

**WKQX(FM), WLUP(FM)
EEO PUBLIC FILE REPORT**

8/1/09-7/31/10

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
WKQX Assistant Promotion Director	1-4, 7, 13-15, 19, 22, 26, 27, 31, 32, 35, 37, 38, 40-42, 51	35
WLUP Assistant Promotion Director	1-4, 7, 13-15, 19, 22, 26, 27, 31, 32, 35, 37, 38, 40-42, 51	35
WKQX Account Executive	1-4, 7, 13-15, 19, 22, 24, 26, 27, 30-33, 35, 37-43, 51, 53, 58	24
WKQX Account Executive	1-4, 7, 13-15, 19, 22, 24, 26, 27, 30-33, 35, 37-43, 51, 53, 58	24
WLUP Account Executive	1-4, 7, 13-15, 19, 22, 26, 27, 30-33, 35, 37-43, 51, 53, 58	30
WLUP Account Executive	1-4, 7, 13-15, 19, 22, 26, 27, 30-33, 35, 37-43, 51, 53, 58	30
WLUP Evening Personality ¹	28, 30, 35	35
WKQX Evening Personality ¹	24, 28, 30	24
WLUP Sales Assistant	1-4, 7, 13-15, 19, 22, 26, 27, 31, 32, 35, 37, 38, 40-42, 51, 53, 58	35
WLUP General Sales Manager	1-4, 7, 13-15, 19, 22, 24, 26, 27, 30-32, 35, 37, 38, 40-42, 51	1
WLUP Local Sales Manager	1-4, 7, 13-15, 19, 22, 26, 27, 29-32, 35, 37, 38, 40-42, 51, 53, 58	35
WKQX Local Sales Manager	1-4, 7, 13-15, 19, 22, 26, 27, 29-32, 35, 37, 38, 40-42, 51	30
Sales Web Designer	1-4, 7, 13-15, 19, 22, 26, 27, 31, 32, 34, 35, 37, 38, 40-42, 51, 56, 60, 61	61

¹ 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 (Emmis Communications Corporate Website/Taleo) 40 Monument Circle, Suite 500 Indianapolis, IN 46204 Attn: Staffing Department Phone: 317-266-0100	Y	17
2	Illinois Center for Broadcasting 55 W 22 nd Street Lombard, IL 60148 Attn: John Wassel Phone: 630-916-1700 Fax: 630-916-1764 placement.chicago@beonair.com www.beonair.com	Y	0
3	Lewis University Career Services One University Park, Unit 270 Romeoville, IL 60466 Attn: Eileen Tondini Phone: 815-836-5282 Fax: 815-836-4614 careersevices@lewisu.edu www.lewisu.edu	Y	0
4	Columbia College Career & Placement Office 600 S. Michigan Ave. Chicago, IL 60613 Phone: 312-344-7280 Phone: 312-344-7281 Fax: (312) 344-8020 columbiaworks@colum.edu www.colum.edu/recruiting	Y	0
5	Illinois Broadcasters Association 300 N. Pershing, Suite B Energy, IL 62933 Attn: Debbie David Phone: 618-942-2139 www.ilba.org	N	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
6	NAB Minority & Specialty Services 1771 North Street, NW Washington, D.C. 20036 Attn: Karen Hunter Phone: 202-429-5498 khunter@nab.org	N	0
7	IL Department of Employment Security Job Service 715 E. 47 th Street Chicago, IL 60653 Attn: Angelia Bolton (x250) Phone: 773-538-9811 Fax: 773-538-9830 abolton@ides.state.il.us www.illinoiskillsmatch.com	Y	0
8	Equal Employment Opportunity Commission 500 W. Madison Chicago, IL 60661 Attn: Garfeld Freeman Phone: 312-353-8562 Garfeld.freeman@eoc.gov	N	0
9	Latino Committee on the Media (LCOM) 2011 W. Pershing Road Chicago, IL 60612 Attn: Frank Sanchez Phone: 773-247-0707 Fax: 773-247-3921 fsanchez@scj-usa.org scj@scj-usa.org	N	0
10	NAACP/WEST Employment Listing 3368 W. Jackson Chicago, IL 60612 Attn: Mr. Franklin Phone: 773-261-5890 Fax: 773-261-5893 westsidenaacp@aol.com	N	0
11	Rainbow Push Coalition Employment Listing Service 930 E. 50 th Street Chicago, IL 60615 Attn: Fanny Smith Phone: 773-373-3366 Fax: 773-373-4999	N	0

