

**WKQX(FM), WLUP(FM)**  
**EEO PUBLIC FILE REPORT**  
8/1/08-7/31/09

**I. VACANCY LIST**

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

| <b>Job Title</b>                                | <b>Recruitment Sources (RS) Used to Fill Vacancy</b>       | <b>RS Referring Hiree</b> |
|---|--|---------------------------|
| Account Executive                               | 1-4, 7, 13-15, 19, 22, 26-27, 30-33, 35, 37-43, 51         | 1                         |
| National Sales Manager                          | 1-4, 7, 13-15, 19, 22, 24-27, 31-33, 35, 37-43, 51, 53, 58 | 35                        |
| Afternoon Drive On-Air Personality              | 1-4, 7, 13-15, 19, 22, 26-27, 30-33, 35, 37-43, 51         | 35                        |
| Account Executive                               | 1-4, 7, 13-15, 19, 22, 26-27, 30-33, 35, 37-43, 51         | 1                         |
| Morning Drive Producer                          | 1-5, 7, 13-15, 19, 22, 24, 26-28, 30-33, 35, 37-43, 45, 51 | 35                        |
| Community Outreach Manager                      | 1-5, 7, 13-15, 19, 22, 26-28, 30-33, 35, 37-43, 45, 51, 54 | 30                        |
| Account Executive                               | 1-5, 7, 13-15, 19, 22, 26-28, 30-33, 35, 37-43, 45, 51     | 30                        |
| Account Executive                               | 1-5, 7, 13-15, 19, 22, 26-28, 30-33, 35, 37-43, 45, 51     | 1                         |
| Account Executive                               | 1-5, 7, 13-15, 19, 22, 26-28, 30-33, 35, 37-43, 45, 51     | 24                        |
| Account Executive                               | 1-5, 7, 13-15, 19, 22, 26-28, 30-33, 35, 37-43, 45, 51     | 30                        |
| Afternoon Drive On-Air Personality <sup>1</sup> | 24   | 24                        |

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<sup>1</sup> Exigent circumstances.

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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         | www.emmis.com<br>(Emmis Communications Corporate Website/Taleo)<br>Staffing Department<br>40 Monument Circle, Suite 500<br>Indianapolis, IN 46204<br>317-266-0100  | N   | 20   |
| 2         | Illinois Center for Broadcasting<br>55 W 22 <sup>nd</sup> Street<br>Lombard, IL 60148<br>Phone: 630-916-1700<br>Fax: 630-916-1764<br>Email: <a href="mailto:placement.chicago@beonair.com">placement.chicago@beonair.com</a><br>Web: <a href="http://www.beonair.com">www.beonair.com</a><br>Contact: John Wassel                      | Y   | 0  |
| 3         | Lewis University<br>Career Services<br>One University Park, Unit 270<br>Romeoville, IL 60466<br><a href="mailto:careersevice@lewisu.edu">careersevice@lewisu.edu</a><br><a href="http://www.lewisu.edu">www.lewisu.edu</a><br>Eileen Tondini<br>815-836-5282 (phone)<br>815-836-4614<br>Full time positions and for-credit internships | Y   | 0  |
| 4         | Columbia College<br>Career & Placement Office<br>600 S. Michigan Ave.<br>Chicago, IL 60613<br>(312) 344-7280<br>(312) 344-7281<br>(312) 344-8020 Fax<br><a href="mailto:columbiaworks@colum.edu">columbiaworks@colum.edu</a><br><a href="http://www.colum.edu/recruiting">www.colum.edu/recruiting</a>                                 | Y   | 0  |
| 5         | Illinois Broadcasters Association<br>Debbie David<br>300 N. Pershing, Suite B<br>Energy, IL 62933<br>618-942-2139<br><a href="http://www.ilba.org">www.ilba.org</a>  | N   | 0  |

