

**WLCE, WMAY, WNNS, WQLZ**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2013 - August 1, 2014**

**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
Receptionist/Traffic Clerk	1-6, 8-10, 12-13, 15, 17-19, 21-24, 26, 28, 32, 35, 37-41, 43-52, 55, 58, 60-71, 73-74, 76-77, 79, 81, 83-87, 89-93, 95-103, 105, 108-112, 114-116, 118-121	93
Promotions Director/On-Air	1-29, 31-52, 55-65, 67-87, 89-92, 94-103, 105-106, 108-116, 118-121	57
Sales Representative	1-6, 8-10, 12-13, 15, 17-19, 21-24, 28, 30, 32, 35, 37-41, 43-52, 54-55, 58-65, 67-71, 73-74, 76-77, 79, 81, 83-92, 95-102, 104-105, 108-112, 114-116, 118-121	30
Operations Manager/Program Directors	1-6, 8-10, 12-13, 15, 17-19, 21-24, 28, 32, 35, 37, 39-41, 43-53, 55, 57-61, 63-65, 67-71, 73-74, 76-77, 79, 81, 83-87, 89-92, 95-102, 105, 107-112, 114-121	57

**WLCE, WMAY, WNNS, WQLZ****EEO PUBLIC FILE REPORT****August 1, 2013 - August 1, 2014****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AEP At Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	Y	0
2	Anixter Center's Professional Placement Program 2001 N. Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 ext 248 Email : lkaike@anixter.org Liz Kaike	N	0
3	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
4	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
5	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
6	Belvidere Chamber of Commerce 130 South State Suite 300 Belvidere, Illinois 61088 Phone : 815-544-4357 Email : tlassandro@belviderechamber.com Tom Lassandro	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	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
8	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3132 Email : suzanne.krupica@blackburn.edu Fax : 1-217-854-3713 Suzanne Krupica	N	0
9	Bradley Universtiy, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : arodgers@bradley.edu Alyssa L. Rodgers	N	0
10	Brown College 1345 Mendota Heights Road Mendota, Minnesota 55120 Phone : 651-905-3522 Email : mkronforst@browncollege.edu Mike Kronforst	N	0
11	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
12	Career Link 207 E Hamilton Rd Bloomington, Illinois 61704 Phone : 309-662-0358 Email : khill@careerlink16.com Gary Cicciu	N	0

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13	Career Link 200 S 2nd St Pekin, Illinois 61555-0067 Phone : 309-346-4171 Email : gjohnson@careerlink16.com Gary Johnson	N	0
14	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
15	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Fax : 1-773-995-2329 Abdule Mahdi	N	0
16	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
17	Christian Learning Ctr House of Grace 508 Palm St Rockford, Illinois 61103 Phone : 815-964-3117 Fax : 1-815-964-2410 Sheila Brown	N	0
18	Communications and Media Program Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62712 Phone : 217-529-5431 x. 164 Fax : 1-217-529-7861 Jim Grimes	N	0
19	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	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
21	Concordia University 7400 Augustus Street/Addison Building 2nd Floor, Krauss Hall, Room 201, Career Services River Forest, Illinois 60305 Phone : 708-209-3032 Email : career.services@cuchicago.edu Dan Walther	N	0
22	DePaul University 25 E Jackson Rd Chicago, Illinois 60604 Phone : 312-362-8000 Email : recruitsstudents@depaul.edu Career Counselor	N	0
23	DeVry Institute Career Services 3300 N Campbell Chicago Chicago, Illinois Phone : 773-697-2045 Email : jmking@devry.edu Fax : 1-773-929-6782 Judy King	N	0
24	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
25	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Elgin Community College, Career Services 1700 Spartan Drive Elgin, Illinois 60123 Phone : 847-214-7399 Email : jdrennan@elgin.edu Karen Lamb	N	0
27	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	0
28	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Annett Coduto	N	0
29	Employee Promotion Face to Face	N	1
30	Employee Referral	N	4
31	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
32	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Fax : 1-309-467-6437 Connie Redmon	N	0
33	Former Employee Telephone	N	1

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34	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
35	GREDF 300 Civic Center Suite 256 Quincy, Illinois 62301 Phone : 217-223-4313 Email : gredf@gredf.org Jim Mentesti	N	0
36	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0
37	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Fax : 1-618-664-6555 Cary Holman	N	0
38	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
39	Highland Community College 2998 W Pearl City Rd Freeport, Illinois 61032 Phone : 815-599-3597 Email : dana.zimmerman@highland.edu Dana Zimmerman	N	0