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12	Chicago State University Career Planning & Placement 9501 S. King Drive Chicago, IL 60628 Attn: Lawson Phone: 773-995-2000 Vm/lawsn@csu.edu	N	0
13	Harold Washington College Career Planning & Placement 30 East Lake Street Chicago, IL 60601 Attn: Doloris Williams Phone: 312-553-3000 Fax: 312-553-3130 Dwilliams199@ccc.edu www.hwashington.ccc.edu	Y	0
14	LDS Employment Resource 1801 N Mill Street Naperville, IL 60563 Attn : Liahni Hamrick Phone: 630-369-0785 Fax: 630-369-0792 Wel-ec-chicago@ldsmail.net www.ldsjobs.com	Y	0
15	Roosevelt University Career Services 430 S. Michigan Chicago, IL 60605 Attn: Arturo Zavala Phone: 312-341-3500 (3560) careersdt@roosevelt.edu http://roosevelt.erecruiting.com	Y	0
16	La Raza 6001 N Clark St Chicago, IL 60660 Attn: Employment Classifieds Phone: 773-273-2900 Fax: 773-273-2006	N	0
17	Chicago Defender Thomas Randall Phone: 312-225-2400 x.117 Fax: 312-225-5659 classified@chicagodefender.com (Subj: Thomas 117)	N	0

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18	Chicago Reader 11 East Illinois Chicago, IL 60611 Danette Chavez – Classified Rep. Phone: 312-828-0350 x.439 Fax: 312-828-0682 Classified-ads@chicagoreader.com	N	0
19	University of Illinois @ Chicago Office of Career Services Student Services Bldg. Rm. 3050 1200 W. Harrison Chicago, IL 60607-7165 Attn: Kathy Battee-Freeman Phone: 312-996-2300 Phone: 312-413-5309 Fax: 312-413-0383 kathyy@uic.edu uicjobs@gmail.com www.uiccareers.com	Y	0
20	DePaul University 1 East Jackson, Ste. 9500 Chicago, IL 60604 Attn: Christine Lynch Phone: 312-362-8712 clynch@depaul.edu http://careercenter.depaul.edu	N	0
21	Chicago Tribune Careerbuilder, Red Eye Attn: Ross Tornabene Phone: 888-488-4473 x5318 Phone: 773-527-5318 Fax: 877-349-4467 Ross.tornabene@careerbuilder.com	N	0
22	Eastern Illinois University Career Services 600 Lincoln Ave Charleston, IL 61920 Attn : Jan Stevens Phone : 217-581-2412 Fax : 217-581-2222 Jastevens2@eiu.edu www.eiu.edu/careers	Y	0

