

WLS (AM), WLS-FM & WKQX (FM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024

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
Creative Digital Producer	1 – 10, 30, 33 – 35, 37 – 38, 41, 47, 56 – 57, 78 – 87, 90 – 91, 114, 117 – 120, 122 – 124, 126 – 135, 137, 139 – 146, 148, 150 – 164	10
Account Executive	1 – 10, 30, 33 – 35, 37 – 38, 41, 47, 56 – 57, 78 – 82, 84 – 86, 90 – 92, 114, 117 – 131, 133 – 134, 137, 139 – 146, 148 – 154, 156 – 164	30
Account Executive	1 – 10, 33 – 35, 37 – 38, 41, 57, 78 – 86, 90 – 93, 117 – 120, 122 – 131, 133 – 157, 160	10
Programming Director	1 – 30	30
Digital Account Executive	1 – 30, 33 – 35, 37, 41, 56, 57, 78 – 82, 84 – 86, 90 – 93, 117 – 120, 122 – 131, 133 – 134, 137, 139 – 154, 156 – 160, 169	30

WLS (AM), WLS-FM & WKQX (FM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024

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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	15
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	5
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	27
31	Internal Transfer/Promotion	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Chicago Workforce Center- Pilsen 1700 W 18th Street Chicago, IL 60608 312-994-8300 alopez@nationalable.org maria.talis@illinois.gov	N	0
33	IETC Evanston Community 1615 Oak Street Evanston, IL 60201 847-864-3530 suzette.robinson@illinois.gov	N	0
34	IDES Harvey Office 16845 S Halsted Harvey, IL 60426 708-596-2325 jose.crespo@illinois.gov reginald.whitley@illinois.gov	N	0
35	Arlington Heights Workforce Center 723 West Algonquin Road Arlington Heights, IL 60005 847-981-7400 contact@bcsillinois.org kathleen.wager@illinois.gov	N	0
36	Maywood Workforce Center 1701 South 1st Avenue Maywood, IL 60153 708-223-2652 deborah.wright@eesforjobs.com richard.sobczak@illinois.gov	N	0
37	IDES North Chicago Street 250 North Chicago Street Joliet, IL 60432 815-740-5101 jerome.rochon@illinois.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	WorkNet DuPage Career Center 2525 Cabot Drive, Suite 302 Lisle, IL 60532 630-955-2030 info@worknetdupage.org	N	0
39	Community Career Center 1815 W Diehl Road, Suite 100 Naperville, IL 60563 630-961-5665 ccc@communitycareercenter.org exec@communitycareercenter.org	N	0
40	Grundy Workforce Services 1715 North Division, Suite 104 Morris, IL 60450 815-942-0566 jerome.rochon@illinois.gov lrussell@glkwb.com	N	0
41	IDES Burbank 5608 West 75th Place Burbank, IL 60459 708-458-0500 karla.brooks@illinois.gov sheena.parker@illinois.gov	N	0
42	IDES Chicago - Woodlawn 1515 East 71st Street Chicago, IL 60619 773-947-2500 darren.evans@illinois.gov	N	0
43	IDES West Diversey 4931 West Diversey Chicago, IL 60639 773-889-6820 eric.myers@illinois.gov krzysztof.lewandowski@illinois.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	IDES - Lombard 837 South Westmore Meyers Road Lombard, IL 60148 630-495-4345 cornel.thomas@illinois.gov suzette.robinson@illinois.gov	N	0
45	Goodwill Career Center 6054 South Western Avenue Chicago, IL 60636 773-627-5770 brenda.sanders@goodwillchicago.com	N	0
46	Robert Morris University 401 S. State Street Chicago, IL 60605 312-935-6800 jamev132@robertmorris.edu	N	0
47	Chicago Workforce Center - Mid-South Martin Luther King Human Service Center 773-538-5627 charles.townsend@eesforjobs.com chiquita.griffis@illinois.gov	N	0
