

WBNQ-FM, WBWN-FM, WJBC-AM, WJBC-FM, WJEZ-FM
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1, 3-9, 11-13, 15-18, 21-22, 24-27, 30-31, 33-36, 38	15
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	15
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	15
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	15
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	15
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	9
Account Executive	1, 3-9, 11-13, 15-19, 21, 23-27, 30-36, 38	19
WJBC Program Director	1-9, 11-14, 16-18, 20-21, 24-27, 29-31, 34-36, 38	9
Sales Manager	1, 3-18, 21, 24-31, 34-38	9
Sales Manager	1, 3-18, 21, 24-31, 34-38	29
News Director	1, 4-9, 11-14, 16, 18, 21, 24-25, 27-28, 30-31, 34-38	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AEP at Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	N	0
2	All Access 236 Greenwood Ave Bloomington, Illinois www.allaccess.com www.allaccess.com Manual Posting	N	1
3	Augustana College 639 38th St. Rock Island, Illinois 61201 Phone : 3097947426 Email : karenpetersen@augustana.edu Karen Petersen	N	0
4	Aurora University 347 S Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
5	Blackburn College 700 E College Ave Campus Center Room 126 Carlinville, Illinois 62626 Phone : 217-854-3231 x4361 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry Ohare	N	0
6	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	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
7	Career Link 200 S 2nd St Pekin, Illinois 61555-0067 Phone : 309-346-4171 ext 253 Url : www.careerlink16.com Fax : 1-309-353-1632 Gary Johnson	N	0
8	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-285-5800 Url : www.thechicagourbanleague.org/ Email : careers@thechicagourbanleague.org Whom Itmayconcern	N	0
9	Cumulus Job Board www.cumulus.hrmdirect.com Atlanta, Georgia Phone : 309-829-1221 Url : www.cumulus.hrmdirect.com Cumulus Job Board Cumulus Job Board Manual Posting	N	18
10	DePaul University 25 E Jackson Blvd Chicago, Illinois 60604 Phone : 312-362-8000 Fax : 1-312-362-5322 Career Counselor	N	0
11	DHS.STATE.IL.US 207 S Prospect Bloomington, Illinois 61704 Phone : 309-662-1347 Fax : 1-309-662-7219 Steve Kull	N	0
12	East-West University 816 S Michigan Ave Chicago, Illinois 60605 Phone : 312-939-0111 Fax : 1-312-939-0083 Whom Itmayconcern	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
13	Eastern Illinois University 1538 Buzzard Charleston, Illinois 61920 Phone : 217-581-6954 Url : www.weiu.net Email : jdowens@eiu.edu Jeff Owens	N	0
14	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Whom Itmayconcern	N	0
15	Employee Referral	N	14
16	Eureka College 300 College Eureka, Illinois 61530 Phone : 309-467-3721 Fax : 1-309-467-6386 Whom Itmayconcern	N	0
17	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
18	Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-1000 Email : snoonan@iwu.edu Sue Noonan	N	0
19	Indeed.com	N	1
20	Internal Candidate	N	1
21	Lewis & Clark Community College Career and Veteran Services Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5500 Url : www.lc.edu Email : tdlane@lc.edu Terry Lane	N	0

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22	Link Up www.linkup.com Minneapolis, Minnesota Url : www.linkup.com Molly Moseley Manual Posting	N	1
23	Linked In	N	1
24	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0
25	Loyola University of Chicago 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7301 Email : careercenter@luc.edu Career Counselor	N	0
26	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-7393 Email : medill-placement@nwu.edu Fax : 1-847-467-2319 Career Counselor	N	0
27	Milliken University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6637 Email : career-center@millikin.edu Career Counselor	N	0
28	Monmouth College 700 E Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Career Counselor	N	0
29	Non-Employee Referral	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Southern Illinois University at Edwardsville SIU Student Development Center Campus Box 1620 Edwardsville, Illinois 62206-1620 Phone : 618-650-2000 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Career Development	N	0
31	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
32	Station On-Air Advertisement	N	1
33	Station Website	N	2
34	Tri-County Urban League 317 S McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 A. Gordon	N	0
35	WESN 88.1 FM PO Box 2900 Bloomington, Illinois 61701 Phone : 309.556.1056 Email : wesn@iwu.edu Rick Lindquist	N	0
36	Wheaton College 501 College Ave Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Career Counselor	N	0
37	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	WZND ISU 7 Fell Hall Normal, Illinois 61790 Phone : (309) 438-5491 Email : dllesse@ilstu.edu Deb Lesser	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events or programs sponsored by educational institutions	On October 31, 2017, the SEU hosted a communications class from Illinois State University ("ISU") which toured the stations' studio facility and were instructed in the areas of programming, technical operations of the stations, general operating procedures, and FCC- related requirements. The students were provided with an opportunity to ask questions in each of the above areas. The tour was hosted by the SEU's Digital Producer, Program Director and Traffic Director.
2	Participation in events or programs sponsored by educational institutions	On November 2, 2017, the SEU hosted a communications class from ISU which toured the stations' studio facility and were instructed in the areas of programming, technical operations of the stations, general operating procedures, and FCC-related requirements. The students were provided with an opportunity to ask questions in each of the above areas. The tour was hosted by the SEU's Promotions Coordinator, On-Air Show Hosts, and Market Manager.

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3	Establishment of an intern program designed to assist members of the community	The SEU established an internship program during the period from January 1, 2018 through July 31, 2018 with ISU to assist students to obtain and develop skills used in the broadcast industry. During the above time period, the SEU had five (5) interns from ISU, each of whom were instructed and developed skills in the areas of sports reporting, social media, websites, productions of commercials, promotions and NTR events planning, as well as traffic and business operations of a radio station. The interns worked under the instruction of the SEU's Digital Producer, Creative Services Director, Promotions Coordinator, and Business Manager. We had 5 interns from Illinois State University. They learned sports reporting, helped to develop social media, websites, did production of commercials, learned promotions and NTR Events planning, and learned traffic and business operations of a radio station.
4	Participation in events or programs sponsored by educational institutions	On January 13, 2018 an SEU Account Executive instructed and mentored students at the Illinois High School Theater Festival on how to present themselves and their work during employment interviews.
5	Participation in events or programs sponsored by educational institutions	On April 16, 2018, the SEU's Program Director gave a lecture to ISU student radio news department on voice improvements.
6	Participation in events or programs sponsored by educational institutions	On April 18, 2018, the SEU's News Anchor participated in a panel discussion during the ISU's communication week to help students prepare for a career in radio.
7	Participation in events or programs sponsored by educational institutions	On April 18, 2018, one of the SEU's On-Air Morning Show Hosts, spoke to a local second grade class about careers in radio broadcasting.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
8	Participation in events sponsored by community groups	News Anchor participated on panel discussion with college students and prospective broadcasters at annual state news convention.