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|-----------|--|---|--|
| 6         | NAB<br>Minority & Specialty Services<br>1771 North Street, NW<br>Washington, D.C. 20036<br>202-429-5498<br>Karen Hunter<br>khunter@nab.org   | N   | 0  |
| 7         | IL Department of Employment Security<br>Job Service<br>715 E. 47 <sup>th</sup> Street<br>Chicago, IL 60653<br>Posted on Illinois Skill Match<br>www.illinoisskillsmatch.com<br>773-538-9811<br>773-538-9830 Fax<br>Angelia Bolton x250<br><a href="mailto:abolton@ides.state.il.us">abolton@ides.state.il.us</a><br>User name: rgreene<br>Pwd: 7875725 | Y   | 0  |
| 8         | Equal Employment Opportunity Commission<br>500 W. Madison<br>Chicago, IL 60661<br>Garfeld Freeman<br>312-353-8562<br>Garfeld.freeman@eeoc.gov  | N   | 0  |
| 9         | Latino Committee on the Media (LCOM)<br>Frank Sanchez<br>2011 W. Pershing Road<br>Chicago, IL 60612<br>Phone: 773-247-0707<br>Fax: 773-247-3921<br>fsanchez@scj-usa.org<br>scj@scj-usa.org   | N   | 0  |
| 10        | NAACP/WEST<br>Employment Listing<br>3368 W. Jackson<br>Chicago, IL 60612<br>Mr. Franklin<br>773-261-5890<br>773-261-5893 (Fax)<br>westsidenaacp@aol.com  | N   | 0  |

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|-----------|--|---|--|
| 11        | Rainbow Push Coalition<br>Employment Listing Service<br>930 E. 50 <sup>th</sup> Street<br>Chicago, IL 60615<br>Fanny Smith<br>773-373-3366<br>773-373-4999 (Fax)   | N   | 0  |
| 12        | Chicago State University<br>Career Planning & Placement<br>9501 S. King Drive<br>Chicago, IL 60628<br>773-995-2000<br>Lawson<br>Vm/lawson@csu.edu  | N   | 0  |
| 13        | Harold Washington College<br>Career Planning & Placement<br>30 East Lake Street<br>Chicago, IL 60601<br>Doloris Williams<br>312-553-3000<br>312-553-3130 Fax<br><a href="http://www.hwashington.ccc.edu">www.hwashington.ccc.edu</a><br>Dwilliams199@ccc.edu | Y   | 0  |
| 14        | LDS Employment Resource<br>1801 N Mill Street<br>Naperville, IL 60563<br>Phone: 630-369-0785<br>Fax: 630-369-0792<br>Web: <a href="http://www.ldsjobs.com">www.ldsjobs.com</a><br>Contact: Liahni Hamrick<br>Wel-ec-chicago@ldsmail.net                      | Y   | 0  |
| 15        | Roosevelt University<br>Career Services<br>430 S. Michigan<br>Chicago, IL 60605<br>312-341-3500 (3560)<br>Arturo Zavala<br>careersdt@roosevelt.edu<br><a href="http://roosevelt.erecruiting.com">http://roosevelt.erecruiting.com</a>                        | Y   | 0  |
| 16        | La Raza<br>6001 N Clark St<br>Chicago, IL 60660<br>Phone: 773-273-2900<br>Fax: 773-273-2006<br>Attn: Employment Classifieds  | N   | 0  |

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|-----------|--|---|--|
| 17        | Chicago Defender<br>Thomas Randall<br>312-225-2400 x.117<br>classified@chicagodefender.com (Subj: Thomas 117)<br>Fax: 312-225-5659   | N   | 0  |
| 18        | Chicago Reader<br>11 East Illinois<br>Chicago, IL 60611<br>Classified-ads@chicagoreader.com<br>312-828-0350 x.439<br>312-828-0682 fax<br>Danette Chavez – Classified Rep.  | N   | 0  |
| 19        | University of Illinois @ Chicago<br>Office of Career Services<br>Student Services Bldg. Rm. 3050<br>1200 W. Harrison<br>Chicago, IL 60607-7165<br>312-996-2300<br>312-413-5309<br>312-413-0383 Fax<br>Kathy Battee-Freeman<br><a href="mailto:kathy@uic.edu">kathy@uic.edu</a><br><a href="mailto:uicjobs@gmail.com">uicjobs@gmail.com</a><br><a href="http://www.uiccareers.com">www.uiccareers.com</a> | Y   | 0  |
| 20        | DePaul University<br>1 East Jackson, Ste. 9500<br>Chicago, IL 60604<br>Christine Lynch<br>312-362-8712<br>clynch@depaul.edu<br>http://careercenter.depaul.edu  | N   | 0  |
| 21        | Chicago Tribune<br>Careerbuilder, Red Eye<br>Ross Tornabene<br>888-488-4473 x5318<br>773-527-5318<br>877-349-4467 (Fax)<br>Ross.tornabene@careerbuilder.com  | N   | 0  |

