WFMB-FM, WFMB-AM, WCVS-FM, WMAY-AM, WMAY-FM, WNNS-FM, WQLZ-FM, Channel1450.com
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

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 Hire
Account Executive	1, 3, 18, 35, 36, 37	1

WFMB-FM, WFMB-AM, WCVS-FM, WMAY-AM,
WMAY-FM, WNNS-FM, WQLZ-FM, Channel1450.com
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	**Woodward Communications, Inc. Careers Website** PO Box 688 Dubuque, IA 52004 Contact: Ali Chapman Phone (563) 588-5728 www.wcinet.com/career-opportunities	N	2
2	**Manpower** 2719 W. Monroe Street Springfield, Il 62704 Contact: Ginette Comstock 217-528-2323	N	0
3	**On-Air Announcements** *(one or more SEU stations)*	N	0
4	**Southern Illinois Univ.** **Broadcast Dept.** 930 E 50th St. Chicago, IL 62901 Contact: James Scales	N	0
5	**Rainbow Push Coal** 930 E 50th St. Chicago, IL 60615 Contact: Tannis Williamson	N	0
6	**Career Center I.S.U.** Coordinator Student Employment Campus Box 2520 Normal IL 61790 Contact: Timoteo Asis	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	**Parkland College** 2400 W. Bradley Avenue Champaign, IL 61821 Contact: Sandy Spencer	N	0
8	**John Wood Community College** 1301 S. 48th Street Quincy, IL 62305 Contact: Susan Deege	N	0
9	**NAACP Springfield Branch** P.O. Box 1524 Springfield, IL 62704 Contact: Rudy Davenport	N	0
10	**University of IL at Champaign/Urbana** 620 E John Room 250 Champaign, IL 61820 Contact: Lavonne Nouaofski	N	0
11	**IL Center for Broadcasting** 55 W 22nd Street #240 Lombard, IL 60148 Contact: Mike Kendall	N	0
12	**IL Dept. of Human Services Office** 2435 Broadway Quincy, IL 62301 Contact: Donna Ryan	N	0
13	**National Association of Broadcasters Minority & Specialty Services Department** 1771 N Street NW Washington DC 20036	N	0
14	**Quincy University Career Services** 1800 College St. Quincy, IL 62301 Contact: Rebecca Barrett	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	**Land of Lincoln Consortium** 1300 S 9th St. Springfield, Il 62703 Contact: Susan Sims	N	0
16	**U of I Springfield** K30 Human Resources office Springfield, IL 62794 Contact: Rosa Bryan	N	0
17	**Southern Illinois University** Room 1056 Communications Building Carbondale, IL 62901 Contact: Phylis Johnson	N	0
18	**Illinois Broadcasters Association** 300 N Pershing Ave. Suite B Energy IL 62933 Contact: Debbie David 618-942-2139	N	0
19	**Springfield Center for Independent Living** 426 West Jefferson Springfield, IL 62702 Contact: Cecelia Haasis	N	0
20	**AllAccess.com** **All Access Music Group** 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265 Contact: On Air Position 310.457.6616	N	0
21	**Women in Communications** P.O. Box 1105 Bloomington, IL 61702	N	0
22	**Women in Management** P.O. Box 1131 Springfield, IL 62705	N	0
23	**Springfield College in Illinois** 1500 N. Fifth Street	N	0
24	**Springfield Urban League** 1100 N 11th St. Springfield, IL 62703 Contact: Ms. Nicki Baker	N	0
25	**Pleasant Grove Baptist Church** 908 Martin Luther King Dr. Springfield, IL 62703	N	0
26	**Lincolnland Community College** 5250 Shephard Road Springfield, IL 62702 Contact: careercenter@llcc.edu 217-786-2210	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	**Zion Baptist Church/Pastor Hagy** 1601 E. Laurel Springfield 62707	N	0
28	**Broadcast Center Employee Placement** 9051 Watson Road., Ste. C #235, Crestwood, MO 63126 Contact: Placement@broadcastcenterinfo.com 341-647-8181	N	0
29	**State Journal Register** One Copley Plaza Springfield, IL Contact: 217-789-1506	N	0
30	**Capital Area Career Center** 2201 Toronto Road Springfield, IL 62707 Contact: Jim Grimes 217-529-5431	N	0
31	**Country Aircheck** 914 18th Ave South Nashville, TN 37212 Contact: 615-320-1450 news@countryaircheck.com	N	0
32	**Craigslist** Craigslist.com Contact: Michele Mitchell 217-528-3033	N	0
33	**TBC Holdings LLC, recruiting company** https://tbcholdingsllc.com/ Contact: Cameron McDowell tbcholdingsllcbiz@gmail.com	N	0
34	**Employee Referral**	N	0
35	**Indeed** https://www.indeed.com/	N	0
36	**LinkedIn** https://www.linkedin.com/	N	0
37	**WCM-Illinois Facebook Page** https://www.facebook.com/WoodwardRadioGroup	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		2

WFMB-FM, WFMB-AM, WCVS-FM, WMAY-AM,
WMAY-FM, WNNS-FM, WQLZ-FM, Channel1450.com

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	Participating in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	A student from Williamsville High School shadowed a Brand Talent employee at a track meet in Williamsville on March 21, 2026, for about an hour to see what we do when covering games. On March 23 he came into the office to observe time on the radio with three more Brand Talent employees on 104.5 WFMB (WFMB-FM) and Sports Radio 1450 (WFMB-AM). He also got to see what some of our office work entails and spoke with a Brand Talent employee about sports broadcasting.
	Participating in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	March 27, 2026, a sports communication major from Lincoln Land Community College, visited the office. A Channel1450.com employee owner gave him a tour of the office, and he interviewed the employee owner for a school project. The interview was half an hour and covered our process for posting videos each day and different communications situations that could arise at games or when dealing with teams and viewers.
	Participate in events with educational institutions relating to career opportunities in broadcastings.	Sports Director of Channel1450.com recently made two visits to local schools to talk about what he does at Channel1450.com. Thursday, April 23, 2026 he spoke at Lutheran High School in Springfield. Friday, April 24, 2026 he spoke at Glenwood Elementary School in Chatham, Illinois.
	Participating in at least four (4) events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 12, 2026 Woodward Community Media hosted students from the IBF Media Career Academy, providing a behind-the-scenes look at careers in broadcasting, digital media, and local content creation. The visit gave participants hands-on exposure to media operations while supporting the company's commitment to educating, mentoring, and developing the next generation of media professionals.

	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 17th the Director of Broadcast attended the WBA session, "The FCC and EEO".