

WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Senior Account Executive	1-13, 15-23, 25-26, 29-30, 32-49, 51-53, 55-57, 59-61	26
Senior Account Executive	1-13, 15-23, 25-26, 29-30, 32-49, 51-53, 55-57, 59-61	32
Rock 95.5 On-Air Talent-Union/Evenings	1-26, 29-30, 33-49, 51-57, 60-61	14
Rock 95.5 On-Air Talent/Middays and APD	1-26, 29-30, 32-49, 51-53, 55-57, 59-61	14
Rock 95.5/On-Air Talent-Union/Producer	1-13, 15-23, 25, 29-30, 33-49, 51-53, 55-57, 60-61	20
103.5 KISS-FM On-Air Talent/Morning Show	1-13, 15-26, 28-30, 32-53, 55-57, 59-61	26
Senior Digital Account Executive	1-13, 15-26, 29-30, 32-41, 43-49, 51-53, 55-57, 60-61	26
Sales Coordinator	1-5, 7-23, 25, 29-30, 32-36, 38-41, 43-49, 51-53, 55-57, 60-61	32
Senior Manager, Event and Client Partnerships	1-5, 7, 9-13, 16-20, 22-23, 26, 30, 33-36, 41, 44-45, 47, 49, 51-53, 56, 58, 60-61	58
Senior Account Executive	1-5, 7-23, 25, 27, 30-31, 33-36, 38-39, 41, 44-49, 51-53, 55-56, 60-61	31
Senior Account Executive	1-5, 7-23, 25, 27, 30-31, 33-36, 38-39, 41, 44-49, 51-53, 55-56, 60-61	20
Senior Account Executive	1-5, 7-10, 12-14, 16-23, 25, 27, 30-36, 38-39, 41, 44-49, 51-53, 55-56, 60-61	27
Senior Account Executive	1-5, 7-10, 12-14, 16-23, 25, 27, 30-36, 38-39, 41, 44-49, 51-53, 55-56, 60-61	32
Senior Account Executive	1-5, 7-10, 12-14, 16-23, 25, 27, 30-36, 38-39, 41, 44-49, 51-53, 55-56, 60-61	14

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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	<p>ACCF Computer Learning Center 6707 North Ave. Oak Park, Illinois 60302 Phone : (708) 848-1700 Url : http://www.aacfworks.org/ Email : info@aacfworks.org Fax : 1-708-848-3701 Tami Yarbrough</p>	Y	0
2	<p>Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : http://www.augustana.edu/x649.xml Email : jamiemckenzie@augustana.edu Fax : 1-309-794-3369 Jamie McKenzie</p>	Y	0
3	<p>Ball State University 2000 W. University Ave Lucina Hall 22 Muncie, Indiana 47306 Phone : (765) 285-2431 Url : http://cms.bsu.edu/About/AdministrativeOffices/Car Email : careercenter@bsu.edu Fax : 1-765-285-3757 Amy Logan</p>	Y	0
4	<p>Benedictine University 5700 College Drive Lisle, Illinois 60532 Phone : (630) 829-6037 Url : http://www.ben.edu/resources/careerdevelopment/bul Email : career@ben.edu Fax : 1-630-829-6043 Julie Cosimo</p>	Y	0
5	<p>Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : http://www.blackcollegeradio.com/ Email : BCRMail@aol.com Lo Jelks</p>	Y	0

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6	Chicago House and Social Service Agency 1925 N. Clybourn Avenue Suite 401 Chicago, Illinois 60614 Phone : (708) 248-5200, Ext. 386 Url : www.chicagohouse.org Email : jhenderson@chicagohouse.org James Henderson	N	0
7	Chicago State University 9501 S. King Drive Chicago, Illinois 60628 Phone : (773) 995-2327 Url : http://www.csu.edu/careerdevelopment/ Email : careercenter@csu.edu Penny Bailey	Y	0
8	Chicago Urban League 4510 S. Michigan Chicago, Illinois 60653 Phone : (773) 285-5800 Url : www.thechicagourbanleague.com Email : kcoleman@thechicagourbanleague.org Karen Coleman	N	0
9	City Colleges of Chicago 226 W. Jackson Blvd. 13th Floor Chicago, Illinois 60606 Phone : (312) 850-7267 Url : www.ccc.edu Email : tjohnson616@ccc.edu Toya Johnson	Y	0
10	Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312.369.6844 Url : https://students.colum.edu/career-center/index.html Email : VRobbins@colum.edu Valerie Robbins	Y	0
11	DePaul University 1 E. Jackson Chicago, Illinois 60604 Phone : (312) 362-5874 Url : http://careercenter.depaul.edu/employer/hire/post_ Email : KMCCOY9@depaul.edu Karyn McCoy	Y	0

