

**WLS (AM), WLS-FM & WKQX (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2024 – July 31, 2025**

**I. VACANCY LIST**

See Section II, the “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>
Afternoon Drive	1 – 87	1
Account Executive	1 – 87, 89	87
Sales Assistant	1 – 87, 89	87

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	4
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
3	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
4	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	2
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
7	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
8	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
9	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
12	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
13	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
14	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
15	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
16	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0

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17	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
18	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
19	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
20	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
21	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
22	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
23	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
24	<b>IETC Evanston Community</b> 1615 Oak Street Evanston, IL 60201 847-864-3530 <a href="mailto:suzette.robinson@illinois.gov">suzette.robinson@illinois.gov</a>	N	0
25	<b>IDES Harvey Office</b> 16845 S Halsted Harvey, IL 60426 708-596-2325 <a href="mailto:jose.crespo@illinois.gov">jose.crespo@illinois.gov</a> <a href="mailto:reginald.whitley@illinois.gov">reginald.whitley@illinois.gov</a>	N	0
26	<b>Arlington Heights Workforce Center</b> 723 West Algonquin Road Arlington Heights, IL 60005 847-981-7400 <a href="mailto:contact@bcsillinois.org">contact@bcsillinois.org</a> <a href="mailto:kathleen.wager@illinois.gov">kathleen.wager@illinois.gov</a>	N	0
27	<b>WorkNet DuPage Career Center</b> 2525 Cabot Drive, Suite 302 Lisle, IL 60532 630-955-2030 <a href="mailto:info@worknetdupage.org">info@worknetdupage.org</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	<b>IDES Burbank</b> 5608 West 75th Place Burbank, IL 60459 708-458-0500 karla.brooks@illinois.gov sheena.parker@illinois.gov	N	0
29	<b>Chicago Workforce Center - Mid-South</b> Martin Luther King Human Service Center Chicago, IL 60653 773-538-5627 charles.townsend@eesforjobs.com chiquita.griffis@illinois.gov	N	0
30	<b>The Chicago Lighthouse</b> 1850 West Roosevelt Road Chicago, IL 60608 (312) 666-1331 Janet.Szlyk@chicagolighthouse.org	N	0
31	<b>The CARA Program</b> 237 S. Desplaines Chicago, IL 60661 312-798-3300 info@thecaraprogram.org	N	0
32	<b>Business and Career Service Inc. (Employment Network-EN)</b> 723 W Algonquin Road Arlington Heights, IL 60005 847-437-9995 pcurington@bcsillinois.org	N	0
33	<b>Learning Disabilities Association of America</b> 10101 South Roberts Road Palos Hill, IL 60465 708-430-7532 ldaofil@ameritech.net	N	0
34	<b>Chicago Cook Workforce Partnership</b> 69 West Washington #2860 Chicago, IL 60602 312-603-7093 dalkhatib@workforceboard.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	<b>Health and Disability Advocates</b> 205 W. Randolph Street Chicago, IL 60606 312-223-9600 ldaniels@hdadvocates.org	N	0
36	<b>The Jewish Federations of North America</b> 30 S. Wells Chicago, IL 60606 (312) 346-6700 DavidPrystowsky@juf.org	N	0