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|-----------|---|---|--|
| 22        | Eastern Illinois University<br>Career Services<br>600 Lincoln Ave<br>Charleston, IL 61920<br>217-581-2412 (ph)<br>217-581-2222 (fax)<br><a href="mailto:Jstevens2@eiu.edu">Jstevens2@eiu.edu</a><br><a href="http://www.eiu.edu/careers">www.eiu.edu/careers</a><br>Jan Stevens   | Y   | 0  |
| 23        | Radio & Records<br>Lisa Linares<br>10100 Santa Monica Blvd. 3 <sup>rd</sup> Floor<br>Los Angeles, CA 90067-4004<br>310-788-1622<br>310-203-8727<br><a href="mailto:llinares@radioandrecords.com">llinares@radioandrecords.com</a>   | N   | 0  |
| 24        | Employee Referral   | N   | 6  |
| 25        | Monster.com<br>Eric Hepler<br>500 E 96 <sup>th</sup> St<br>Suite 200<br>Indianapolis, IN 46240<br>Phone: 317-616-5672<br>Email: <a href="mailto:eric.hepler@monster.com">eric.hepler@monster.com</a><br>Website: <a href="http://www.monster.com">www.monster.com</a>   | N   | 2  |
| 26        | Land Lake College<br>Career Services<br>5001 Lake Land Blvd<br>Mattoon, IL 61938<br>217-234-5288 (phone)<br>217-234-5417 (fax)<br><a href="mailto:Careerservices@lakelandcollege.edu">Careerservices@lakelandcollege.edu</a><br><a href="http://www.lakelandcollege.edu">www.lakelandcollege.edu</a><br>Tina Moore, Director of Career Services | Y   | 0  |

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|-----------|---|---|--|
| 27        | Benedictine University<br>Career Development Center<br>5700 College Road<br>Lisle, IL 60532<br>630-829-6040<br>Fax: 630-829-6043<br><a href="mailto:career@ben.edu">career@ben.edu</a><br><a href="http://www.ben.edu/resources/careerdevelopment">www.ben.edu/resources/careerdevelopment</a><br>Lindsey Fritz   | Y   | 0  |
| 28        | All Access<br>28955 Pacific Coast Highway<br>Ste 210<br>Malibu, CA 90265<br>Jane Caldwell<br>jcalldwell@allaccess.com<br>310-457-6616   | N   | 5  |
| 29        | Inside Radio<br>365 Union Street<br>Littleton, NH 03561<br>Gene McKay<br>800-640-8852<br>ads@insideradio.com  | N   | 0  |
| 30        | Non-Employee/Industry Referral  | N   | 13   |
| 31        | Kane County Department of Employment and Education<br>1 Smoketree Business Park, Ste A<br>North Aurora, IL 60542-8196<br>Phone: 630-966-1435 x 40085<br>Fax: 630-897-7953<br><a href="mailto:kathleenwall@kcdee.org">kathleenwall@kcdee.org</a><br><a href="http://www.kcdee.org">www.kcdee.org</a><br>Kathy Wall | Y   | 0  |
| 32        | University of Illinois at Urbana Champaign<br>Lynn Holley<br>Academic Programs Coordinator<br>UIUC Department of Journalism<br>24 Gregory Hall<br>810 S. Wright Street<br>Urbana, IL 61801<br>217-333-1508<br>217-333-7931 Fax<br>lholley@uiuc.edu  | Y   | 0  |

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|-----------|--|---|--|
| 33        | Northern IL University<br>Patricia Liberty-Baczek<br>Employer Development Manager<br>Career Planning & Placement Center<br>Campus Life Building #220<br>DeKalb, IL 60115<br>815-753-8342<br>pliberty@niu.edu<br>www.niu.edu/cppc<br>www.erecruitingnetwork.com | Y   | 0  |
| 34        | www.CreativeHotlist.com  | N   | 0  |
| 35        | Emmis Internal Posting/Candidate   | N   | 6  |
| 36        | www.hotjobs.yahoo.com  | N   | 0  |
| 37        | NAACP – Chicago Southside Branch<br>Phillip O’Bannon<br>800 E. 78 <sup>th</sup> Street<br>Chicago, IL 60619<br>773-487-9600<br>773-487-9633 (fax)<br>chicagoaACP@ameritech.net   | Y   | 0  |
| 38        | Fox College<br>4201 W 93 <sup>rd</sup> Street<br>Oak Lawn, IL 60453<br>708-952-3063<br>708-636-8078 Fax<br>Steffani Fitzpatrick<br>sfitzpatrick@foxcollege.edu   | Y   | 0  |
| 39        | Operation UpLift Training and Resource Center<br>104 S 5 <sup>th</sup> Avenue<br>Maywood, IL 60153<br>708-343-3554<br>708-343-3557 Fax<br>Irma Harper<br>Mail or Fax openings<br>Fax number is no longer in service, as of 8/1/08                              | N   | 0  |
| 40        | MacCormac Business College<br>29 E Madison<br>Chicago, IL 60619<br>Reginald Jones<br>312-922-1884 x 104<br>312-922 4328 Fax<br>rjones@maccormac.edu<br>mcjobs@maccormac.edu  | Y   | 0  |

