

WEBG, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

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 | 1-6, 8-10, 12-15, 17, 19-25, 27-28, 30-35, 38-53, 55-61 | 10 |
| Account Executive | 1-6, 8-10, 12-15, 17, 19-25, 27-28, 30-35, 38-53, 55-61 | 40 |
| Sales Coordinator | 1-6, 8-10, 12-15, 19-25, 27-28, 30-35, 38-53, 55-61 | 15 |
| Traffic Manager | 1-6, 8-10, 12-15, 19-25, 27-36, 38-53, 55-61 | 29 |
| WEBG/BIG 95.5 Afternoon Show Host | 1-6, 8-9, 12-15, 19-25, 27-28, 30, 32-36, 38-53, 55-61 | 36 |
| Account Executive | 1-6, 8-9, 12-15, 19-25, 27-28, 30, 32-36, 38-53, 55-62 | 15 |
| Account Executive | 1-6, 8-9, 12-15, 19-25, 27-28, 30, 32-36, 38-53, 55-62 | 62 |
| Account Executive | 1-6, 8-9, 12-15, 19-25, 27-28, 30, 32-36, 38-53, 55-62 | 15 |
| Account Executive | 1-6, 8-9, 12-15, 19-25, 27-30, 32-36, 38-53, 55-62 | 62 |
| Account Executive | 1-6, 8-9, 12-15, 19-25, 27-30, 32-36, 38-53, 55-62 | 29 |
| Vice President, Automotive | 16 | 16 |
| Account Executive | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-35, 37-61 | 15 |
| Account Executive | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-35, 37-61 | 37 |
| Account Executive | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-35, 37-61 | 37 |
| Account Executive | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-35, 37-61 | 37 |
| Account Executive | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-35, 37-61 | 54 |
| On Air Host | 16 | 16 |
| Sales Coordinator | 1-6, 8-9, 12-14, 18-25, 27-30, 32-36, 38-53, 55-61 | 29 |
| Promotions Director | 1-6, 8-10, 12-15, 18-25, 27-30, 32-33, 35, 38-53, 55-61 | 15 |
| Digital Content Manager | 1-6, 8-9, 11-15, 19-25, 27-28, 30, 32-33, 35, 38-53, 55-61 | 11 |

*This Report includes recruitment activity from July 22, 2016 to July 31, 2017.

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-------------------|---|-------------------------------|
| Sales Coordinator | 1-6, 8-9, 12-15, 17, 19-25, 27-30, 32-33, 35-36, 38-53, 55-61 | 17 |
| Sales Coordinator | 1-10, 12-15, 20-30, 32-33, 35, 38-53, 55-61 | 29 |
| Sales Coordinator | 1-15, 20-30, 32-33, 35, 38-53, 55-61 | 11 |