48	Chicago Department of Family and Support Services (King Center) 4314 South Cottage Grove Chicago, IL 60653 773-538-5627 marlena.ragland@illinois.gov phyllis.slaughter@cityofchicago.org	N	0
49	Oak Forest Community Center 15900 S Cicero Avenue Oak Forest, IL 60452 708-633-2777 sonia.munoz@eesforjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Chicago Urban League Workforce Development 4510 South Michigan Avenue Chicago, IL 60653 773-285-5800 awells@thechicagourbanleague.org tlomax@chiul.org dmccray@chiul.org	N	0
51	Alternative Schools Network 1807 W. Sunnyside, #1D Chicago, IL 60640 773-728-4030 myannytillar@asnchicago.org	N	0
52	Chicago State University 9501 S King Drive Chicago, IL 60628 773-995-2508 tjenki22@csu.edu	N	0
53	Career Transitions of Chicago 703 West Monroe Street Chicago, IL 60661 312-906-9908 info@ctcchicago.org	N	0
54	The Able Network Veterans Forward Program 567 West Lake Street Chicago, IL 60661 855-994-8300 vets@nationalable.org	N	0
55	CFL Workers Assistance Committee 9930 Derby Lane, Suite 203 Westchester, IL 60154 708-344-3539 alexandera@cflwac.org	N	0
56	The Chicago Lighthouse 1850 West Roosevelt Road Chicago, IL 60608 (312) 666-1331 Janet.Szlyk@chicagolighthouse.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	The CARA Program 237 S. Desplaines Chicago, IL 60661 312-798-3300 info@thecaraprogram.org	N	0
58	Vietnamese Association of Illinois 5110 N. Broadway Chicago, IL 60640 773-728-3700 jamalshabazx@gmail.com	N	0
59	Bridges from School to Work 901 W Jackson Boulevard Chicago, IL 60607 312-432-6240 nicole.bufkin@marriott.com	N	0
60	Urban League Quad County Aurora 1685 N Farnsworth Avenue Aurora, IL 60505 630-851-2203 susan.taylordemming@qcul.org	N	0
61	NAACP Lake County Branch #3020 P.O. Box 2726 North Chicago, IL 60064 (847) 366-0011 naacplakecounty@gmail.com	N	0
62	Harper College 1200 W Algonquin Road Palatine, IL 60067 (847) 925-6220 careercenter@harpercollege.edu	N	0
63	Oakton Community College 1600 E Golf Road Des Plaines, IL 60016 (847) 635-1735 careerservices@oakton.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	Trinity International University 2065 Half Day Road Deerfield, IL 60015 (847) 317-7120 careers@tiu.edu	N	0
65	Catholic Charities 1717 Rand Road Des Plaines, IL 60016 (847) 376-2101 dyonkers@catholiccharities.net	N	0
66	Avenues to Independence 515 Busse Highway, # 100 Park Ridge, IL 60068 (847) 318-0870 okazaki@avenuesonline.org	N	0
67	Lake County CIL 377 N Seymour Avenue Mundelein, IL 60060 (847) 949-4440 matt@lccil.org	N	0
68	Illinois Division Rehabilitation Services 715 W Algonquin Road Arlington Heights, IL 60005 (847) 758-3483 aisha.ross@illinois.gov	N	0
69	Wings Program Inc PO Box 95615 Palatine, IL (847) 519-7820 wings@wingsprogram.com	N	0
70	Clearbrook 746 S Vermont Street Palatine, IL 60067 (847) 991-4100 irosenberg@clearbrook.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
71	Return to Work Inc PO Box 7150 Prospect Heights, IL (847) 392-3325 returntowork@hotmail.com	N	0
72	Illinois Department of Human Services 1616 N Arlington Heights Road Arlington Heights, IL 60004 (847) 259-7730 vprofit@hotmail.com	N	0
73	Job & Career Support 5215 Oakton Sreett Skokie, IL 60077 (847) 673-3762 mbuhmann@skokiellibrary.info	N	0