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40	ILLINOIS BROADCASTERS ASSOCIATION 200 MISSOURI AVE CARTERVILLE, Illinois 62918 Phone : 217-793-2636 Email : dgray@ilba.org DEBRA GRAY	N	0
41	Illinois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.chicago@beonair.com Chip Egan	N	0
42	Illinois College 1101 West College Ave. Jacksonville , Illinois 62650 Phone : 217-245-3040 Email : mba@mbaweb.org Fax : 1-217-245-3071 Jennifer Reif	N	0
43	Illinois College 1101 West College Ave. Jacksonville, Illinois 62650 Phone : 217-245-3040 Fax : 1-217-245-3071 Jennifer Reif	N	0
44	Illinois Community College Board 401 E. Capital Springfield, Illinois 62701 Phone : 217-785-0086 Email : karen.h.anderson@illinois.gov Karen Anderson	N	0
45	Illinois Department of Employment Security 850 E Madison Springfield, Illinois Email : Randy.Hegland@illinois.gov Randy Hegland	Y	0
46	Illinois Division of Rehabilitation Services 107 N 3rd Street Rockford, Illinois 61107 Phone : 815-967-3717 Email : maria.raedeke@illinois.gov Maria Raedeke	Y	0



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47	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 800-314-3450 Email : dsattler@aia.edu Danielle Sattler	N	0
48	Illinois News Broadcasters Association One University Circle Macomb, Illinois 61455 Phone : 312-409-7997 Email : borowmaq@aol.com Bob Roberts	N	0
49	Illinois School of Broadcasting - Placements 55 W. 22nd Street Suite 240 Lombard Lombard, Illinois 60148 Phone : 630-916-1700 Email : gary@beonair.com Fax : 630-916-1764 Mike Kendall	N	0
50	Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-1000 Email : snoonan@iwu.edu Sue Noonan	N	0
51	Indeed.com 177 Broad St Stamford, Connecticut Website Website Manual Posting	N	0
52	Inside Radio PO Box 567925 Atlanta, Georgia Website Website Manual Posting	N	0
53	Internal Posting	N	1
54	Internet Ad Fiona Irvin	N	1

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55	Ivy Tech State College 8000 S. Education Drive Terre Haute, Indiana 47802 Email : jornduff2@ivytech.edu JoEllen Ornduff	N	0
56	Job Fair	N	1
57	Job posting on internet	N	4
58	JOURNAL GAZETTE 700 BROADWAY AVE E SUITE 9A MATTOON, Illinois Phone : 217-235-5656 Email : cwalworth@jg-tc.com C WALWORTH	N	0
59	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
60	KHQA 301 South 36th St Quincy, Illinois 62301 Phone : 217-222-6200 Email : kmccarty@khqa.com Kathy McCarthy	N	0
61	KKLH/KOMG/KOSP/KQRA 319-B East Battlefield Springfield, Missouri 65807 Phone : 417-886-5677 Email : jguittar@mwfmarketing.fm Jeanne Guittar	N	0
62	Lake Forest College 555 N Sheridan Lake Forest, Illinois 60045 Phone : 847-735-5237 Email : salihovic@mx.lakeforest.edu Ezra Salihovic	N	0

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63	Latino Council on the Media 2011 W. Pershing Road Chicago, Illinois 60609 Phone : 773-247-0707 Email : dsanchez@nlei.org Fax : 1-773-247-3921 Diana Sanchez	Y	0
64	Lewis & Clark Community College 5800 Godfrey Road Godfrey, Illinois 62035 Phone : 618-468-5500 Email : abunjan@lc.edu Alice Bunjan	N	0
65	Lewis University One University Parkway Unit 270 Romeoville, Illinois 60446 Phone : 815-836-5282 Email : tondinei@lewisu.edu Eileen Tondini	N	0
66	Linked In	N	1
67	Loyola University Chicago 1032 W Sheridan Rd Chicago, Illinois 60660 Phone : 773-508-7716 Email : careercenter@luc.edu Alyson Miller	N	0
68	Media Line 123 Road Quincy, Illinois Phone : 408-648-5204 Email : medialine@medialine.com Mark Media Line	N	0
69	Medill School of Journalism 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Email : j-obrien@northwestern.edu Jim O'Brien	N	0

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70	Mid-West Family Broadcasting 1510 N 3rd Riverton, Illinois Phone : 217-629-7077 Teri Caldwell Manual Posting	N	0
71	Mid-West Management, Inc 730 Rayovac Drive Madison, Wisconsin Phone : 608-273-1000 Email : hope.q@mwfbg.net Hope Quackenboss	N	0
72	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
73	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
74	Missouri Career Center 123 Road Quincy, Illinois Phone : 573-248-2520 Email : kim.cull@ded.mo.gov Kim Cull	N	0
75	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : mba@mbaweb.org Fax : 1-309-457-2363 Mindy Damewood	N	0

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76	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monmouthcollege.edu Stephanie Kinkaid	N	0
77	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
78	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0
79	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
80	Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Email : mba@mbaweb.org Fax : 1-773-442-4690 Lorn Coleman	N	0
81	Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Fax : 1-773-442-4690 Lorn Coleman	N	0

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82	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
83	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Fax : 1-847-467-7778 Lonnie Dunlap	N	0
84	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
85	On Air Advertisements 1510 N 3rd Riverton, Illinois 62561 Phone : 217-629-7077 Kevan Kavanaugh Manual Posting	N	0
86	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
87	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Willie Parker	N	0
88	Previous Employee Fiona Irvin	N	2