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12	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : http://www.eiu.edu/careers/ Email : lkhugg@eiu.edu Fax : 1-217-581-2222 Lisa Hugg	Y	0
13	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3190 Url : www.elmhurst.com Email : alfie.chelette@elmhurst.edu Alfie Chelette	Y	0
14	Employee Referral	N	7
15	Governors State University 1 University Parkway University Park, Illinois 60466 Phone : (708) 235-3974 Url : http://www.govst.edu/sas/t_career.aspx?id=1000 Darcie Campos Manual Posting	N	0
16	Greater Far South Halsted (IL Route 1) Chamber of Commerce 10615 South Halsted Street Chicago, Illinois 60628 Phone : 518-556-1641 Email : greaterfarsouthhalstedcc@gmail.com Fax : 1-773-941-4019 Linda Clarke	Y	0
17	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashtington.ccc.edu/student-services/career Email : kbowens3@ccc.edu Kim Bowens	Y	0

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18	Heartland Alliance Human Care 4411 N. Ravenswood Avenue Chicago, Illinois 60640 Phone : (773) 336-6038 Url : heartlandalliance.org Email : dedaniels@heartlandalliance.org Demetrius Daniels	Y	0
19	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	10
21	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : (618) 985-5555 Url : www.ilba.org Email : dgray@ilba.org Debra Gray	N	0
22	Illinois Center for Broadcasting 455 Eisenhower Ln S Lombard, Illinois 60148 Phone : (630) 916-1700 Url : http://www.beonair.com Email : cjackson@beonair.com Carl Jackson	Y	0
23	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : (216) 930-4339 Url : www.beonair.com Email : fmuller@beonair.com Fax : 1-216-930-4339 Francesca Muller	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Indeed.com - Not Directly Contacted by SEU	N	6
25	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 Ext. 711 Url : www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
26	Internal Candidate	N	8
27	Internal Posting	N	2
28	Job Board	N	4
29	Knox College 2 E. South Street Galesburg, Illinois 61401 Phone : 309-341-7436 Url : http://www.knox.edu/Offices-and-Services/Center-fo Terrie Saline Manual Posting Prong 2 Ended Date: 9/21/2020	N	0
30	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 Phone : (847) 234-3100 Url : http://www.lakeforest.edu/life/cac/default.asp Email : degross@lakeforest.edu Helene Degross	Y	0
31	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Url : http://www.linkedin.com Attn Customer Service Manual Posting	N	2
32	LinkedIn - Not Directly Contacted by SEU	N	23
33	Media Advertising Club of Chicago 315 New Salem Park Forest, Illinois 60466 Phone : 773-892-7217 Email : info@thamacchicago.com Kelsey Del Monico	Y	0

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34	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, Illinois 60661 Phone : (312) 454-1111 Url : http://www.millerbroadcast.com/ Email : info@millerbroadcast.com Fax : 1-312-454-0044 Matt Miller	Y	0
35	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Url : http://www.millikin.edu/career/Pages/default.aspx Email : career-center@millikin.edu Lashonda Anderson	Y	0
36	Moody Bible Institute 820 N. LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/edu_mainpage.aspx?id=5340 Email : careerdev@moody.edu Patrick Friedline	Y	0
37	Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5313 Url : http://www.morainevalley.edu Email : jrc@morainevalley.edu Tamima Farooqui Prong 2 Ended Date: 11/24/2020	N	0
38	National Association of Black Journalists Chicago Chapter P.O. Box 81228 Chicago, Illinois 60681-0228 Phone : (773) 960-8304 Email : secretary@nabjchicago.org Tony Smith	N	0
39	National Association of Hispanic Journalists Region 6 547 S. Clark Street Unit 401 Chicago, Illinois 60605 Phone : (630) 605-8055 Email : nahj.chi@gmail.com Blanca Rios	N	0

