

WJBD-FM, WSIQ-AM
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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: 2/19/2018 Hire Date: 5/21/2018	1-51	16

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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	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
4	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
5	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
6	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0

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7	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
8	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
9	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
10	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
11	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
12	Current Employee	N	1
13	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0

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14	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
15	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
16	Employee Referral	N	1
17	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
18	Former Employee	N	1
19	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
20	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
21	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

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22	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
23	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
24	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
25	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
26	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
27	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
28	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0

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29	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
30	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
31	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
32	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
33	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
34	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
37	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
38	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0
39	Station Website	N	1
40	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
41	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

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42	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
43	Urban League of Champaign County 314 South Neil Champaign, Illinois 61820 Phone : 217-363-3333 Email : phenry@urbanleague.net Pat Henry	N	0
44	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
45	WBBM Newsradio 780 630 N. McClurg Court Chicago, Illinois 60611 Phone : 312-202-3227 Email : swooden@cbs.com Starris Wooden	N	0
46	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
47	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
48	Word of Mouth Referral	N	2

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49	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0
50	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
51	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:			6

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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	8/15/2017	Establishment of training programs for station personnel	General Manager Bruce Kropp provides training to station staff in all aspects of radio station operation and management to encourage employee growth and promotion. Part-time college and high school staff are trained in programming, production, promotions and sales. In 2016-2017, there are 3 employees receiving additional training.	4	General Manger Announcer Announcer Announcer	1.00
2	10/6/2017	Participation in Job Fairs	WJBD-WSIQ Radio participated in the Illinois Broadcasters Association - University 2017 job fair held at Illinois State University at Normal on October 6th.	1	General Manager	0.25
3	10/6/2017	Participation in events or programs sponsored by educational institutions	WJBD-WSIQ General Manager Bruce Kropp participated in an IBA University 2017 panel discussion at Illinois State University on getting that first job in radio-TV for those attending the University from colleges around the state.	1	General Manager	0.25
4	10/6/2017	Participation in events or programs sponsored by educational institutions	Participated in a panel discussion on the future of digital for legacy media and what types of jobs it will open up at IBA University 2017 at Illinois State University at Normal.	1	General Manager	0.25
5	10/9/2017	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting.	2	General Manager Business Manager	1.00
6	3/22/2018	Participation in Job Fairs	WJBD-WSIQ Radio was represented at the Eastern Illinois University at Charleston Television, Radio, & Video Job Fair held for students in communication-related fields.	1	General Manager	0.25
7	4/5/2018	Participation in events or programs sponsored by educational institutions	WJBD-WSIQ Radio General Manager Bruce Kropp serves on the Advisory Board for the Eastern Illinois University at Charleston Radio-TV Board which discusses the activities in the Radio-TV Department including job preparation for students in the field. The board held it's semi-annual meeting on April 5th at the EIU campus in Charleston.	1	General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.25