

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with 47 C.F.R. §73.2080(c)(6). This Report has been prepared on behalf of the Station Employment Unit (EU) that is comprised of the following:

- WPWX-FM, Facility ID No. 17304, principal community Hammond, Lake County Indiana
- WYCA-FM, Facility ID No. 73700, principal community Crete, Will County, Illinois
- WYRB-FM, Facility ID No. 21202, principal community Genoa, DeKalb County, Illinois
- WSRB-FM, Facility ID No. 6590, principal community Lansing, Cook County, Illinois

The anniversary renewal filing dates of WYCA, WYRB and WSRB are August 1; the anniversary renewal filing date for WPWX is April 3. As such, the Applicable Period is keyed to the earliest of the anniversary renewal filing dates, and the information contained in this Report covers the time period beginning April 1, 2025 to and including March 31, 2026. (the “Applicable Period”).

A copy of this report is required to be placed in the online public inspection files of each station, and posted on their websites.

Appendices 1, 2 and 3 which follow have been prepared, in the aggregate, to provide the required information.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2025, to March 31, 2026

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Section 1: Vacancy Information

Full-time Positions Filled:

Total Number of Vacancies: 0

Total Number of Interviews: 0

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2025 to March 31, 2026

Station Comprising Station Employment Unit:

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Section 2: Recruitment Source Information

Recruitment Sources

(Name, Address, Telephone Number, E-mail Address if applicable Contact Person) Total Number of Interviewees This Source Has Referred During This Period (If Any) Full-time Position for Which This Source Was Utilized.

1. RECRUITMENT SOURCES WERE SELECTED FROM THE FOLLOWING LIST FOR THE FULL TIME OPENINGS LISTED IN APPENDIX 1.
2. *REPRESENTS SOURCES WHICH HAVE ASKED TO BE NOTIFIED IN THE EVENT OF ANY FULL-TIME VACANCIES.
3. SOURCES LISTED WITH NOTIFICATION OF HANDSHAKE.COM WERE POSTED TO HANDSHAKE.COM AND APPROVED BY LOCAL CAREER COUNSELORS FOR POSTINGS AT OR ON THE UNIVERSITY'S CAMPUS AND VISIBLE ONLINE THROUGH THE HANDSHAKE WEBSITE

ALL SOURCES WERE NOTIFIED VIA FAX AND/OR E-MAIL AS REQUESTED

	Agency Name	Contact	Address	City	S t a t e	Zip	Phone	# of Interviews
1	*Chicago State Univ.	Keith Hooker/Christine List	9501 S King Drive E-mail Req:khooker@csu.edu	Chicago	I L	60628	773-995-4520	
2	*Illinois Media School	Dustin Lingemann	8501 W Higgins Rd Email Req: DLingemann@beonair.com	Chicago	I L	60631	630-519-1394	
3	*WKKC Kennedy King College Radio	Ozias Washington	6301 S Halsted St. owashington@ccc.edu	Chicago	I L	60621	773-602-5000	
4	Valparaiso Univ.	Career services through handshake	1700 Chapel Dr. Handshake.com	Valparaiso	I N	46383	219-464-5005	
5	Lewis Univ.	Career Services through handshake	1 University Pkwy Handshake.com	Romeoville	I L	60446	815-836-5282	
6	National Louis University	Career Services through handshake	122 S. Michigan Ave Handshake.com	Chicago	I L	60603	888-658-8632	
7	Columbia College Chicago	Career Services through handshake	600S. Michigan Ave. ATTN: industryrelations@colum.edu	Chicago	I L	60605	312-369-7280	
8	Depaul University	Career Services through Handshake	1 East Jackson Blvd. Handshake.com	Chicago	I L	60604	312-362-8000	
9.	Purdue University Northwest	Career Services through handshake	2200 169 th Street Handshake.com	Hammond	I N	46324	855-608-4600	

10	*Governors State University	Darcie Campos	Room B12158 Governors State University Handshake.com	University Park	I L	60466	708-235-3974	
11	*Northern IL Univ.	Career Services	1425 Lincoln Hwy. Web Posting Required: http://niu.edu/careerservices	Dekalb	I L	60115	815-753-8344	
12	Ivy Tech Community College	Attn.: Career Services	3485 Broadway Ivytech.edu/career-development	Gary	I N	46409	219-981-1111	
13	*Calumet College	Attn: Matt Vicars	2400 New York Avenue E-mail Req: Mvicars@ccsj.edu	Whiting	I N	46394	219-473-4341 EXT: 253	
14	*WCSU Radio	Troi Tyler	9501 S King Dr Email Req: troityler@aol.com	Chicago	I L		773-995-2280	
15	City of Gary- Human Relations	Herneefa K.	839 Broadway Ave. Suite S107 Phone calls only please.	Gary	I N	46402	219-883-4151	
16	St. Sabina Employment Resource Center	ATTN: Don Jones / Sharon Miles	7825 S Racine Ave Email req: DJones@ercsabina.org Smiles@ercsabina.org	Chicago	I L	60638	773-783-3760	
17	American Job Center at the King Center	ATTN: Joy 773-358- 3106	Phone calls only please. 4314 S. Cottage Grove	Chicago	I L	60619	773-538-5627	
18	Circle of Services/North Township Trustee	ATTN: Sue Tokarz	2835 165 th Street Phone calls only please.	Hammond	I N	46323	219-932-2530 EXT:340	
19	Hammond Area Career Center	Jermey Hicks	5727 Sohl Ave Email Req : Jnhicks@hammond.k12.in.us	Hammond	I N	46320	219-933-2428 EXT	
20	Woodlawn Resource Center	Mr. Lesser	6114 S. Cottage Grove Email Req: FLesser@poahcommunities.com	Chicago	I L		773-451-8077	
21	Indiana Career Connect/Workforce One	John Holiday	504 Broadway Web postings: Indianacareerconnect.com	Gary	I N	46402	219-981-4100 EXT:374	
22	*The Workforce Connection	Anne Woosley	303 N. Main St. businessservices@theworkforceconnection.org Email required: info@theworkforceconnection.org Contact only wants positions that are available in the Rockford Illinois service area	Rockford	I L	61101	815-395-6608 815-847-7574	
23	*NABJ Chicago Jobs		PO Box 81228 web@nabjchicago.org	Chicago	I L	60681		
24	Indeed.com		Indeed.com Online hiring portal					
25	WPWX Website		CBC Website	www.power92 chicago.com				
26	WSRBWebsite	CBC Website	www.1063chicago.com					
27	WYRBWebsite	CBC Website	www.mypower106.com					
28	WYCA Website	CBC Website	www.rejoice102.com					
29	WPWX On-Air		CBC Airwaves					
30	WSRB On-Air		CBC Airwaves					
31	WYRB On-Air		CBC Airwaves					
32	WYCA On-Air		CBC Airwaves					
33	CBC Employee Referrals/Internal job postings at Hammond and Chicago offices, Current Employee							