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23	Radio & Records 10100 Santa Monica Blvd. 3 rd Floor Los Angeles, CA 90067-4004 Attn: Lisa Linares Phone: 310-788-1622 Phone: 310-203-8727 Llinares@radioandrecords.com	N	0
24	Employee Referral	N	6
25	Monster.com 500 E 96 th St Suite 200 Indianapolis, IN 46240 Attn: Eric Hepler Phone: 317-616-5672 eric.hepler@monster.com www.monster.com	N	0
26	Land Lake College Career Services 5001 Lake Land Blvd Mattoon, IL 61938 Attn: Tina Moore, Director of Career Services Phone:217-234-5288 Fax: 217-234-5417 Careerservices@lakelandcollege.edu www.lakelandcollege.edu	Y	0
27	Benedictine University Career Development Center 5700 College Road Lisle, IL 60532 Attn: Lindsey Fritz Phone: 630-829-6040 Fax: 630-829-6043 career@ben.edu www.ben.edu/resources/careerdevelopment	Y	0
28	All Access 28955 Pacific Coast Highway Ste 210 Malibu, CA 90265 Attn: Jane Caldwell Phone: 310-457-6616 jcaldwell@allaccess.com	N	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
29	Inside Radio 365 Union Street Littleton, NH 03561 Attn: Gene McKay Phone: 800-640-8852 ads@insideradio.com	N	5
30	Non-Employee/Industry Referral	N	17
31	Kane County Department of Employment and Education 1 Smoketree Business Park, Ste A North Aurora, IL 60542-8196 Attn: Kathy Wall Phone: 630-966-1435 x 40085 Fax: 630-897-7953 kathleenwall@kcdee.org www.kcdee.org	Y	0
32	University of Illinois at Urbana Champaign UIUC Department of Journalism 24 Gregory Hall 810 S. Wright Street Urbana, IL 61801 Attn: Lynn Holley Academic Programs Coordinator Phone: 217-333-1508 Fax: 217-333-7931 lholley@uiuc.edu	Y	2
33	Northern IL University Career Planning & Placement Center Campus Life Building #220 DeKalb, IL 60115 Attn: Patricia Liberty-Baczek Employer Development Manager Phone: 815-753-8342 pliberty@niu.edu www.niu.edu/cppc www.erecruitingnetwork.com	N	0
34	www.CreativeHotlist.com	N	1
35	Emmis Internal Posting/Candidate	N	10
36	www.hotjobs.yahoo.com	N	0
37	NAACP – Chicago Southside Branch 800 E. 78 th Street Chicago, IL 60619 Attn: Phillip O’Bannon Phone: 773-487-9600 Fax: 773-487-9633 chicagonaACP@ameritech.net	Y	0

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38	Fox College 4201 W 93 rd Street Oak Lawn, IL 60453 Attn: Steffani Fitzpatrick Phone: 708-952-3063 Fax: 708-636-8078 sfitzpatrick@foxcollege.edu	Y	0
39	Operation UpLift Training and Resource Center 104 S 5 th Avenue Maywood, IL 60153 Attn: Irma Harper Phone: 708-343-3554	N	0
40	MacCormac Business College 29 E Madison Chicago, IL 60619 Attn: Reginald Jones Phone: 312-922-1884 x 104 Fax: 312-922 4328 rjones@maccormac.edu mcjobs@maccormac.edu	Y	0
41	Spanish Coalition for Jobs 2011 W Pershing Road Chicago, IL 60608 Attn: Frank Sanchez Employment Services Coordinator Phone: 773-247-0707 x 213 Fax: 773-247-4975 fsanchez@scj-usa.org	Y	0
42	Instituto del Progreso Latino 4225 W 25th Street Chicago, IL 60623 Attn: Michael D. Rodriguez Phone: 773-521-0055 Fax: 773-521-6518 mike@idpl.org	Y	0
43	Columbia University Graduate School of Journalism Office of Career Services 2950 Broadway Mail Code 3806 Room 704 New York, NY 10027 Attn: Melanie Huff Career Services Director Phone: 212-854-3861 Phone: 212-854-2130 Phone: 212-854-7837 Mgh2@columbia.edu	N	0