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|-----------|--|---|--|
| 41        | Spanish Coalition for Jobs<br>Frank Sanchez<br>Employment Services Coordinator<br>2011 W Pershing Road<br>Chicago, IL 60608<br>773-247-0707 x 213<br>773-247-4975 Fax<br>fsanchez@scj-usa.org  | Y   | 0  |
| 42        | Instituto del Progreso Latino<br>Michael D. Rodriguez<br>4225 W 25th Street<br>Chicago, IL 60623<br>773-521-0055<br>773-521-6518 Fax<br>mike@idpl.org<br>*send openings via email  | Y   | 0  |
| 43        | Columbia University Graduate School of Journalism<br>Office of Career Services<br>2950 Broadway<br>Mail Code 3806<br>Room 704<br>New York, NY 10027<br>212-854-3861<br>212-854-2130<br>212-854-7837<br>Melanie Huff<br>Career Services Director<br>Mgh2@columbia.edu | N   | 0  |
| 44        | National Association of Minority Media Executives<br>1921 Gallows Rd., Suite 600<br>Vienna, VA 22182<br>703-893-2410<br>708-893-3622 direct<br>703-893-2414<br>Nancy Osborn<br>info@namme.org<br>nosborn@namme.org   | N   | 0  |
| 45        | FMQB website: <a href="http://www.fmqb.com">www.fmqb.com</a><br><a href="mailto:fmqb@fmqb.com">fmqb@fmqb.com</a>   | N   | 1  |
| 46        | Chicago Interactive Marketing Association<br>PO Box 543481<br>Chicago, IL 60654<br>Phone: 312-458-0870<br><a href="mailto:webmaster@chicagoima.org">webmaster@chicagoima.org</a>   | N   | 0  |

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|-----------|---|---|--|
| 47        | Chicagojobs.com<br>http://www.chicagojobs.com<br>Tina Krater - 708-358-0437   | N   | 0  |
| 48        | Variety<br>5700 W Wilshire Blvd Ste 120<br>Los Angeles, CA 90036<br>323-965-4481<br>Anabela.beraudo@variety.com   | N   | 0  |
| 49        | The Onion<br>Randy Sidell<br>47 W Division St<br>Chicago, IL 60610<br>Phone: 312-751-0503<br>Fax: 312-751-4137  | N   | 0  |
| 50        | Billboard Monitor<br>www.billboard.com  | N   | 0  |
| 51        | Southern Illinois University, Carbondale<br>Career Services<br>MC 4703, 900 S Normal Avenue<br>Carbondale, IL 62901<br>Phone: 618-453-2391<br><a href="mailto:postjobs@siu.edu">postjobs@siu.edu</a><br><a href="http://www.siu.edu/~ucs">www.siu.edu/~ucs</a><br>Beverly Robbins | Y   | 0  |
| 52        | Radio and Internet Newsletter<br>Kurt Hanson<br>119 W Hubbard<br>Suite 4E<br>Chicago, IL 60657<br>Phone: 312-527-3879<br>www.kurthanson.com   | N   | 0  |
| 53        | Careerbuilder.com<br>200 N LaSalle<br>Chicago, IL 60611<br>Contact: Matthew Rathke<br>Email: <a href="mailto:matthew.rathke@careerbuilder.com">matthew.rathke@careerbuilder.com</a><br>www.careerbuilder.com  | N   | 5  |