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89	QNI 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3409 Email : aborden@qni.biz Ashley Borden	N	0
90	Quanada 2707 Maine St Quincy, Illinois 6231 Phone : 217-222-3069 Email : megand@quanada.org Megan Dueserhaus	N	0
91	Quincy Area Chamber 300 Civic Center Ste. 245 Quincy, Illinois 62301 Phone : 217-222-7980 Email : amy@quincychamber.org Amy Looten	N	0
92	Quincy University 1800 College Street Quincy, Illinois 62301 Phone : 217-228-5240 Email : liesekr@quincy.edu Kristen Liesen	N	0
93	Radio Recruitment Ad	N	2
94	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
95	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 ext. 243 Email : swebster@richland.edu Fax : 1-217-875-7783 Sue Webster	N	0

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96	Robert Morris College 180 North Lasalle Street Chicago, Illinois 60601 Phone : 800-762-5960 Email : aspindel@robertmorris.edu Amanda Spindel	N	0
97	Rock River PIC 3134 11th Street Rockford, Illinois 61109 Phone : 815-395-6648 Email : gale.meredith@illinois.gov Gale Meredith	N	0
98	Rockford Business College 730 N. Church Street Rockford, Illinois 61103 Phone : 815-965-8616 Email : dsallee@rockfordcareercollege.edu D Sallee	N	0
99	Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982	N	0
100	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
101	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
102	Spoon River College 23235 N. County 22 Canton, Illinois 61520 Phone : 309-837-5727 Email : michelle.bugos@src.edu Michelle Bugos	N	0



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103	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0
104	Station On-Air Advertisement	N	1
105	Station Website 1510 N 3rd Riverton, Illinois 62561 Phone : 217-629-7077 Jay Schied Manual Posting	N	0
106	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
107	Trade Website	N	4
108	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
109	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
110	University of Illinois Alumni Career Center 200 S. Wacker Drive First Floor, MC200 Chicago, Illinois 60606 Phone : 312-575-7830 Email : careers@uillinois.edu Rosahlee Soloman	N	0

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111	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Student Affairs	N	0
112	University of Illinois at Urbana/Champaign 810 S. Wright Street 24 Gregory Hall Urbana, Illinois 61801 Phone : 217-333-1508 Email : lholley@uiuc.edu Lynn Holley	N	0
113	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : mba@mbaweb.org Fax : 1-312-413-0383 Andres Garza	N	0
114	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-355-0193 Email : sbirk@uic.edu Fax : 1-312-413-0383 Stephanie Birk	N	0
115	University of Wisconsin-Green Bay 2420 Nicolet Drive SS 1916 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Email : careers@uwgb.edu Linda Peacock-Landruff	N	0
116	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0

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117	Wheaton College 501 College Ave. Wheaton, Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Jared Abuhl	N	0
118	WIZM/WKTY/WRQT/KQYB/KCLH 201 State St LaCrosse, Wisconsin 54601 Phone : 608-782-1230 Email : kristyn@mwfroadcasting.com Kristy Nix	N	0
119	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E. Napier Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Judy Groenke	N	0
120	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@hubbardradio.com Amy Wicklund	N	0
121	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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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	2/20/2014	Participation in Job Fairs	Participated in UIS Career Fair on the UIS campus for on-going open sales positions and news/programming positions. Our General Manager and Chief Engineer were in attendance collecting resumes and talking with potential candidates and interns. This event was open to UIS student and the public. There were 100+ local businesses in attendance.	2	General Manager Chief Engineer	0.25
2	4/10/2014	Provision of training to management	Manager training by the Center for Sales Strategy on hiring and recruitment strategies.	2	General Manager Sales Manager	1.00
3	4/21/2014	Participation in Job Fairs	The Great Springfield Chamber of Commerce Job and Career Fair.	1	Sales Manager	0.25
4	6/9/2014	Establishment of training programs for station personnel	Sales training in our Michigan market for our Super Star sales people.	2	Account Executive Sales Manager	1.00
5	6/12/2014	Listing of each upper-level category opening in a job bank or newsletter	Posted position for upper level Account Executive on helpwantedspringfield.com	1	Sales Manager	1.00
6	6/12/2014	Listing of each upper-level category opening in a job bank or newsletter	Posted job opening for upper level Account Executive on the Illinois Broadcasters Association website.	1	Sales Manager	1.00
7	6/12/2014	Listing of each upper-level category opening in a job bank or newsletter	Posted job opening for upper level Account Executive on the Greater Springfield Chamber of Commerce website.	1	Sales Manager	1.00
8	6/18/2014	Establishment of training programs for station personnel	Training sessions at the Illinois Broadcasters Association. Each sales person had three sessions to attend through out the day, including management.	8	General Manager Sales Manager Account Executive Account Executive	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>6.50</b>