

WJBD-FM, WSIQ-AM
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 Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-------------------------------|
| Business Manager/Traffic Manager Open Date: 8/28/2018 Hire Date: 10/1/2018 | 1-43 | 40 |

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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 | Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp | N | 0 |
| 2 | 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 |
| 3 | 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 |
| 4 | Broadcast Center 2360 Hampton St. Louis, Missouri 60139 Phone : 314-647-8181 Url : www.broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-1575 John Carroll | N | 0 |
| 5 | Cambodian Assocation of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator | N | 0 |
| 6 | Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement | N | 0 |

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|-----------|--|---|--|
| 7 | 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 |
| 8 | Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta | N | 0 |
| 9 | Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey | N | 0 |
| 10 | 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 |
| 11 | Current Employee | N | 1 |
| 12 | Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : jastevens2@eiu.edu Jan Stevens | N | 0 |
| 13 | 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 |

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|-----------|---|---|--|
| 14 | 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 |
| 15 | Former Employee | N | 1 |
| 16 | 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 |
| 17 | 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 |
| 18 | Illinois News Broadcasters Association WIUM-FM News One University Circle Macomb, Illinois 61455 Phone : 312-409-7997 Email : boroWMAQ@aol.com Bob Roberts | N | 0 |
| 19 | Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone | N | 0 |
| 20 | Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : mba@mbaweb.org Fax : 1-217-362-6407 Pam Haru | N | 0 |

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| 21 | Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger | N | 0 |
| 22 | Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline | N | 0 |
| 23 | NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston | N | 0 |
| 24 | NRG Media, LLC 2875 Mt. Vernon Rd. SE Cedar Rapids, Iowa 52403 Email : mpreston@nrgmedia.com Mary Preston | N | 0 |
| 25 | 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 |
| 26 | Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin | N | 0 |
| 27 | Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson | N | 0 |

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|----------------------|--|--|---|
| 28 | Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs | N | 0 |
| 29 | SIU- Edwardsville Student Development Center Campus Box 1620 Edwardsville, Illinois 62206 Phone : 618-650-2000 Email : sseiber@siue.edu Fax : 1-618-650-3656 Sue Seiber | N | 0 |
| 30 | Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins | N | 0 |
| 31 | 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 |
| 32 | Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James | N | 0 |
| 33 | The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder | N | 0 |

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|-----------|---|---|--|
| 34 | 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 |
| 35 | 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 |
| 36 | Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm | N | 0 |
| 37 | WBBM Newsradio 780 630 N. McClurg Court Chicago, Illinois 60611 Phone : 312-202-3227 Email : swooden@cbs.com Starris Wooden | N | 0 |
| 38 | 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 |
| 39 | WJBD Radio On Air Ads Box 70 310 West McMackin Street Salem, Illinois 62881 Phone : (618) 548-2000 Url : wjbdradio.com Email : brucekropp@wjbdradio.com Bruce Kropp | N | 0 |
| 40 | Word of Mouth Referral | N | 1 |

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|--|--|--|---|
| 41 | WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund | N | 0 |
| 42 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 43 | 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: | | | 3 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|-------------|---|---|-------------------------------------|--|---------------|
| 1 | 10/4/2018 | Participation in events or programs sponsored by educational institutions | General Manager Bruce Kropp serves on Radio-TV Advisory Board of Eastern Illinois University/WEIU-FM/TV. Group meets two times a year to review activities of the stations and radio-tv programs. | 1 | General Manager | 0.25 |
| 2 | 10/24/2018 | Participation in events or programs sponsored by educational institutions | Hosted a Salem Community High School senior in a daylong job shadow program to showcase jobs in radio and provide some hands-on experience with radio station equipment. Due to the student's interest, he was later offered a job as a board operator and has since advanced to working as an on-air announcer and in the news department. | 3 | General Manager Morning Announcer Operations Director | 0.25 |
| 3 | 11/2/2018 | Provision of training to management | The General Counsel and Director of Human Resources for NRG Media provided training to management attending the annual budget meeting in Cedar Rapids, IA. | 2 | General Manager Business Manager | 1.00 |
| 4 | 1/1/2019 | Establishment of training programs for station personnel | WJBD-WSIQ Radio employs area high school and college students for part-time positions. Those who have an interest in advancing from board operator positions are afforded opportunities to receiving training to become announcers, learn production, cover and write stories about news events and broadcast local news. Two part-time announcers have currently advanced through the program that also educates them about other jobs at the radio station. | 2 | General Manager Operations Director | 1.00 |
| 5 | 3/28/2019 | Participation in Job Fairs | WJBD General Manager Bruce Kropp manned a table and discussed job opportunities at WJBD/WSIQ radio and the media field with Radio-TV students at Eastern Illinois University. | 1 | General Manager | 0.25 |
| 6 | 4/5/2019 | Participation in events or programs sponsored by educational institutions | WJBD-WSIQ Radio participated with the Selmaville Grade School 8th grade job shadowing program to give a student a daylong opportunity to learn about jobs available in radio and gain some hands-on experience in announcing and producing a spot. | 4 | General Manager Morning Announcer Operations Director Sports Director | 0.25 |

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| 7 | 4/26/2019 | Participation in events or programs sponsored by educational institutions | WJBD-WSIQ participated in the 8th-grade job shadow program with Kell Grade School and hosted a student for a day-long learning experience designed to show job opportunities in the radio broadcasting field. The student spent time learning about the various departments at the radio station and was allowed to produce a spot and newscast. | 4 | General Manager Account Executive Morning Announcer Operations Director | 0.25 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 3.25 |