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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 | AACF 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 | Y | 0 |
| 2 | 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 | Y | 0 |
| 3 | Aurora University 347 S. Gladstone Avenue Aurora, Illinois 60506 Phone : 630-844-6870 Url : http://www.collegecentral.com/aurora/Employer.cfm Email : career@aurora.edu Fax : 1-630-844-7813 Carlton Brown | Y | 0 |
| 4 | 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 | Y | 0 |
| 5 | 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 | Y | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 6 | Black College Radio Organization P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : http://www.blackcollegeradio.com/ Email : BCRMail@aol.com Career Services | Y | 0 |
| 7 | Chicago House and Social Service Agency 1925 N. Clybourn Avenue Suite 401 Chicago, Illinois 60614 Phone : (708) 248-5200 Url : www.chicagohouse.org Email : lbonem@chicagohouse.org Lathem Bonem | N | 0 |
| 8 | 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 |
| 9 | Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312.369.8660 Url : http://www.colum.edu/Students/Career/index.php Email : columbiaworks@colum.edu Fax : 1-312-369-8439 Columbia College | Y | 0 |
| 10 | Current Employee | N | 13 |
| 11 | Current Employee - Transfer/Promotion | N | 2 |
| 12 | 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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|------------------|---|--|---|
| 13 | Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : http://www.eiu.edu/careers/ Email : jastevens2@eiu.edu Fax : 1-217-581-2222 Janice Stevens | Y | 0 |
| 14 | Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3440 Url : https://elmhurst-csm.symplicity.com/employers/inde Email : julien@elmhurst.edu Fax : 1-630-617-3393 Julie Nosal | Y | 0 |
| 15 | Employee Referral | N | 19 |
| 16 | Exigent Circumstances | N | 2 |
| 17 | Former Employee | N | 3 |
| 18 | GlassDoor - not directly contacted by SEU | N | 2 |
| 19 | 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 Email : career@govst.edu Darcie Campos Prong 2 Ended Date: 11/21/2016 | N | 0 |
| 20 | 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 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 21 | Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashton.ccc.edu/studentservices/career . Email : kbowens3@ccc.edu Kim Bowens | Y | 0 |
| 22 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 4 |
| 23 | 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 | 4 |
| 24 | 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 |
| 25 | 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 |
| 26 | Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : (216) 930-4339 Url : www.beonair.com Email : fmuller@beonair.com Francesca Muller | Y (as of 1/26/2017) | 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 |
|------------------|--|--|---|
| 27 | Illinois State University 185 Student Services Building Normal, Illinois 61790 Phone : (309) 438-5754 Url : http://www.careercenter.ilstu.edu/employers/ Email : paheck@ilstu.edu Pat Heck | Y | 0 |
| 28 | Illinois Wesleyan University 1312 Park Street Bloomington, Illinois 61701 Phone : (309) 556-1000 Url : http://www.iwu.edu/ccenter/ Email : wkistner@iwu.edu Warren Kistner | Y | 0 |
| 29 | Indeed.com - Not Directly Contacted by SEU | N | 10 |
| 30 | Insite Training Systems 4343 W. 123rd Street Alsip, Illinois 60803 Phone : (708) 371-9700 Url : http://www.sertomacentre.org/ Email : lrenardo@sertomacentre.org Fax : 1-708-371-9747 Linda Renardo | Y | 0 |
| 31 | Kennedy King College 6800 S. Wentworth, 2E49 Chicago, Illinois 60621 Phone : (773) 602-5307 Url : http://kennedyking.ccc.edu/current_students.asp Email : mhyland1@ccc.edu Marjorie Hyland | N | 0 |
| 32 | Knox College 2 E. South Street Galesburg, Illinois 61401 Phone : 309-341-7436 Url : http://www.knox.edu/Offices-and-Services/Center-fo Email : careers@knox.edu Fax : 1-309-341-7708 Terrie Saline | 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 |
|------------------|---|--|---|
| 33 | 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 |
| 34 | LDS Employment Resource Services 4951 Indiana Ave Lisle, Illinois 60532 Phone : (630) 369-0785 Url : https://www.ldsjobs.org/ers/center/center_details . Email : WEL-EC-Chicago@ldschurch.org Sally Morrison Prong 2 Ended Date: 9/29/2016 | N | 0 |
| 35 | Lewis University 1 University Parkway Romeoville, Illinois 60466 Phone : (815) 836-5282 Url : https://lewisu-csm.symplicity.com/employers/index . Email : careerservices@lewisu.edu Mary M. Myers | Y | 0 |
| 36 | LinkedIn - Not Directly Contacted by SEU | N | 12 |
| 37 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Url : http://www.linkedin.com Attn: Customer Service Manual Posting | N | 7 |
| 38 | Loyola University 6439 N. Sheridan Road Chicago, Illinois 60626 Phone : 773.508.2895 Url : http://luc.erecruiting.com/emp/sblogin Email : mgahbauer@luc.edu Martin Gahbauer | Y | 0 |

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|-----------|--|---|--|
| 39 | Malcolm X College 1900 W. VanBuren Chicago, Illinois 60612 Phone : (312) 850-7267 Url : http://malcolmx.ccc.edu/ Email : TJohnson616@ccc.edu Toya Johnson | Y | 0 |
| 40 | Media Advertising Club of Chicago 315 New Salem Park Forest, Illinois 60466 Phone : 773-892-7217 Email : info@themaschicago.com Kelsey Del Monico | Y | 1 |
| 41 | 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 |
| 42 | 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 Pam Folger | Y | 0 |
| 43 | 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 |
| 44 | Moraine Valley Community College 9000 College Parkway Palos Hills, Illinois 60465 Phone : (708) 974-5722 Url : http://www.morainevalley.edu/counseling/Default.ht Email : taylor@morainevalley.edu Fax : 1-708-974-0561 David Taylor | Y | 0 |

