

WLS-AM, WLS-FM & WKQX-FM RADIO
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

Job Title	Recruitment Source (“RS”) Used to Fill Vacancy	RS Referring Hiree
WLS-AM/WLS-AM General Sales Manager	1-75	65
Creative Services Director	1-75	61
Creative Imaging Director	1-75	65
Sales Trainee	1-75	64
WLS-AM On Air Producer	1-75	64
WLS-AM/WLS-FM Account Executive	1-75	65
WKQX-FM Talent	1-75	65
WKQX-FM Account Executive	1-75	61
Senior Graphics Designer	1-75	61
WLS-AM Talent	1-75	65
WLS-AM Program Director	1-75	64
Digital Sales	1-75	61

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II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	Asian American Institute 4753 N. Broadway #904 Chicago, IL 60640 Tuyet Le jobs@aaichicago.org 773-271-0899	N	0
2	Chicago Asian American Journalists Association PO Box 577639 Chicago, IL 60657 Kim Tran chiaaja@yahoo.com	N	0
3	Chicago Workforce Center Southwest 7500 S. Pulaski Rd. Bldg. 100 Chicago, IL 60652 George Gomoll ggomoll@wvsforjobs.com 773-884-7000	N	0
4	Chicagoland Chamber of Commerce 200 E. Randolph Chicago, IL 60601 Joe Chiapetta jchiapetta@chicagolandchamber.org	N	0
5	Columbia College 600 S. Michigan Ave. Chicago, IL 60605 columbiaworks@colum.edu 312-369-8439	N	0
6	Columbia College Journalism Department 33 E. Congress Chicago, IL 60605 Jennifer Halperin jhalperin@colum.edu 312-369-8059	N	0
7	DePaul University 1 E. Jackson Chicago, IL 60604 Karyn McCoy Kmccoy9@depaul.edu 312-362-5874	N	0
8	Eastern Illinois University 600 Lincoln Ave. Charleston, IL 61920 Jan Stevens Jastevens2@eiu.edu 217-581-2412	N	0

9	Elgin Community College Career Services 1700 Spartn Dr. Elgin, IL 60123 Karen Lamb jdrennan@elgin.edu 847-214-7399	N	0
10	Governors State University 1 University Parkway University Park, IL 60466 Darcie Campos career@govst.edu 708-235-3974	N	0
11	Greenville College 315 E. College Box 159 Greenville, IL 62246 Cary Holman mba@mbaweb.org 618-664-6551	N	0
12	Harold Washington College 30 E. Lake St. Chicago, IL 60601 Kim Bowens Kbowens3@ccc.edu 312-553-3000	N	0
13	Hispanic Alliance for Career Enhancement 25 E. Washington #1500 Chicago, IL 60602 Luisa Lara rocio@hacc-usa.org 312-435-0498	N	0
14	Illinois Broadcasters Association Debra Gray dgray@ilba.org 618-985-5555	N	0
15	Illinois Center for Broadcasting 55 W. 22 nd St. #240 Lombard, IL 60148 Carl Jackson Placement.chicago@beonair.com 630-916-1700	Y	1
16	Illinois Institute of Technology 3300 S. Federal St. Chicago, IL 60616 Claire Finando careers@stewart.iit.edu 312-906-6523	N	0
17	Illinois State University 185 Student Services Building Normal, IL 61790 Pat Heck paheck@ilstu.edu 309-438-5754	N	0
18	John Wood Community College 1301 S. 48 th St. Quincy, IL 62305 Susan Deege Sdeege@JWCC.edu 217-641-4355	N	0
19	Kane County Department of Employment		0

	1 Smoketree Business Pk. #A N. Aurora, IL 60542 Jesse Hernandez jessehernandez@kcdee.org	N	
20	Kendall College 900 N. Branch St. Chicago, IL 60622 careerservices@kendall.edu 312-752-2012	N	0
21	Lakeland Community College 5001 Lake Lane Blvd. Mattoon, IL 61938 Tina Moore careerservices@lakeandcollege.edu 217-234-5288	N	0
22	LDS Employment Resource Services 4951 Indiana Ave. Lisle, IL 60532 Sally Morrison Wel-ec-chicago@lsdmail.net 630-369-0785	N	0
23	Loyola University of Chicago 820 N. Michigan Ave. Chicago, IL 60611 John Bradarich mba@mbaweb.org 312-915-7301	N	0
24	Malcolm X College Work Force Development 1900 W. Van Buren Chicago, IL 60612 Robert Kelly aakbar@ccc.edu 312-850-7078	N	0
25	Media Advertisers Club Lauren Wulf Lwulfl@mac.com 708-748-3330	N	0
26	Medill School of Journalism 1845 Sheridan Rd. Evanston, IL 60208 Jim O'Brien jobrien@northwestern.edu 847-491-5634	N	0
27	Miller Broadcast Management, Inc. 616 W. Fulton St. #516 Chicago, IL 60661 Matt Miller info@millerbroadcast.com 312-454-0044	N	0
28	Moody bible Institute 820 N. LaSalle St. Chicago, IL 60610 Patrick Friedline Patrick.friedline@moody.edu 312-329-4414	N	0
29	Moraine Valley Community College 9000 College Parkway Palos Hills, IL 60465 David Taylor taylor@morainevalley.edu 708-974-0561	N	0