74	Little City Foundation 1760 W Algonquin Road Palatine, IL 60067 (847) 221-7400 kswencki@littlecity.org	N	0
75	US Navy Transition Assistance Program 525 Farragut Avenue Great Lakes, IL 60088 (847) 688-3603 gerard.metoyer@navy.mil	N	0
76	Partners In Community 3424 S State Street Chicago, IL 60616 312-328-0873 shantethomas@picbchicago.org	N	0
77	Edward J Hines VA Hospital Hines, IL 708-202-5832 joanna.jarosz@va.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
78	Business and Career Service Inc. (Employment Network-EN) 723 W Algonquin Road Arlington Heights, IL 60005 847-437-9995 pcurington@bcsillinois.org	N	0
79	Learning Disabilities Association of America 10101 South Roberts Road Palos Hill, IL 60465 708-430-7532 ldaoifil@ameritech.net	N	0
80	Chicago Cook Workforce Partnership 69 West Washington, #2860 Chicago, IL 60602 312-603-7093 dalkhatib@workforceboard.org	N	0
81	Health and Disability Advocates 205 W. Randolph Street Chicago, IL 60606 312-223-9600 ldaniels@hdadvocates.org	N	0
82	The Jewish Federations of North America 30 S. Wells Chicago, IL 60606 (312) 346-6700 DavidPrystowsky@juf.org	N	0
83	Greater Northwest Chicago Development Corporation (GNCDC) 6600 W Armitage Avenue Chicago, IL 60707 (773) 637-2416 dsmith@gncdc.org	N	0
84	Westside Institute 2800 South Western Avenue Chicago, IL 60608 733-838-1503 oramirez@ccc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
85	VA Medical Center-Vocational Rehabilitation Program 820 S. Damen Avenue, MP#116-C Chicago, IL 60612 312-569-6871 philip.maranon@va.gov	N	0
86	Ada S McKinley Community Services, Inc 1863 South Wabash Avenue Chicago, IL 60616 (312) 326-1229 azewdie@adasmckinley.org	N	0
87	Community Assistance Programs 11715 S Halsted Street Chicago, IL 60628 773-468-1993 askus@capsinc.org	N	0
88	Inner Voice, Inc. 212 W. Van Buren Street, Suite 300 Chicago, IL 60607 312-994-5839 wperry@innervoicechicago.org	N	0
89	Volunteers of America 47 West Polk Street Chicago, IL 60605 vbunn@voail.org	N	0
90	Brain Injury Association 20 N Clark Street Chicago, IL 60602 800-699-6443 info@biail.org	N	0
91	CHADD 2900 N Lake Shore Drive Chicago, IL 60657 chicago-city@chadd.net	N	0
92	Chicago Job Corps Center 3348 S Kedzie Avenue Chicago, IL 60623 773-890-3100	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
93	South Suburban Cook County American Job Center at Prairie State College 202 S. Halsted Street Chicago Heights, IL 60411 708-709-7975 855-994-8300 Able@nationalable.org Jillian.Campbell@Illinois.gov	N	0
94	Algonquin's Work Ministry - Saint Margaret Mary Algonquin, IL 847-516-2636 jobhelpsmm@yahoo.com	N	0
95	Career Connections Ministry - Harvest Bible Chapel Rolling Meadows, IL jeremywills2003@hotmail.com	N	0
96	El Camino Career Services Wheaton, MD 301-287-8299 info@elcaminocareerservices.com	N	0
97	Christ Community Church of Saint Charles St. Charles, IL 314-997-1212 billcoole@netzero.com	N	0
98	Countryside Church Unitarian Universalist Palatine, IL 847-359-8440 connect@wisemanconsulting.com	N	0
99	HOPE - Helping Our Parishioners toward Employment - St. Elizabeth Seton Orland Hills, IL tom.mcmahon@mcmahonjobs.com	N	0
100	Job Club - Lisle Township Lisle, IL 630-968-2087 joy@lisle-township.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
101	Job Club - Living Hope Community Church South Holland, IL workministry@yahoo.com	N	0
