

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WJOL-AM, WSSR-FM, WRXQ- FM, WCCQ- FM, WERV-FM public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on July 30, 2011, the station filled the following full-time vacancies:

1. SALES EXECUTIVE (3)
2. TRAFFIC DIRECTOR (1)
3. PART TIME PROMOTIONS (1)
4. ON AIR TALENT(1)
5. STATION MANAGER (1)

The station interviewed a total of 32 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. ALLACCESSCOM	6
2. NEXTMEDIAGROUP.NET	0
3. STAR967.NET	4
4. STATION WEBSITES	0
5. WORD OF MOUTH	7
6. ON-AIR ADS	15

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME**  
**VACANCIES**

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** SALES EXECUTIVE

**Recruitment Source That Referred the Hiree:**  
On-Air

**Date Vacancy Opened:** 1/10/11

**Total Number of Persons Interviewed for the Vacancy:** 8

**Date Vacancy Filled:** 5/1/11

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NEXTMEDIAGROUP.NET	6312 S. Fiddlers Green Cir. #205E Greenwood Village, CO 80111	Diane Kimmons	Tel: (303) 694-9118	0	No
Word of Mouth	1884 Plain Avenue Aurora, IL 60505	Patrick Pendergast & Brian Duggan	630-898-1580	3	No
On-Air	WERV-FM	Patrick Pendergast	WERV-FM	5	No
All Access.com	Website	Stacy Thomas		0	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** STATION MANAGER

**Recruitment Source That Referred the Hiree:**  
ALL ACCESS

**Date Vacancy Opened:** 2/1/11

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** ----

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NEXTMEDIAGROUP.NET	6312 S. Fiddlers Green Cir. #205E Greenwood Village, CO 80111	Diane Kimmons	Tel: (303) 694-9118	0	No
Word of Mouth	1884 Plain Avenue Aurora, IL 60505	Patrick Pendergast	630-898-1580	1	No
On-Air	WERV-FM	Patrick Pendergast	WERV-FM	0	No
All Access.com	Website	Patrick Pendergast	Website	1	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** SALES EXECUTIVE

**Recruitment Source That Referred the Hiree:** ON-AIR

**Date Vacancy Opened:** 1/1/11

**Total Number of Persons Interviewed for the Vacancy:** 7

**Date Vacancy Filled:** 7/1/11

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
<a href="mailto:dboyd@nextmediachicago.com">dboyd@nextmediachicago.com</a> On-Air	2410 Suite B Crest Hill, IL 60403	Doug Boyd	815-556-0100	7	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** ON-AIR TALENT

**Recruitment Source That Referred the Hiree:**  
ALL ACCESS.com

**Date Vacancy Opened:** 4/18/11

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 5/19/11

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NEXTMEDIAGROUP.NET	6312 S. Fiddlers Green Cir. #205E Greenwood Village, CO 80111	Diane Kimmons	Tel: (303) 694-9118	0	No
Word of Mouth	1884 Plain Avenue Aurora, IL 60505	Mark Holoubek	630-898-1580	0	No
On-Air	WERV-FM	Mark Holoubek	WERV-FM	0	No
All Access.com	Website	Mark Holoubek	Website	3	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: PART-TIME PROMOTIONS**

**Recruitment Source That Referred the Hiree:  
Word of Mouth**

**Date Vacancy Opened: 4/12/11**

**Total Number of Persons Interviewed for the Vacancy: 6**

**Date Vacancy Filled: 5/1/11**

**Recruitment Sources Used to Fill the Vacancy**

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NEXTMEDIAGROUP.NET	6312 S. Fiddlers Green Cir. #205E Greenwood Village, CO 80111	Diane Kimmons	Tel: (303) 694-9118	0	No
Word of Mouth	1884 Plain	Valarie	630-898-	1	No

	Avenue Aurora, IL 60505	Cordina	1580		
On-Air	WERV-FM	Valarie Cordina	WERV-FM	3	No
All Access.com	Website	Valarie Cordina	Website	2	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy: TRAFFIC DIRECTOR**

**Recruitment Source That  
Referred the Hiree:  
ON-AIR**

**Date Vacancy Opened: 1/1/11**

**Total Number of Persons  
Interviewed for the  
Vacancy: 6**

**Date Vacancy Filled: 2/8/2011**

### Recruitment Sources Used to Fill the Vacancy

Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WORD OF MOUTH	2410 Caton Farm Road CrestHill, IL 60403	Patrick Pendergast & Stacy Thomas	815-556- 0100	2	No
Allaccess.com	Website	Patrick Pendergast		0	No
Radio Stations		Patrick Pendergast		4	No

## ATTACHMENT B

### MENU OPTION ACTIVITIES



## MENU OPTION ACTIVITIES

Stations WCCQ-FM, WSSR-FM, WRXQ- FM, WERV- FM, WJOL-AM have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description

\* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.