30	My Air Check #1-771 Gibsons Way Gibsons, TX Scott Russell registration@myaircheck.com 604-740-1374	N	0
31	National Able Network 180 N. Wabash #600 Chicago, IL 60601 Ilene mash imash@nationalable.org 312-580-0383	N	0
32	National Black MBA Association 180 N. Michigan Ave. #1400 Chicago, IL 60601 Adella Green Adella.green@mbambaa.org 312-580-8070	N	0
33	Sonji Jones-Cooks Career Services Coordinator Student Services Northwestern University School of Continuing Studies Wieboldt Hall, Sixth Floor 339 East Chicago Avenue Chicago, Illinois 60611-3008 sonji.jones@northwestern.edu 312-503-1416	N	0
34	Northeastern Illinois University 5500 N. St. Louis Ave. Chicago, IL 60625 Barbara Cosentino B-Cosentino@neiu.edu 773-442-4680	N	1
35	Northwestern Business College 4839 Milwaukee Ave. Chicago, IL 60630 Greg Norton gnorton@nc.edu gnorton@northwesterncollege.edu 773-777-4220 x2203	N	0
36	Northwestern University 633 Lincoln St. Evanston, IL 60208 Dianne Siekmann careerservices@northwestern.edu 847-491-3741	N	0
37	Oakton Community College 1600 E. Golf Rd. Des Plaines, IL 60016 Annette Partak careerservices@oakton.edu 847-635-1735	N	0
38	OCA – Greater Chicago Chapter PO Box 365 Chicago, IL 60690 Woon Wah Siu ocachicago@yahoo.com 312-458-0832	N	0
39	Quincy University 1800 College St. Quincy IL 62301 Kristen Liesen	N	0

	career@quincy.edu 217-228-5240		
40	Radio 1 Broadcast School 700 3 rd Street N.LL7 LaCrosse, WI 54601 Joe Deschler director@radio1school.com 800-889-2221	N	0
41	Robert Morris College 301 S. Statte St. Chicago, IL 60605 Bonnie Boerema careerservices@robertmorris.edu 312-935-4422	N	0
42	Rock Valley College 3301 N. Mulford Rd. Rockford, IL 61114 Art Delgado a.delgado@rvc.cc.il.us 815-921-4091	N	0
43	Roosevelt University 430 S. Michigan Ave. Chicago, IL 60605 Terri Berryman careersdt@roosevelt.edu 312-341-3560	N	0
44	Southern Illinois University 900 s. Normal Ave. MC4703 Carbondale, IL 62901 Missy Houghland careerservices@siu.edu 618-453-1116	N	0
45	Spanish Coalition for Jobs 2011 W. Pershing Rd. Chicago, IL 60609 Celia Lopez scj@scj-usa.org 773-247-0707	N	0
46	Springfield Urban League 100 N. 11 th Springfield, IL 62703 John James knorris@springfieldul.org 217-789-0830	N	0
47	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, IL 60608 Sheila Perkins careers@csu.edu 312-997-3647	N	0
48	The JobFile 815 Long Rd. Glenview, IL 60025 Bob Roberts borowmaq@aol.com 847-729-6397	N	0
49	Tri-County Urban League 317 S. McArthur Peoria, IL 61605 Annie Gordon agordon@tcpul.com	N	0