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|-----------|--|---|--|
| 45 | North Central College 30 N. Brainerd Street Naperville, Illinois 60563 Phone : (630) 637-5141 Url : http://northcentralcollege.edu/x3708.xml Email : career.development@noctrl.edu Marlene Staryzk | Y | 0 |
| 46 | 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 : Career-Services@neiu.edu Fax : 1-773-442-4690 Career Services | Y | 0 |
| 47 | Northern Illinois University Campus Life Building, Room 220 DeKalb, Illinois 60115 Phone : 319-841-4309 Email : edusil@hrgreen.com Erin Dusil | Y | 0 |
| 48 | Northwestern Business College 4839 Milwaukee Ave Chicago, Illinois 60630 Phone : 773-777-4220 Ext. 2203 Url : http://www.northwesterncollege.edu/career-placemen Email : gnorton@nc.edu Greg Norton | Y | 0 |
| 49 | Northwestern University School of Communication 2240 Campus Drive Room I-254 Evanston, Illinois 60208 Phone : (847) 467-7185 Url : https://www.communication.northwestern.edu Email : jonah.zeiger@northwestern.edu Jonah Zeiger | Y | 0 |
| 50 | Northwestern University-School of Continuing Education 339 E. Chicago Ave. Chicago, Illinois 60611 Phone : 3125031416 Url : http://www.scs.northwestern.edu/student/ Email : v-carpenter@northwestern.edu Fax : 1-312-503-4942 Vanessa Carpenter | Y | 0 |

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|-----------|--|---|--|
| 51 | Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : 815-939-5243 Url : http://oodb.olivet.edu/forms/career/JobPosting/job Email : careers@olivet.edu Fax : 1-815-939-5094 Mary Anderson | Y | 0 |
| 52 | Purdue University – Calumet 2200 169th Street Hammond, Indiana 46323 Phone : (219) 989-2529 Url : http://webs.calumet.purdue.edu/careerservices/ Email : careerservices@pnw.edu Jenny Solis | Y | 0 |
| 53 | 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 |
| 54 | Re-hire | N | 1 |
| 55 | Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : http://www.robertmorris.edu/careerservices/ Email : bboersma@robertmorris.edu Bonnie Boersma | Y | 0 |
| 56 | Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : http://www.sxu.edu/Administrative/Counsel_Career_S Email : fitzpatrick@sxu.edu Mary Fitzpatrick | Y | 0 |

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|--|---|--|---|
| 57 | Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2391 Url : http://careerservices.siu.edu/ Email : careerservices@siu.edu Mathew Purdy | Y | 0 |
| 58 | The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, Illinois 60608 Phone : (312) 997-3647 Url : http://chicagolighthouse.org/ Email : careers@csu.edu Fax : 1-312-243-8539 Sheila Perkins | Y | 0 |
| 59 | Trinity Christian College 6601 W. College Drive Palos Heights, Illinois 60463 Phone : 708-239-4853 Url : http://www.trnty.edu/Cooper-Center/career.html Email : coopercenter@trnty.edu Cooper Center | Y | 0 |
| 60 | 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 | Y | 0 |
| 61 | 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 |
| 62 | Word of Mouth Referral | N | 2 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 82 |

