	Illinois Job Service 3134 Eleventh Street Suite 8 Rockford, Illinois 61109 Phone : 815-395-6600 Url : http://www.ides.state.il.us/ Email : des.icrn@illinois.gov Fax : 1-815-395-0548 Job Order Unit Job Order Unit	N	0
27	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dw.com Sue Toma	N	0
28	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
29	LinkedIn / Word of Mouth	N	1

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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30	Media Staffing Network 6518 E. Shooting Star Way Phoenix, Arizona 85266 Phone : 480-306-8930 Url : www.mediastaffingnetwork.com Email : laurie@mediastaffingnetwork.com Laurie Kahn	N	1
31	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : career-center@mail.milikin.edu Fax : 1-217-362-6407 Pam Haru	N	0
32	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
33	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : mba@mbaweb.org Fax : 1-309-457-2363 Mindy Damewood	N	0
34	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
35	National Associaton of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 Fax : (708) 848-6008 EEO Officer	N	1
36	Non-Employee Referral	N	2

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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37	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0
38	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0
39	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
40	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
41	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52402 Phone : 319-398-8119 Email : dmcdowell@nrgmedia.com Fax : 1-319-286-9383 Dianne McDowell	N	0
42	Oakton Community College 1600 East Golf Road Des Plaines, Illinois 60016 Phone : 847-635-1735 Email : careerservices@oakton.edu Fax : 1-847-635-2636 Annette Partak	N	0
43	Other Source	N	3

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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44	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
45	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
46	Recruiter	N	1
47	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
48	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
49	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
50	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0

WCMY-AM, WRKX-FM
EEO PUBLIC FILE REPORT

July 30, 2016 - July 31, 2017

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51	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
52	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
53	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0
54	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Julie Troik	N	0
55	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Andres Garza Manual Posting	N	0
56	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0

WCMY-AM, WRKX-FM
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57	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Email : mba@mbaweb.org Fax : 1-630-752-5448 Jared Abuhl	N	0
58	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0
59	WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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July 30, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/17/2016	Provision of training to management	Training was provided to market management regarding EEO requirements and procedures to comply with FCC regulations, including wide dissemination, interview recording and agency maintenance.	3	Rob Klemm General Manager Kathy Missel Sales Manager Jay LeSeure Operations Director	1.00
2	2/23/2017	Participation in events or programs sponsored by educational institutions	Jay LeSeure, Operations Manager attended the Freshman Academy Career Day at Ottawa HighSchool and spoke about careers in broadcasting.	1	Jay LeSeure Operations Director	0.25
3	2/27/2017	Provision of training to management	Training was provided to market management regarding EEO requirements and procedures to comply with FCC regulations, including wide dissemination of job postings, interview recording and agency maintenance.	1	Lisa Braley Business & Traffic Manager	1.00
4	3/23/2017	Participation in Job Fairs	News Director and Operations Manager attended the Illinois Media School Job Fair.	2	Jay LeSeure Operations Director Rick Koshko News Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50