102	Job Group - The Long Grove Community Church Long Grove, IL richard_985@sbcglogal.net	N	0
103	Job Support Ministry - Holy Family Inverness, IL 847-359-4097 phillips34@sbcglobal.net	N	0
104	Our Lady of Perpetual Help Church Glenview, IL emaiorca@thelasallenetwork.com	N	0
105	SMOW Business Networking Group - St. Mary of the Woods Chicago, IL 773-763-1603 smowbiznet@yahoogroups.com	N	0
106	The Career Transition Ministry - St. Mary's of the Annunciation Mundelein, IL 847-530-9081 towed@earthlink.net	N	0
107	The Jobs Ministry - St. Thomas the Apostle Naperville, IL 630-355-8980 jimb4853@yahoo.com	N	0
108	The NW Suburban Jewish Networking Group - Congregation Beth Am Buffalo Grove, IL 847-459-1677 info@congregation-betham.org	N	0
109	V.A.U.L.T. Unemployment Support Ministry - St. Damian Catholic Church Oak Forest, IL vault@wowway.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
110	Work Ministry - Sts. Peter & Paul Cary, IL workministry@ssppcary.org	N	0
111	Work Ministry - Ascension Church Oak Park, IL m.joycebyrne@comcast.net	N	0
112	The County of DuPage , Wheaton, Illinois 421 N. County Farm Road, 2nd Fl - Rear of Cafe Wheaton, IL 60187 630-407-5655 dupagevac@dupageco.org	N	0
113	Partners In Community Building, Inc. 4622 S King Drive Chicago, IL 60653 312-328-0873 oball@picbchicago.org	N	0
114	America Works of Illinois, Inc. 205 West Randolph Street, Suite 920 Chicago, IL 60606 312-726-5627 awil@americaworks.com mrias@americaworks.com	N	0
115	DuPage County Vet Center 750 Shoreline Drive, Suite 150 Aurora, IL 60504 630-585-1853 ncptd@va.gov	N	0
116	Northside Workforce Center (DESI) 5060 N. Broadway Street, Suite 690 Chicago, IL 60640 773-334-4747 ejakupovic@desiatchicago.com	N	0
117	AbilityLinks 26W Roosevelt Road, Entrance 2 Wheaton, IL 60187 630-909-7443 jduvall@abilitylinks.org boconnor@abilitylinks.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
118	African American Contractors Association 2910 South Wentworth, Suite F Chicago, IL 60616 (312) 915-5960 omar.aaca@hotmail.com	N	0
119	Anixter Center 6610 N. Clark Street Chicago, IL 60626 (773) 973-7900 AskAnixter@anixter.org	N	0
120	Brain Injury Association P.O. Box 70 Palos Heights, IL 312-726-5699 info@biail.org	N	0
121	Brain Injury Association of Illinois P.O. Box 64420 Chicago, IL (800) 699-6443 info@bially.org	N	0
122	Cambodian Association of Illinois 2831 West Lawrence Avenue Chicago, IL 60625 (773) 878-7090 CAI@cambodian-association.org	N	0
123	Career Transitions Center 703 West Monroe Chicago, IL 60661 (312) 906-9908 host@ctcchicago.org	N	0
124	Charles A Hayes Family Investment Center, Inc 4455 S. King Drive Chicago, IL 60653 (312) 786-6986 gjpan@earthlink.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
125	Chicago Federation of Labor, Workers Assistance Committee 9930 Derby Lane Westchester, IL 60154 (708) 344-3539 marybgallagher@cflwac.org	N	0
126	Chicago Lighthouse for the Blind 1850 W Roosevelt Road Chicago, IL 60608 (312) 666-1331 Janet.Szlyk@chicagolighthouse.org	N	0
127	Chicago Urban League 4510 South Michigan Avenue Chicago, IL 60653 (773) 285-5800 cjackson@thechicagourbanleague.org	N	0
128	Chicago Women in Trades 4425 S Western Boulevard Rear Chicago, IL 60609 (773) 376-1450 jvellinga@cwit2.org	N	0