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40	<p>North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5141 Url : http://northcentralcollege.edu/x3708.xml Margaret Stacy-Duffy Manual Posting</p> <p>Prong 2 Ended Date: 8/24/2020</p>	N	0
41	<p>Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, Illinois 60625 Phone : (773) 442-4680 Url : http://www.neiu.edu/~deptpoff/employers/index.htm Email : ocs@neiu.edu Fax : 1-773-442-4690 Career Services</p>	Y	0
42	<p>Northwestern College 7725 S. Harlam Avenue Bridgeview, Illinois 60455 Phone : (708) 237-5000 x2630 Url : http://www.northwesterncollege.edu/career-placemen Email : abuoscio@nc.edu Amy Buoscio</p> <p>Prong 2 Ended Date: 9/24/2020</p>	N	0
43	<p>Northwestern University School of Communication 2240 Campus Drive Evanston, Illinois 60208 Phone : (847) 467-5143 Url : https://www.communication.northwestern.edu Katherine Lelek Manual Posting</p> <p>Prong 2 Ended Date: 9/24/2020</p>	N	0
44	<p>Northwestern University-School of Continuing Education 339 E. Chicago Ave. Chicago, Illinois 60611 Phone : (847) 491-2567 Url : http://www.scs.northwestern.edu/student/ Email : recruit@northwestern.edu Kim Corbin</p>	Y	0

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45	Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : (815) 939-5243 Url : www.olivet.edu Email : careers@olivet.edu Fax : 1-815-939-5094 Poppy Miller	Y	0
46	Publicity Club of Chicago P.O. Box 514 Dundee, Illinois 60018 Phone : (773) 463-5560 Url : www.publicity.org Email : office@publicity.org Donna Lake	N	0
47	Purdue University Northwest 2200 169th Street Hammond, Indiana 46323 Phone : (219) 989-2600 Url : http://www.pnw.edu/career-center Email : thecareercenter@pnw.edu Katelyn Caragher	Y	0
48	Radio Facts 11054 Venture Blvd. #142 Studio City, California 91604 Phone : (323) 285-6099 Url : www.radiofacts.com Email : staff@radiofacts.com Kevin Ross	N	0
49	Rainbow/Operation Push 930 E. 50th Street Chicago, Illinois 60615 Phone : (773) 373-3366 Url : http://rainbowpush.org/ Email : info@rainbowpush.org Candice Brown	Y	0
50	Recruiter	N	1

