

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 Section 73.2080 (c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following:

WPWX-FM, licensed in Hammond, Lake County Indiana;

WYCA-FM, licensed in Crete, Will County, Illinois

WYRB-FM, licensed in Genoa, DeKalb County, Illinois

WSRB-FM licensed in Lansing, Cook County, Illinois

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

The information contained in this Report covers the time period beginning April 1, 2022 to and including March 31, 2023. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

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

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2022 to March 31, 2023

Station Comprising Station Employment Unit:

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

Section 1: Vacancy Information

Full-time Positions Filled:

1. Traffic/Continuity (1 opening)- 6 interviews

Source of Hire: Employee Referral

Date of Hire: June 30, 2022

Recruitment Sources Utilized- All listed in Appendix 2

2. Office Assistant (1 opening)- 7 interviews

Source of Hire: WPWX-FM

Date of Hire: June 7, 2022

Recruitment Sources Utilized- All listed in Appendix 2

3. Traffic/Continuity (1 opening)- 6 interviews

Source of Hire: Employee Referral

Date of Hire: June 30, 2022

Recruitment Sources Utilized- All listed in Appendix 2

4. Chief Board Operator (1 opening)- 8 interviews

Source of Hire: WSRB On Air

Date of Hire: March 21, 2023

Recruitment Sources Utilized- All listed in appendix 2 with the exception of #26 Indeed.com as demand from internal candidates was high.

Total Number of Vacancies: 4

Total Number of Interviews: 27

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2022 to March 31, 2023

Station Comprising Station Employment Unit:

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Section 2: Recruitment Source Information

Recruitment Source

(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	State	Zip	Phone	Fax	# of Interviews
1	*Chicago State Univ.	Keith Hooker/Christine List	9501 S King Drive E-mail Req. khooker@csu.edu	Chicago	IL	60628	773-995-4520	773-995-2329	
2	*Illinois Media School	Todd Thomas	500 Russel Court Email Re: atobias@beonair.com	Woodstock	IL	60652	331-215-4733	815-338-7125	
3.	*WKKC Kennedy King College Radio	Dennis Snipe	6301 S Halsted St. dsnipe@ccc.edu	Chicago	IL	60621	773-602-5000		
4.	Valparaiso Univ.	Career services through handshake	1700 Chapel Dr. Handshake.com	Valparaiso	IN	46383	219-464-5005	219-464-5519	
5.	Lewis Univ.	Career Services through handshake	1 University Pkwy Handshake.com	Romeoville	IL	60446	815-836-5282	815-838-4614	
6.	National Louis University	Career Services through handshake	122 S. Michigan Ave Handshake.com	Chicago	IL	60603	888-658-8632		
7.	Columbia College Chicago	Career Services through handshake	600S. Michigan Ave. Handshake.com	Chicago	IL	60605	312-369-1000		
8.	Depaul University	Career Services through Handshake	1 East Jackson Blvd. Handshake.com	Chicago	IL	60604	312-362-8000		
9.	Purdue University Northwest	Career Services through handshake	2200 169 th Street Handshake.com	Hammond	IN	46324	855-608-4600		
10	*Northern IL Univ.	Career Services	1425 Lincoln Hwy. Web Posting Required: http://niu.edu/careerservices	Dekalb	IL	60115	815-753-8344	815-753-0198	
11	Center of Concern	Belinda Helminiak	1580 N Northwest Hwy	Park Ridge	IL	60068	847-823-0453	847-824-8437	
12	Indiana Career Connect/Workforce One	John Holiday	504 Broadway Web posting Re: Indianacareerconnect.com	Gary	IN	46402	219-981-4100 ext.374		
13	*Hammond Area Career Center	Cindy Lewis/Amy Schaeffer	5727 Sohl Avenue E-mail: matatalovich@hammon.k12.in.us	Hammond	IN	46320	219-933-2428	219-554-4570	
14	*Hammond Workforce Development	Job Service	5217 Hohman Ave. P.O. Box 4081 Web posting Re: Indianacareerconnect.com	Hammond	IN	46320	219-933-8332	219-933-8370	
15	*Governors State University	Darcie Campos	Room B12158 Governors State University Handshake.com	University Park	IL	60466	708-235-3974	708-534-1173	
16	Ivy Tech Community College	Attn.: Career Services	3485 Broadway Ivytech.edu/career-development	Gary	IN	46409	219-981-1111		
17	*Calumet College	Attn: Dino Ramirez	2400 New York Avenue E-mail preferred: Dramirez1@ccsj.edu	Whiting	IN	46394	219-473-4341	219-473-4277	
18	IL Dept. of Human Services	Reginald Whitley	11203 E. Ellis Avenue E-mail: Reginald.Whitley@illinois.gov	Chicago	IL	60628	773-660-7000	773-660-7100	
19	City of Gary- Human Relations	Rita Jackson	839 Broadway Ave. Suite S107 Fax During business hours only	Gary	IN	46402	219-883-4151	219-882-0373	
20	Circle of Services	Zeneda Jordan	2835 165 th Street Email Required: Jordanz@ntfo.net	Hammond	IN	46323	219-803-0659	219-803-7930	

Appendix 3 to

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Covering the Period from April 1, 2022 to March 31, 2023

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. Diversity Employment Day Career Fair (April 20, 2022)- WPWX, WSRB, and WYCA- Crawford Broadcasting was presented with available openings by personnel as virtual date was cancelled. 1 resume was retrieved for review.
3. Illinois Media School Program Advisory Council Meeting (June 10, 2022)- WPWX, WSRB, WYRB, WYCA- Participated in discussing with broadcast leaders and Illinois Media School Representatives to discuss curriculum and needs of the broadcasting industry. Made connections with on-site talent coordinators in an effort to attract new talent.
4. Diversity Employment Career Fair (Virtual) (October 21, 2022)- WPWX, WSRB, WYCA- Crawford Broadcasting hiring manager presented part time openings at this virtual employment day for the Midwest and East Coast. 1 candidate participated in a one-on-one session.
5. Careers in Communication Columbia College (Virtual) (October 21, 2022)- WPWX, WSRB, WYRB, WYCA- Three Crawford Broadcasting Representatives presented opportunities in radio and met one-on-one with students to discuss hiring qualifications and opportunities. 3 students attended the general session and 4 students attended the one- on- one sessions.
6. Illinois Media School Program Advisory Council Meeting (November 30, 2022)- WPWX, WSRB, WYRB, WYCA- Participated in discussing with broadcast leaders and Illinois Media School Representatives to discuss curriculum and needs of the broadcasting industry. Made connections with on-site talent coordinators in an effort to attract new talent.
7. Job Posting for WYCA-FM Program Director on Women in Radio open forum to attract diverse candidates.