129	Easter Seals 830 Addison Avenue, Roalie Dold Center for Children Villa Park, IL 60181 (630) 620-4433 info@eastersealsdfvr.org	N	0
130	Easter Seals DuPage & Fox Valley 830 South Addison Avenue Villa Park, IL 60181 info@eastersealsdfvr.org	N	0
131	El Valor 1850 W 21St Street Chicago, IL 60608 (312) 666-4511 qcurtin@elvalor.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
132	Epilepsy Foundation 218 West Lawrence Avenue Chicago, IL (773) 307-6440 pattischang@gmail.com	N	0
133	Epilepsy Foundation of Greater Chicago 17 N. State Street, Suite 650 Chicago, IL 60602 info@epilepsychicago.org	N	0
134	Hispanic Alliance for Career Enhancement (HACE) 100 S Wacker, Suite 700 Chicago, IL 60606 (312) 435-0498 steve@hace-usa.org	N	0
135	Illinois Department of Employment Security (IDES) 2525 Cabot Drive, Suite 302 Lisle, IL 60532 (800) 244-5631 sylvia.stone@illinois.gov	N	0
136	Illinois work Net Center - N. Aurora 2 Smoketree Plaza North Aurora, IL 60542 630-844-6640 cornel.thomas@illinois.gov	N	0
137	JVS Chicago 216 W. Jackson Chicago IL, IL 60606 (312) 673-3404 nanettecohen@jvschicago.org	N	0
138	Lambs Farm 14245 W Rockland Road Libertyville, IL 60048 (847) 362-4636 info@lambsfarm.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
139	Learning Disabilities Association of America 10101 South Roberts Road, Suite 205 Palos Hill, IL 60465 (708) 430-7532 beverleyjohns@gmail.com	N	0
140	Little People of America - Chicago 8115 S Harper Avenue Chicago, IL 60619 (773) 768-0207 lpawindycity@gmail.com carrienwelch@gmail.com	N	0
141	Lutheran Services in America Disability Network - Illinois 1001 E Touhy Avenue, Suite 50 Oak Brook, IL 60018 (847) 635-6764 donya.hunter@lssi.org info@lssi.org patricia.pearse@lssi.org	N	0
142	Mental Health Associations 70 East Lake Street, Suite 900 Chicago, IL 60601 (312) 368-9070 kmason@mhai.org	N	0
143	National Black MBA Association 180 N Michigan, Suite 1400 Chicago, IL 60601 (312) 236-2622 barbara.thomas@nbmbaa.org	N	0
144	National Multiple Sclerosis Society 525 W Monroe Street, Suite 900 Chicago, IL 60661 (312) 421-4500 kim.michaels-lee@ild.nss.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
145	OAI, Inc 180 North Wabash, Suite 400 Chicago, IL 60601 (312) 528-3548 mdowling@oaiinc.org	N	0
146	Olive Harvey College 10001 S Woodlawn Chicago, IL 60628 773-291-6378 dbatiste@ccc.edu	N	0
147	Shore Services Regenstein Center, 4232 Dempster Street Skokie, IL 60076 (847) 982-2030 rcraven@shoreservices.org	N	0
148	South Suburban Mayors and Managers 1904 West 174th Street East Hazel Crest, IL 60429 (312) 772-2151 reggie.greenwood@gmail.com	N	0
149	Southwest Women Working Together 6845 S Western Avenue Chicago, IL 60636 (773) 737-2500 info@swwt.org Shughley@swwt.org	N	0
150	St Augustine College 1345 W Argyle Street Chicago, IL 60640 (773) 878-8756 hmorales@iwe.staugustine.edu	N	0
151	Thresholds 4101 N Ravenswood Chicago, IL 60613 (773) 572-5500 thresholds@thrsholds.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
152	United Spinal Association of Illinois P.O. Box 545 Palos Heights, IL (708) 671-1808 sciinjury@aol.com	N	0
153	University Centers on Disabilities 1640 West Roosevelt Road, MC 626 Chicago, IL 60608 312-413-1647 theller@uic.edu	N	0
154	University of Illinois 1200 West Harrison Chicago, IL 60607 (312) 996-2300 uicjobs@gmail.com	N	0