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51	Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : http://www.robertmorris.edu/careerservices/ Email : careers@rmu.edu Bonnie Boersma	Y	0
52	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : www.sxu.edu Email : baugh@sxu.edu Joshua Baugh	Y	0
53	Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2603 Url : http://careerservices.siu.edu/ Email : cobtbecker@business.siu.edu Thomas Becker	Y	0
54	Station Website	N	1
55	The Chicago Chapter of the Alliance for Women in Media 1213 W. Lexington Chicago, Illinois 60607 Phone : (773) 636-8925 Url : www.awmchicago.org Email : sh7175@yahoo.com Sandra Hernandez	N	0
56	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, Illinois 60608 Phone : (312) 997-3647 Url : http://chicagolighthouse.org/ Email : adnana.saric@chicagolighthouse.org Adnana Saric	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	University of Illinois Student Services Arcade Building, MC-383 715 South Wright Street Champaign, Illinois 61820 Phone : (217) 333-0820 Url : http://www.hireillini.com/ Email : bneig2@illinois.edu Brian Neighbors Prong 2 Ended Date: 12/18/2020	N	0
58	Unknown (source not adequately identified upon inquiry by SEU)	N	3
59	Unknown Referral Source	N	4
60	Wilbur Wright College 4300 N. Narragansett Chicago, Illinois 60634 Phone : (773) 481-8527 Url : http://wright.ccc.edu/services/job_placement/ Email : wrightcareercenter@ccc.edu Irene Home	Y	0
61	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	Our SEU established an iHeartMedia Women's Initiative Network (WiN) to foster growth for the SEU's female employees by providing a platform to empower, network, learn and develop deeper professional relationships with our female leaders. As a part of this effort, on September 24, 2020, the SEU hosted a virtual workshop with iHeartMedia Chief People Officer and Executive Vice President. The workshop focused on women in the workplace, home/work balance, career advancement and the effects of the coronavirus pandemic on women and families. More than seventy-five female employees participated in the workshop, which included President of Strategic Partnerships, Senior Vice President of Human Resources, Senior Vice President of Communications and Director of Commercial Traffic, Director of Marketing and Promotions.	4	Senior Vice President of Human Resources Senior Vice President of Communications Director of Marketing and Promotions Director of Commercial Traffic
2	Ongoing Event	Participation in other activities designed by the station employment unit	Our SEU's WGCI-FM, established an annual music summit providing a platform for Chicago music artists, producers and songwriters to network and learn valuable skills for music business careers. As a part of this effort, on November 11th, 18th and 23rd, 2021, the SEU hosted virtual panel discussions and networking sessions. The SEU participants included Vice President of Programming, Program Director, Director of Marketing and Promotions, On-Air Talent and record label music executives, who spoke about music and radio broadcasting careers.	4	Vice President of Programming Program Director Director of Marketing and Promotions On-Air Talent

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3	Ongoing Event	Establishment of a mentoring program	Our SEU established an iHeartMedia Women's Initiative Network (WiN) to foster growth for the SEU's female employees by providing a platform to empower, network, learn and develop deeper professional relationships with our female leaders. As a part of this effort, on December 3, 2020, the SEU hosted a virtual workshop with Premiere Networks President and Program Director of The Steve Harvey Morning Show. The workshop focused on career advancement for women and the effects of the coronavirus pandemic on women and families. More than sixty female employees participated in the workshop, which included Chief Human Resource Officer/Chief Diversity Officer, Senior Vice President of Communications, President of Multi-Market Partnerships, Director of Marketing and Promotions and General Sales Manager.	4	Chief Human Resource Officer/Chief Diversity Officer Senior Vice President of Communications General Sales Manager Director of Marketing and Promotions
4	12/11/2020	Provision of training to management	In December 2020 our SEU took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Senior Vice President of Communications
5	3/4/2021	Participation in events or programs sponsored by educational institutions	On March 4, 2021, our SEU participated in Illinois Media School's virtual career workshop, which focused on education and training for entry level positions in broadcast media. SEU participant included our Regional Senior Vice President of Programming, who spoke about careers in the radio industry.	1	Regional Senior Vice President of Programming

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6	3/20/2021	Participation in events sponsored by community groups	On March 20, 2021, our SEU participated in the Chicago/Midwest Chapter of the National Academy of Television Arts & Sciences virtual career workshop, which focused education and training for positions in broadcast media. SEU participant included our Morning Show Host, who spoke about careers in the radio industry.	1	Morning Show Host
7	4/13/2021	Participation in events sponsored by community groups	On April 13, 2021, our SEU participated in the Collegiate 100 Chicago/100 Black Men of America virtual career workshop, which focused on professional development, mentorship and education needs of college students. SEU participant included our Evening Show Host, who spoke about careers in broadcast media.	1	Evening Show Host
8	6/16/2021	Provision of training to management	On June 16, 2021, our SEU's President took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	President
9	6/17/2021	Provision of training to management	On June 17, 2021, Our SEU's Senior Vice President of Communications participated in a virtual webinar provided by Women of Color in Communications, which focuses on women's leadership and provides a platform to address diversity and inclusion in the media industry. The webinar included information about employee engagement, gender inequality, and the post-coronavirus pandemic effect on women in the workplace.	1	Senior Vice President of Communications