

**WIIL(FM), WXLC(FM), WLIP(AM), WKRS(AM), WZSR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August, 1 2019 to 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>
Content Director	1-5	1
Staff Engineer	1-3, 6-16	9

**WIIL(FM), WXLC(FM), WLIP(AM), WKRS(AM), WZSR(FM)**  
**EEO PUBLIC FILE REPORT**  
 August 1, 2019 to 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>Alpha Media Careers Website</b> www.alphamediausa.com/careers	N	3
2	<b>Indeed.com</b> www.indeed.com	N	2
3	<b>All Access</b> www.allaccess.com	N	2
4	<b>Harper College</b> 1200 West Algonquin Road Palatine, IL 60067-7398 <a href="https://harpercollege-csm.symplicity.com">https://harpercollege-csm.symplicity.com</a>	N	0
5	<b>College Central Network</b> ( <i>network of small to mid-size colleges and universities, community and technical colleges, art/design schools</i> ) <a href="http://www.collegecentral.com">www.collegecentral.com</a>	N	0
6	<b>Illinois Broadcasters Association</b> 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-6070 <a href="mailto:dgray@ilba.org">dgray@ilba.org</a>	N	0
7	<b>Wisconsin Broadcasters Association</b> 44 East Mifflin Street, #900 Madison, WI 53703 Contact: Linda Baun <a href="mailto:lbaun@wi-broadcasters.com">lbaun@wi-broadcasters.com</a>	N	0
8	<b>Society of Broadcast Engineers</b> <a href="https://www.sbe.org/sections/jl_submit.php">https://www.sbe.org/sections/jl_submit.php</a>	N	0
9	<b>Word-of-Mouth Referral</b>	N	3
10	<b>Internal Posting</b>	N	1
11	<b>Illinois Media School-Chicago</b> 530 S State St, Chicago, IL 60605 Contact: Don Clark Phone: 331-215-4762 <a href="mailto:DClark@beonair.com">DClark@beonair.com</a>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Happenings Magazine</b> 1420 63 <sup>rd</sup> Street Kenosha, WI 53143 Contact: Reanna Stockdale <a href="mailto:reanna@happeningsmag.com">reanna@happeningsmag.com</a>	N	0
13	<b>College of Lake County</b> Career Business Center 19351 W. Washington St. Room A111 Grayslake, IL 60030 Phone: 847-543-2059 Email: <a href="mailto:cjcp@clcollinois.edu">cjcp@clcollinois.edu</a>	N	0
14	<b>Columbia College Chicago Career Center</b> 618 South Michigan Avenue, 1 <sup>st</sup> Floor Chicago, IL 60605 Contact: Tom Joyce Phone: 312-369-7280 <a href="mailto:tjoyce@colum.edu">tjoyce@colum.edu</a>	N	0
15	<b>Broadcast Employment Services</b> P.O. Box 4166 Oceanside, CA 92052 Contact: Mark Holloway Phone: 760-754-8177 <a href="mailto:jobs@amfmjobs.com">jobs@amfmjobs.com</a>	N	0
16	<b>Illinois Media School – Lombard</b> 455 Eisenhower Lane South, #200 Lombard, IL Contact: Franchesca Muller Phone: 630-916-1700 <a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

**WIIL(FM), WXLC(FM), WLIP(AM), WKRS(AM), WZSR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 to July 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU's General, Market and Business Managers 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>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates throughout July, August, September and November 2019, our General, Market, Promotions and Business Managers as well as our Operations Manager/Content Director, Program Director and Content Director participated in a ThinkHR training program provided by Alpha Media entitled, "Workplace Harassment Prevention for Managers."
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates throughout July, August, September and November 2019, our General, Market, Promotions and Business Managers as well as our Operations Manager/Content Director, Program Director and Content Director participated in a ThinkHR training program provided by Alpha Media entitled, "Bullying and Violence in the Workplace."
<b>4</b>	Participate in Job Fair	On September 19, 2019, our SEU participated in the Welcome to Gurnee Mills' Job Fair. Our Market Manager collected resumes and shared information about careers in broadcasting. Our SEU was one of 40 businesses that joined in the event.