34	Industry Referrals – CBC Partners, clients and vendors		
	TOTAL		0

Appendix 3 to

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Covering the Period from April 1, 2025 to March 31, 2026

Station Comprising Station Employment Unit:

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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken By
WPWX-FM, WYCA-FM, WSRB-FM WYRB-FM.**

1. Employee Referral Program - Ongoing - WPWX, WSRB, WYRB and WYCA - Current Crawford employees are actively encouraged to outreach for potential applicants. Our employee base is extremely diverse as it would relate to state of residence, community in which they live, culture, age and gender. We are able to reach a broad spectrum of people and feel this is an innovative way to promote broadcast employment widely throughout the community.
2. Internship Program (Ongoing)- WPWX, WSRB, WYRB, and WYCA- Company developed and directed internship program where students are given a syllabus for proper credit for a communication/broadcasting college internship course. The 6-8 week experience includes participation in sales and sales promotion related tasks to expose students to the daily operations of broadcast radio. Completion of student evaluation done at the completion of the internship. Two interns have been selected and approved for the Spring term 2025.
3. Chicago Diversity Career Fair (April 23, 2025)- WPWX, WSRB, WYRB, and WYCA- Crawford Media Group joined several employers to discuss current job openings and speak with our chief board operator about entry level jobs in radio broadcasting. Resumes were collected on site.
4. East Chicago High School Career Fair (April 30, 2025)- WPWX, WSRB, WYRB and WYCA- Chief Board Operator met with East Chicago High School Students to discuss career opportunities and pathways to broadcasting
5. Illinois Media School/Be On Air Network Professional Advisory Council Meeting (May, 1, 2025)- WPWX, WSRB, WYRB, and WYCA- Operations manager attended bi-annual meeting to review facilities and evaluate curriculum to support radio broadcasting emphasis program and discuss potential hiring and internship opportunities to present to students.
6. Powerhouse International Job Fair (May 16, 2025)- WPWX, WSRB, WYCA- Station promotions coordinator met with prospective candidates to discuss enter level job openings including part time board operator and street team ambassador.
7. Chicago Urban League Career & Resource Fair (May 23, 2025)- WPWX, WSRB, WYCA- Station promotions coordinator met with members of the community to discuss entry level job openings and the roles of street team ambassador and board operator.
8. Chicago Diversity Career Fair (September 4, 2025)- WPWX, WSRB, WYRB, and WYCA- Crawford Media Group joined several employers to discuss current job openings and speak with our chief board operator about entry level jobs in radio broadcasting. Resumes were collected on site.
9. City of Hammond Career Fair (September 18, 2025)-WPWX, WSRB, WYRB, and WYCA- Chief Board Operator and Promotions Coordinator met with potential candidates to discuss entry level careers in radio. Resumes collected on site.
10. Chicago's Communication Networking & Hiring Job Fair Columbia College (November 11, 2025)- WPWX, WSRB, WYRB, and WYCA- Promotions Coordinator met with students from Columbia College to discuss career opportunities in radio. Street Team ambassador position was presented.

11. Be On Air Network PAC National Advisory Council Meeting- (November 12, 2025)- WPWX, WSRB, WYRB, and WYCA- Operations Manager attended national program advisory committee meeting virtually to discuss potential curriculum opportunities including Podcasting, AI and Social Media certificate programs to aid in producing students prepared to enter careers in radio broadcasting.
12. Calumet City Lansing Chapter of Kappa Alpha Psi Fraternity, Inc. Black History Program- (February 22, 2026)- WPWX, WSRB, WYRB, and WYCA- Operations Manager participated in keynote panel to discuss pathways and careers in radio broadcasting to youth and greater community.
13. Illinois Media School Employment Fair- (February 27, 2026)- WPWX, WSRB, WYRB and WYCA- Operations Manager attended career fair to share information about internship program and entry level requirements for positions of board operator and street team ambassador. Met with students and recent graduates to explain detailed information about seeking and applying for job openings.