

WLCE, WMAY, WNNS, WQLZ
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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 |
|-------------------|--|-----------------------|
| Account Executive | 1-8, 10-19, 21-33, 35-52, 54-58, 60-83 | 18 |
| Account Executive | 1-8, 10-19, 21-33, 35-52, 54-58, 60-83 | 18 |
| On-Air Announcer | 1-8, 10-17, 19-27, 29-33, 35-55, 57-62, 64-83 | 59 |
| On-Air Announcer | 1-8, 10-17, 19-27, 29-33, 35-55, 57-62, 64-83 | 20 |
| Account Executive | 1-24, 26-27, 29-51, 54-58, 60-66, 68-83 | 20 |

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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 | 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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|------------------|--|--|---|
| 7 | 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 |
| 8 | Brown College 1345 Mendota Heights Road Mendota, Minnesota 55120 Phone : 651-905-3522 Email : mkronforst@browncollege.edu Mike Kronforst | N | 0 |
| 9 | Call In | N | 1 |
| 10 | Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Fax : 1-773-995-2329 Abdule Mahdi | N | 0 |
| 11 | 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 |
| 12 | Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey | N | 0 |
| 13 | 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 |

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|------------------|--|--|---|
| 14 | DePaul University 25 E Jackson Rd Chicago, Illinois 60604 Phone : 312-362-8000 Email : recruitstudents@depaul.edu Career Counselor | N | 0 |
| 15 | 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 |
| 16 | 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 |
| 17 | Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Annett Coduto | N | 0 |
| 18 | Employee Referral | N | 5 |
| 19 | Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Fax : 1-309-467-6437 Connie Redmon | N | 0 |
| 20 | Former Employee | N | 2 |
| 21 | GREDF 300 Civic Center Suite 256 Quincy, Illinois 62301 Phone : 217-223-4313 Email : gredf@gredf.org Jim Mentesti | N | 0 |

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|------------------|--|--|---|
| 22 | Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Fax : 1-618-664-6555 Cary Holman | N | 0 |
| 23 | 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 |
| 24 | ILLINOIS BROADCASTERS ASSOCIATION 200 MISSOURI AVE CARTERVILLE, Illinois 62918 Phone : 217-793-2636 Email : dgray@ilba.org DEBRA GRAY | N | 0 |
| 25 | 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 |
| 26 | Illinois College 1101 West College Ave. Jacksonville, Illinois 62650 Phone : 217-245-3040 Jennifer Reif | N | 0 |
| 27 | Illinois Community College Board 401 E. Capital Springfield, Illinois 62701 Phone : 217-785-0086 Email : karen.h.anderson@illinois.gov Karen Anderson | N | 0 |
| 28 | Illinois Department of Employment Security 850 E Madison Springfield, Illinois Email : Randy.Hegland@illinois.gov Randy Hegland | Y | 0 |

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|-----------|--|---|--|
| 29 | 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 |
| 30 | Illinois News Broadcasters Association One University Circle Macomb, Illinois 61455 Phone : 312-409-7997 Email : borowmaq@aol.com Bob Roberts | N | 0 |
| 31 | 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 |
| 32 | Illinois Wesleyan University PO Box 2900 Bloomington, Illinois 61702-2900 Phone : 309-556-1000 Email : snoonan@iwu.edu Sue Noonan | N | 0 |
| 33 | Indeed.com 177 Broad St Stamford, Connecticut Website Website Manual Posting | N | 0 |
| 34 | Indeed.com | N | 4 |
| 35 | Inside Radio PO Box 567925 Atlanta, Georgia Website Website Manual Posting | N | 0 |
| 36 | Ivy Tech State College 8000 S. Education Drive Terre Haute, Indiana 47802 Email : jornduff2@ivytech.edu JoEllen Ornduff | N | 0 |

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|------------------|---|--|---|
| 37 | Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone | N | 0 |
| 38 | KHQA 301 South 36th St Quincy, Illinois 62301 Phone : 217-222-6200 Email : kmccarty@khqa.com Kathy McCarthy | N | 0 |
| 39 | KKLH/KOMG/KOSP/KQRA 319-B East Battlefield Springfield, Missouri 65807 Phone : 417-886-5677 Email : jguitar@mwfmarketing.fm Jeanne Guittar | N | 0 |
| 40 | 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 |
| 41 | Lewis & Clark Community College 5800 Godfrey Road Godfrey, Illinois 62035 Phone : 618-468-5500 Email : abunjan@lc.edu Alice Bunjan | N | 0 |
| 42 | Loyola University Chicago 1032 W Sheridan Rd Chicago, Illinois 60660 Phone : 773-508-7716 Email : careercenter@luc.edu Alyson Miller | N | 0 |
| 43 | Media Line 123 Road Quincy, Illinois Phone : 408-648-5204 Email : medialine@medialine.com Mark Media Line | N | 0 |