	309-672-4363		
50	Triton College 2000 Fifth Ave. River Grove, IL 60172 Julie troik careerservices@triton.edu 708-456-0300	N	0
51	Truman College 1145 W. Wilson Chicago, IL 60640 Matt Ciavarella Mciavarella1@ccc.edu 773-907-4737	N	0
52	University of Illinois 119 Gregory Hall Champaign, IL 61820 Dale Brashers Careerservices2@illinois.edu 217-333-2683	N	0
53	University of Illinois-Chicago 1200 W. Harrison St. Chicago, IL 60607 Kathy Battee-Freeman uicjobs@gmail.com 312-996-2300	N	2
54	University of Wisconsin-Milwaukee PO Box 413 Mellencamp 128 Milwaukee, WI 53201 Linda Walker cdc@uwm.edu 414-229-4487	N	0
55	Veteran Improvement Program 1240 e. 79 th St. Chicago, IL 60619 Jackie Collins jobsforveterans@yahoo.com 773-374-9800	N	0
56	Western Illinois University 1 University Circle Salle hall 324 Macomb, IL 60145 Dr. Sharon Evans Sa-evans@wiu.edu 309-298-1098	N	0
57	Westwood College 17 N. State St. Chicago, IL 60602 Bryant Montenegro bmontenegro@westwood.edu	N	0
58	Wilbur Wright College 4300 N. Narragansett Chicago, IL 60634 Irene Home Job_placement_wright@ccc.edu 772-481-8527	N	0
59	YWCA of Metropolitan Chicago 360 N. Michigan Ave. #800 Chicago, IL 60601 Cynthia Anglin Cynthia.anglin@ywcachicago.org 312-372-6600	N	0

60	All Access Music Group http://www.allaccess.com/	N	3
61	Cumulus Media CLEAR COMPANY http://cumulus.hrmdirect.com/	N	24
62	WLS-FM Radio http://www.947wls.com/	N	0
63	WLS-AM Radio http://www.wlsam.com/	N	0
64	Internal Reference	N	13
65	Industry Colleague	N	11
66	Indeed.com www.indeed.com	N	3
67	ISCPA (Illinois Small College Placement Association) career@iscpa.org <ul style="list-style-type: none"> • Augustana College • Aurora University • Benedictine University • Benedictine University @ Springfield • Concordia University Chicago • Dominican University • Elmhurst College • Eureka College • Illinois College • Illinois Wesleyan University • Judson University • Knox college • Lake Forest College • Lewis University • Millikin University • Monmouth College • North Central College • North Park University • Olivet Nazarene University • Rockford College • St. Xavier University • Trinity Christian College • Trinity Int'l college • University of St. Francis Wheaton College	N	0
68	LinkedIn	N	0
69	SEU Facebook	N	0
70	Inside Radio	N	0
71	Zip Recruiter www.ziprecruiter.com	N	0
72	WLS Radio Job Fairs	N	0
73	Monster.com www.monster.com	N	0
74	Glass Door www.glassdoor.com	N	0
75	LinkUp www.linkup.com	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		58

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III. RECRUITMENT INITIATIVES

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

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Illinois Association of Broadcaster Job Bank Membership	SEU offering one student per year a 12 week paid (\$2,000) internship. SEU Market Manager chose one student to spend the 12 weeks in the programming and promotions department gaining valuable on hands experience in each of these departments.
2	Cumulus Chicago Internship Program	During the reporting period, the SEU hosted fifty-two student interns (6 Fall 2018, 6 Winter 2019 & 20 Summer 2019) from Columbia Univ, DePaul Univ, Illinois Center for Broadcasting, Loyola, North Central College, Elmhurst, Georgia Southern Univ, Ferris State Univ, Northeastern College, Roosevelt College, Univ of Illinois. The student interns, each of whom received academic credit for their internship, worked in the SEU's Promotions and Programming departments and were supervised by the SEU's Promotions Manager and a Producer. While working in the SEU, the interns were afforded opportunities to learn and experience different aspects of the Promotions, Programming and Digital departments. Interns shadowed the Promotion Directors and On-Air Hosts and observed the day-to-day operations of radio stations. In addition, the interns learned how to use tools and programs commonly used in the broadcast industry.
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On January 9, 2019, the SEU's Promotion Director spoke to students at the Illinois Media School Lombard as well as holding on-site interviews for the 2019 Spring and potential job opportunities within the SEU's promotions department.
		On February 13, 2019, the SEU's Promotions Director attended Columbia College's Job Fair and spoke to student attendees about employment opportunities at the SEU stations and the broadcast industry generally. Students were given hard copies of the program and provided their resumes to the Promotions Director.
		On April 9, 2019, the SEU's Promotion Director attended the DePaul University Internship Forum along with other companies and participated in workshops designed to help mentor future interns and improve the learning experience of internship programs
3	Participate in Job Fairs	On January 29, 2019, the SEU's Promotions Director participated in Loyola University Chicago's Marketing, Communication and Media Career Fair at the John and Kathy Schreiber Center located at 16 E. Pearson. The Promotions Director spoke with student attendees about employment opportunities within the SEU, broadcast careers generally, and accepted resumes from student attendees.
		On April 11, 2019, the SEU's Manager of Sales Training and Development and the Internship Coordinator attended a Career Fair at Columbia College focused on hiring Columbia graduates. The SEU management personnel spoke with student attendees regarding different employment positions that were available within the SEU.

