

WDWS (AM) AND WHMS (FM) WKIO (FM)

EEO PUBLIC FILE REPORT

August 1, 2016 – July 31, 2017

III. RECRUITMENT INITIATIVES

1	Participate in job fair	In January, one of our on-air personalities attended the 24 nd annual “Education for Employment 8 th Grade Career Conference. This one career fair for Champaign county was attended by more than 1,000 students. Our on-air personality make several presentation about his career and then participated in a Q & A after each session
2	Participate in job fair	In March, our WDWS Operations Manager and participated in the Career Fair and Career Day at Eastern Illinois University. There, they participated in a career panel discussion and accepted resumes to be place on file for future openings.
3	Participate in Job Fair	In May, our General Manager our Human Resource Vice President met with job seekers at the third annual Community wide job fair sponsored by Cihrdg, the Central Illinois Human Resources Directors Group and our company
4	Job Shadow	In February, one of our on-air sports personalities provided an opportunity for a High School student to shadow him to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
5	Job Shadow	In March, one of our on-air sports personalities provided an opportunity for a High School student to shadow him to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
6	Event or program sponsored by education institutions relating to broadcasting career opportunities	In December, our Sales Manager spoke to advertising and marketing students at the University of Illinois, College of ACES
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In September, our Sales Manager spoke to College of Hospitality students at the University of Illinois about Careers in Advertising.
8	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April, our Operations Manager spoke with students at Parkland College studying a career in broadcasting.

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I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to fill Vacancy	RS Referring Hiree
Sales Executive	1-16	10