155	Vietnamese Association of Illinois Employment Program 5110 N Broadway Chicago, IL 60640 (773) 728-3700 vietassn@aol.com	N	0
156	Near West American Job Center 1700 W. 18th Street 312-994-8300 info@nationalable.org eric.myers@illinois.gov	N	0
157	West Suburban Cook County American Job Center 1701 South 1st Avenue 708-223-2652 emily.bradley@eesforjobs.com kevin.j.kelly2@illinois.gov	N	0
158	Gary - WorkOne 504 Broadway 219-981-4100 jlandfald@gotoworkonenw.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
159	WorkOne - Hammond 5265 Hohman Avenue 219-933-8332 jwilson@gotoworkonenw.com sajackson@gotoworkonenw.com	N	0
160	Mental Health Associations 6919 West Berwyn Avenue 7733076440 pattischang@gmail.com	N	0
161	Southwest Suburban Cook County American Job Center 7222 W Cermak Road 708-222-3100 frontdeskajc@centralstatesser.org	N	0
162	North Suburban Cook County American Job Center 1400 S. Wolf Road 847-484-8187 contact@bcsillinois.org Kathleen.Wager@Illinois.gov	N	0
163	Northside American Job Center at Truman College 1145 W. Wilson Avenue 773-334-4747 ChicagoNorthsideAJC@rescare.com	N	0
164	Southwest American Job Center at Daley College 7500 S. Pulaski Road 773-884-7000 isa.melonwhite@eesforjobs.com eugene.johnson@illinois.gov	N	0
165	National Able Network 567 W. Lake Street, Suite 1150 3129944200 able@nationalable.org	N	0
166	Westside American Job Center 605 S. Albany Avenue 773-722-3885 rhearns@kra.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
167	Epilepsy Foundation 218 West Lawrence Avenue 7733076440 pattischang@gmail.com	N	0
168	National Able Network 180 N Wabash Avenue imash@nationalable.org	N	0
169	Midwestern University College of Veterinary Medicine 555 31st Street 630-971-6080	N	0
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WLS (AM), WLS-FM & WKQX (FM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
3	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the last half of July 16, 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
9	Participate in Job Fair	On March 9, 2024, our SEU’s Promotions Manager and Promotions Assistant attended the Lollapalooza & Sueños Festival Job Fair, which took place on the Kennedy King College campus. They shared information about career opportunities in media as well as the education/skill sets necessary for success in the industry, with an emphasis on radio broadcasting. He also discussed part-time and full-time positions available within the Chicago SEU and accepted resumes from students who expressed an interest in employment.
10	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 9, 2023, our SEU’s Promotions Director and Promotions Manager were invited to speak to a group of students studying Broadcasting at the Chicago Media School’s Ohare campus about careers opportunities in media. They shared information about the company, their positions within the company, and what it takes to be successful in media.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On May 16, 2024, our SEU's Promotions Manager was the speaker and leader of the Chicago Media School Program Advisory Committee (PAC) meeting at its O'Hare campus. This event provided committee members an opportunity to network with industry professionals and provide PAC as well as our SEU with valuable feedback about best practices for recruiting media professionals.