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44	National Association of Minority Media Executives 1921 Gallows Rd., Suite 600 Vienna, VA 22182 Attn: Nancy Osborn Phone: 703-893-2410 Phone: 708-893-3622 (direct) Phone: 703-893-2414 info@namme.org nosborn@namme.org	N	0
45	FMQB website: www.fmqb.com fmbq@fmbq.com	N	0
46	Chicago Interactive Marketing Association PO Box 543481 Chicago, IL 60654 Phone: 312-458-0870 webmaster@chicagoima.org	N	0
47	Chicagojobs.com Attn: Tina Krater Phone: 708-358-0437 http://www.chicagojobs.com	N	0
48	Variety 5700 W Wilshire Blvd Ste 120 Los Angeles, CA 90036 Phone: 323-965-4481 Anabela.beraudo@variety.com	N	0
49	The Onion 47 W Division St Chicago, IL 60610 Attn: Randy Sidell Phone: 312-751-0503 Fax: 312-751-4137	N	0
50	Billboard Monitor www.billboard.com	N	0
51	Southern Illinois University, Carbondale Career Services MC 4703, 900 S Normal Avenue Carbondale, IL 62901 Attn: Beverly Robbins Phone: 618-453-2391 postjobs@siu.edu www.sie.edu/~ucs	Y	0

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52	Radio and Internet Newsletter 119 W Hubbard Suite 4E Chicago, IL 60657 Attn: Kurt Hanson Phone: 312-527-3879 www.kurthanson.com	N	0
53	Careerbuilder.com 200 N LaSalle Chicago, IL 60611 Attn: Matthew Rathke matthew.rathke@careerbuilder.com www.careerbuilder.com	N	1
54	Association of Fundraising Professionals 4300 Wilson Rd, Suite 300 Arlington, VA 22203 Attn: Webmaster Phone: 703-684-0410 www.jobs.afpnet.org	N	0
56	www.craigslist.org	N	0
57	RAB 1320 Greenway Drive Ste 500 Irving, TX 75038 mlevy@rab.com Phone: 972-753-6756 Fax: 972-753-6727	N	0
58	Indeed.com Attn: Nikki Ortega Phone: 925-275-3593 nikki.ortega@equest.com www.indeed.com	N	2
59	Google Base Attn: Nikki Ortega Phone: 925-275-3593 nikki.ortega@equest.com www.google.com/base	N	0
60	www.twitter.com	N	1
61	www.facebook.com	N	2
TOTAL INTERVIEWEES OVER 12-MONTH REPORTING PERIOD			64

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship programs	<p>Q101/The Loop's Summer Internship Program (18 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 September 2009 through early January 2010 (9 interns) and Spring from January 2010 through May 2010 (7 interns).</p> <p>The programming department also provided the following internships:</p> <p>Four (4) WKQX Morning Show Interns: One (1) worked from September 2010 – March 2010, One (1) worked from October 2009 – March 2010, One (1) worked from April 2010 – August 2010, One (1) worked from March 2010 – August 2010. Duties include voicing recorded bits, adding to on-air conversations, call screening, attending to guests needs, fact finding, logging events occurring on-air, and assisting in show prep.</p> <p>Five (5) WLUP Morning Show interns from June 2010 – August 2010. Duties include show prep, preparing sound bites, and gathering stories.</p> <p>One (1) intern that assisted both the WLUP and WKQX production directors from Feb 2009 – August 2010.</p> <p>One (1) Community Outreach intern from May 2, 2010 until June 11, 2010. The intern was a graduate student whose responsibilities included project and research development focused on public health.</p> <p>There were separate applicant pools for these internships.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On February 3, 2010, SEU on-air personality attended a Career Night at the Illinois Center for Broadcasting. He spoke about his start in radio, broadcast careers, and internships at the SEU.
3	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On February 24, 2010, our SEU hosted students from University of Illinois that run the college station, WPGU. The students were taken on a tour and then a Q&A session featuring the General Manager and Local Sales Manager.
4	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On March 24, 2010, SEU on-air personality attended a Career Night at the Illinois Center for Broadcasting. He spoke about his start in radio, broadcast careers, and internships at the SEU.
5	Participate in an event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On May 20, 2010, our SEU hosted high school students enrolled in a radio summer camp at North Central College. The students were given a tour followed by a Q&A session with the Executive Assistant.
6	Participate in events or programs sponsored by educational institution(s) or other organizations relating to career opportunities in broadcasting	On an on-going basis, we do tours for Columbia College and Illinois Center for Broadcasting students which also include discussions with managers in programming, sales and marketing.