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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 | 8/2/2016 | Participation in events sponsored by community groups | On August 2, 2016, our Director of Marketing & Promotions spoke to high school students at the True Star Media and Foundation after-school and summer apprenticeship program about careers in the broadcast media, marketing, music, and journalism industries. | 1 | Director of Marketing and Promotions |
| 2 | 2/1/2017 | Participation in events or programs sponsored by educational institutions | On February 1, 2017, our SEU hosted college students from the National Association of Black Journalists Chapter at the University of Missouri in Columbia, MI for a station tour. SEU participant included our Director of Marketing & Promotions, who spoke with the students about the radio industry and career opportunities in broadcasting. | 1 | Director of Marketing and Promotions |
| 3 | 2/8/2017 | Participation in events sponsored by community groups | On February 8, 2017, our SEU hosted high school students from the Tilden TV and Radio Mentoring Program for a station tour. SEU participants included our Region President, Senior Vice President of Communications, Senior Vice President of Programming and Vice President of Engineering, who spoke with the students about the radio industry and career opportunities in broadcasting. | 4 | Region President Senior Vice President of Communications Senior Vice President of Programming Vice President of Engineering |
| 4 | 2/17/2017 | Participation in events or programs sponsored by educational institutions | On February 17, 2017, our SEU hosted college students from Ball State University in Muncie, Indiana for a station tour. SEU participant included our Director of Marketing & Promotions, who spoke with the students about the radio industry and career opportunities in broadcasting. | 1 | Director of Marketing and Promotions |
| 5 | 3/30/2017 | Hosting of Job Fair | Our SEU's WGRB-AM hosted an on-air job fair, March 30, 2017 to April 23, 2017. During the job fair our Program Director/Morning Show Host encouraged listeners to apply for available account executives positions within the SEU. Interested listeners were invited to submit their resumes to the SEU for management review. | 2 | Local Sales Manager Program Director/Morning Show Host |

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|----|-----------|---|--|------------------------------|---|
| 6 | 4/28/2017 | Participation in events or programs sponsored by educational institutions | On April 28, 2017, our SEU hosted college students from the University of Illinois in Champaign, IL. The SEU participants included our Region President and Senior Account Executive, who spoke with the students about the radio industry and career opportunities in broadcasting. | 2 | Region President Senior Account Executive |
| 7 | 5/30/2017 | Participation in events or programs sponsored by educational institutions | On May 30, 2017, our SEU hosted college students from the Illinois Media School in Chicago, IL. The SEU participants included our Production Director, Senior Senior Account Executive and Midday Show Host, who spoke with the students about the radio industry and career opportunities in broadcasting. | 3 | Production Director Senior Account Executive Midday Show Host |
| 8 | 6/21/2017 | Participation in Job Fairs | On June 21, 2017, our SEU participated in the Chicago Urban League Job Fair at the UIC Forum in Chicago, IL. SEU participants included our Senior Vice President of Communications, Director of Marketing & Promotions, Integrated Media Manager and Promotions Director, who spoke with participants about careers in radio, including positions at our SEU stations. | 4 | Senior Vice President, Communications Director of Marketing and Promotions Integrated Media Manager Promotions Director |
| 9 | 7/12/2017 | Participation in events or programs sponsored by educational institutions | On July 12, 2017, our SEU hosted high school students from the Thornwood College Career Academy in South Holland, IL. The SEU participants included our Promotions Director, Urban Production Director, Senior Account Executive and Afternoon Show Host, who spoke with the students about the radio industry and career opportunities in broadcasting. | 4 | Promotions Director Urban Production Director Senior Account Executive Afternoon Show Host |
| 10 | 7/17/2017 | Participation in events sponsored by community groups | On July 17, 2017, our SEU hosted college students from The Catholic Charities Summer Youth Employment Program in Chicago, IL. The SEU participants included our Director of Promotions & Marketing, Traffic Manager and Senior Account Executive, who spoke with the students about the radio industry and career opportunities in broadcasting. | 3 | Director of Marketing and Promotions Traffic Manager Senior Account Executive |

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|----|-------------|---|--|-------------------------------------|--------------------------|
| 11 | 7/29/2017 | Participation in events or programs sponsored by educational institutions | Our SEU's WGCI-FM developed an ongoing community partnership and in-kind media campaign to support the Scott Joplin Elementary and Middle School Music Program in Chicago, IL, which teaches students valuable skills that are transferable to the workplace. As part of this effort, on July 29, 2016, our Morning Show Co-Host spoke to students and parents at the school's partnership and enrollment program about music and broadcast media careers. | 1 | Morning Show Co-Host |