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|------------------|---|--|---|
| 44 | Medill School of Journalism 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Email : j-obrien@northwestern.edu Jim O'Brien | N | 0 |
| 45 | Mid-West Family Broadcasting 1510 N 3rd Riverton, Illinois Phone : 217-629-7077 Teri Caldwell Manual Posting | N | 0 |
| 46 | Mid-West Management, Inc 730 Rayovac Drive Madison, Wisconsin Phone : 608-273-1000 Email : hope.q@mwfbg.net Hope Quackenboss | N | 0 |
| 47 | Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger | N | 0 |
| 48 | Missouri Career Center 123 Road Quincy, Illinois Phone : 573-248-2520 Email : kim.cull@ded.mo.gov Kim Cull | N | 0 |
| 49 | Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : wackerle@monmouthcollege.edu Stephanie Kinkaid | N | 0 |
| 50 | Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline | N | 0 |

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|------------------|---|--|---|
| 51 | North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk | N | 0 |
| 52 | Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Fax : 1-773-442-4690 Lorn Coleman | N | 0 |
| 53 | Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Fax : 1-847-467-7778 Lonnie Dunlap | N | 0 |
| 54 | 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 |
| 55 | On Air Advertisements 1510 N 3rd Riverton, Illinois 62561 Phone : 217-629-7077 Kevan Kavanaugh Manual Posting | N | 0 |
| 56 | On Air Recruitment Ad | N | 6 |
| 57 | Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin | N | 0 |

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|------------------|--|--|---|
| 58 | Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Willie Parker | N | 0 |
| 59 | Previous Employee | N | 1 |
| 60 | Quanada 2707 Maine St Quincy, Illinois 6231 Phone : 217-222-3069 Email : megand@quanada.org Megan Dueserhaus | N | 0 |
| 61 | Quincy Area Chamber 300 Civic Center Ste. 245 Quincy, Illinois 62301 Phone : 217-222-7980 Email : amy@quincychamber.org Amy Looten | N | 0 |
| 62 | Quincy University 1800 College Street Quincy, Illinois 62301 Phone : 217-228-5240 Email : liesekr@quincy.edu Kristen Liesen | N | 0 |
| 63 | Radio Recruitment Ad | N | 14 |
| 64 | 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 |
| 65 | Robert Morris College 180 North Lasalle Street Chicago, Illinois 60601 Phone : 800-762-5960 Email : aspindel@robertmorris.edu Amanda Spindel | N | 0 |

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|------------------|--|--|---|
| 66 | Rock River PIC 3134 11th Street Rockford, Illinois 61109 Phone : 815-395-6648 Email : gale.meredith@illinois.gov Gale Meredith | N | 0 |
| 67 | Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982 | N | 0 |
| 68 | 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 |
| 69 | Spoon River College 23235 N. County 22 Canton, Illinois 61520 Phone : 309-837-5727 Email : michelle.bugos@src.edu Michelle Bugos | N | 0 |
| 70 | Station Website 1510 N 3rd Riverton, Illinois 62561 Phone : 217-629-7077 Jay Schied Manual Posting | N | 0 |
| 71 | 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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|------------------|---|--|---|
| 72 | 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 |
| 73 | 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 |
| 74 | 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 |
| 75 | 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 |
| 76 | 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 |
| 77 | 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 |

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|--|--|--|---|
| 78 | 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 |
| 79 | Wheaton College 501 College Ave. Wheaton, Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Jared Abuhl | N | 0 |
| 80 | WIZM/WKTY/WRQT/KQYB/KCLH 201 State St LaCrosse, Wisconsin 54601 Phone : 608-782-1230 Email : kristyn@mwfbroadcasting.com Kristy Nix | N | 0 |
| 81 | WSJM/WIRX/WCSY/WYTZ/WCXT 580 E. Napier Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Judy Groenke | N | 0 |
| 82 | WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@hubbardradio.com Amy Wicklund | N | 0 |
| 83 | 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: | | | 33 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|---|
| 1 | 2/9/2016 | Establishment of training programs for station personnel | MWFB University at Madison, WI | 3 | Account Executive Sales Representative Sales Representative |
| 2 | 2/16/2016 | Participation in Job Fairs | 18th Annual Career Connections Expo! (Formerly known as Springfield Collegiate Career Fair) Tuesday, February 16, 11:30 a.m. - 2:30 p.m. University of Illinois Springfield Campus at The Recreation and Athletic Center | 2 | General Manager LSM |
| 3 | 3/2/2016 | Participation in other activities designed by the station employment unit | Visit to Jefferson Elementary School on March 2, 2016 for one hour presentation to 6th Grade class to present Broadcasting News experiences in covering elections with Q&A session. | 1 | News Director |