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|---|---|---|--|
| 54  | Association of Fundraising Professionals<br>4300 Wilson Rd, Suite 300<br>Arlington, VA 22203<br>703-684-0410<br>Webmaster<br>www.jobs.afpnet.org  | N   | 3  |
| 56  | www.craigslist.org  | N   | 1  |
| 57  | RAB<br>1320 Greenway Drive<br>Ste 500<br>Irving, TX 75038<br><a href="mailto:mlevy@rab.com">mlevy@rab.com</a><br>Ph: 972-753-6756<br>Fax: 972-753-6727  | N   | 0  |
| 58  | Indeed.com<br>Nikki Ortega<br>Phone: 925-275-3593<br>Email: <a href="mailto:nikki.ortega@equest.com">nikki.ortega@equest.com</a><br>Website: <a href="http://www.indeed.com">www.indeed.com</a> | N   | 2  |
| 59  | Google Base<br>Nikki Ortega<br>Phone: 925-275-3593<br>Email: <a href="mailto:nikki.ortega@equest.com">nikki.ortega@equest.com</a><br>Website: www.google.com/base                               | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH REPORTING PERIOD:</b> |   |   | <b>64</b>  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b> | <b>BRIEF DESCRIPTION OF ACTIVITY</b>  |
|----------|--|---|
| <b>1</b> | Internship programs  | <p>Q101/The Loop's Summer Internship Program (28 interns) is over 16 years old and is an outstanding internship program in Chicago radio. It takes place annually from mid-May through mid-August, includes a speaker series and recruits college students to spend the summer learning the intricacies of major-market radio in a fast-paced and exciting environment. Students dedicate 30 hours per week and are exposed to all aspects of the station including marketing/promotions, programming and sales, with a focus on marketing/promotions and the execution of station-sponsored events, concerts, appearances, etc. The internship is unpaid and requires that students receive credit from their school.</p> <p>Smaller promotions/marketing intern groups also participated in sessions during the Fall from late August through early January 2009 (5 interns) and Spring from January 2009 through May 2009 (10 interns).</p> <p>The programming department also provided the following internships:</p> <p>Three (3) Glenbrook North High School students from May 2009 – June 2009, that assisted in the programming of the SEU HD channels</p> <p>One (1) WLUP Morning Show intern from August 2008 – December 2008 and one (1) from June 2009 – September 2009.</p> <p>One (1) intern that assists in commercial production for the SEU from June 2009 – September 2009.</p> <p>There were separate applicant pools for these internships.</p> |
| <b>2</b> | Participate in job fair                                    | The SEU participated in the Loyola University Intern Fair in September 2008. Station participants included Intern Coordinator.  |
| <b>3</b> | Participate in job fair                                    | The SEU participated in the DePaul University Intern Fair in February 2009. Station participants included Intern Coordinator.   |

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|----|---|---|
| 4  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On September 29, 2008, our SEU hosted students from Glenbrook North High School Radio Station. The General Manager and managers from Programming, Marketing, Interactive and Sales explained their roles and the roles of their departments. Students also were given a tour of the station.  |
| 5  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On October 15, 2008, WKQX Senior Account Manager spoke at a radio production class at Columbia College., providing information about his work in commercial production and what makes a successful commercial.  |
| 6  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On October 25, 2008, WKQX Local Music Host, WLUP Program Director and WLUP Sports Anchor gave presentations at the Intercollegiate Broadcasting System Midwest Regional High School and College Radio Conference, sponsored by Columbia College. Station participants spoke about their specific positions, what they do, and the challenges they face. |
| 7  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On November 18, 2008, WLUP Morning Show Producer spoke at a radio producer class at Columbia College. He spoke about his career path in broadcasting.   |
| 8  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On November 13, 2008, the SEU Internship Coordinator was a featured guest speaker at Oakton Community College's Media.com Day. He spoke about what to expect from internships in the media field and held a Q&A session.  |
| 9  | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On February 13, 2009, our SEU Promotion Directors spoke to college students at the Diversity in Communications seminar held at our studios. They spoke about their career paths in radio.   |
| 10 | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On March 28, 2009, our General Manager, Brand Manager and Interactive Director appeared on a panel at the educational seminar for students at the Illinois Center for Broadcasting. He spoke about the role of the Internet and websites in radio today.  |
| 11 | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On March 2, 2009, WLUP Morning Show Producer spoke in a radio programming class at DePaul University. He spoke about his duties as a morning show producer.   |
| 12 | Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting | On an on-going basis, we do tours for Columbia College students which also include discussions with managers in programming, sales and marketing.   |

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