

**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
WSSR-FM On-Air Morning Co-Host	2, 4-18, 20-23	14
Engineer	2, 4-13, 15-18, 20-23	23

**WCCQ(FM), WERV-FM, WJOL(AM), WSSR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 – July 31, 2020**

**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	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
2	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers/	No	1
3	<b>All Access Website</b> www.allaccess.com	No	0
4	<b>Indeed Website</b> www.indeed.com	No	0
5	<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
6	<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
7	<b>Benedictine University</b> 5700 College Road Lisle, IL 60532 Contact: Lindsay Ftiz phone: 630-829-6040 E-mail: career@ben.edu	No	0
8	<b>Bradley University</b> 1501 W. Bradley Avenue Peoria, IL 61625 Contact: Job Placement Services Phone: 309-677-2510 E-mail: careers@bradley.edu	No	0
9	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<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: bphill23@csu.edu	No	0
11	<b>Eastern Illinois University</b> 1301 Human Services Center Charleston, IL 61920 Contact: Jan Stevens Phone: 217-581-7461 E-mail: afreeswilliams@eiu.edu	No	0
12	<b>Illinois Center for Broadcasting</b> 455 Eisenhower Lane South Lombard, IL 60148 Contact: Franchesca Muller Dustin Lingermann Phone: 630-916-1700 E-mail fmuller@beonair.com   Dlingermmann@beonair.com	No	0
13	<b>Internal Posting/Internal Candidate</b>	No	2
14	<b>Internal Transfer/Promotion</b>	No	1
15	<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
16	<b>Morton College</b> 3801 S Central Ave. Cicero, IL 60804 Contact: Ellen Crowe Phone: 708-656-8000 E-mail: ellen.crowe@morton.edu	No	0
17	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>Quincy University</b> 1800 College Street Quincy, IL 62301 Contact: Kristen Liesen Phone: 217-228-5240 E-mail: liesekr@quincy.edu	No	0
19	<b>Walk-In/Self-Referral</b>	No	0
20	<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
21	<b>University of St. Francis-Career Center</b> 500 Wilcox Street Joliet, IL 60435 Contact: Career Services Phone: 815-740-3384 E-mail: serrek@stfrancis.edu	No	0
22	<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
23	<b>Word-of-Mouth Referral</b>	No	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

**WCCQ(FM), WERV-FM, WJOL(AM), WSSR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 – July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	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.
<b>3</b>	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.”
<b>4</b>	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.”