37	<b>Greater Northwest Chicago Development Corporation (GNCDC)</b> 6600 W Armitage Avenue Chicago, IL 60707 (773) 637-2416 dsmith@gncdc.org	N	0
38	<b>Westside Institute</b> 2800 South Western Avenue Chicago, IL 60608 733-838-1503 oramirez@ccc.edu	N	0
39	<b>VA Medical Center-Vocational Rehabilitation Program</b> 820 S. Damen Avenue, MP#116-C Chicago, IL 60612 312-569-6871 philip.maranon@va.gov	N	0
40	<b>Ada S McKinley Community Services, Inc</b> 1863 South Wabash Avenue Chicago, IL 60616 (312) 326-1229 azewdie@adasmckinley.org	N	0
41	<b>Community Assistance Programs</b> 11715 S Halsted Street Chicago, IL 60628 773-468-1993 askus@capsinc.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	<b>Brain Injury Association</b> 20 N Clark Street Chicago, IL 60602 800-699-6443 info@biail.org	N	0
43	<b>CHADD</b> 2900 N Lake Shore Drive Chicago, IL 60657 chicago-city@chadd.net	N	0
44	<b>America Works of Illinois, Inc.</b> 205 West Randolph Street, Suite 920 Chicago, IL 60606 312-726-5627 awil@americaworks.com mrias@americaworks.com	N	0
45	<b>AbilityLinks</b> 26W Roosevelt Road, Entrance 2 Wheaton, IL 60187 630-909-7443 jduvall@abilitylinks.org boconnor@abilitylinks.org	N	0
46	<b>African American Contractors Association</b> 2910 South Wentworth, Suite F Chicago, IL 60616 (312) 915-5960 omar.aaca@hotmail.com	N	0
47	<b>Anixter Center</b> 6610 N. Clark Street Chicago, IL 60626 (773) 973-7900 AskAnixter@anixter.org	N	0
48	<b>Brain Injury Association</b> P. O. Box 70 Palos Heights, IL 312-726-5699 info@biail.org	N	0
49	<b>Cambodian Association of Illinois</b> 2831 West Lawrence Avenue Chicago, IL 60625 (773) 878-7090 CAI@cambodian-association.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
50	<b>Career Transitions Center</b> 703 West Monroe Chicago, IL 60661 (312) 906-9908 host@ctcchicago.org	N	0
51	<b>Charles A Hayes Family Investment Center, Inc</b> 4455 S. King Drive Chicago, IL 60653 (312) 786-6986 gjpan@earthlink.net	N	0
52	<b>Chicago Federation of Labor, Workers Assistance Committee</b> 9930 Derby Lane Westchester, IL 60154 (708) 344-3539 marybgallagher@cflwac.org	N	0
53	<b>Chicago Lighthouse</b> 1850 W Roosevelt Road Chicago, IL 60608 (312) 666-1331 Janet.Szlyk@chicagolighthouse.org	N	0
54	<b>Chicago Urban League</b> 4510 South Michigan Avenue Chicago, IL 60653 (773) 285-5800 cjackson@thechicagourbanleague.org	N	0
55	<b>Chicago Women in Trades</b> 4425 S Western Boulevard Rear Chicago, IL 60609 (773) 376-1450 jvellinga@cwit2.org	N	0
56	<b>Easter Seals</b> Roalie Dold Center for Children 830 Addison Avenue Villa Park, IL 60181 (630) 620-4433 info@eastersealsdfvr.org	N	0
57	<b>Easter Seals DuPage &amp; Fox Valley</b> 830 South Addison Avenue Villa Park, IL 60181 info@eastersealsdfvr.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
58	<b>El Valor</b> 1850 W 21 <sup>st</sup> Street Chicago, IL 60608 (312) 666-4511 qcurtin@elvalor.org	N	0
59	<b>Epilepsy Foundation</b> 218 West Lawrence Avenue Chicago, IL (773) 307-6440 pattischang@gmail.com	N	0
60	<b>Hispanic Alliance for Career Enhancement (HACE)</b> 100 S Wacker, Suite 700 Chicago, IL 60606 (312) 435-0498 steve@hace-usa.org	N	0
61	<b>Illinois Department of Employment Security (IDES)</b> 2525 Cabot Drive, Suite 302 Lisle, IL 60532 (800) 244-5631 sylvia.stone@illinois.gov	N	0
62	<b>JVS Chicago</b> 216 W. Jackson Chicago IL, IL 60606 (312) 673-3404 nanettecohen@jvschicago.org	N	0
63	<b>Learning Disabilities Association of America</b> 10101 South Roberts Road, Suite 205 Palos Hill, IL 60465 (708) 430-7532 beverleyjohns@gmail.com	N	0
64	<b>Little People of America - Chicago</b> 8115 S Harper Avenue Chicago, IL 60619 (773) 768-0207 lpawindycity@gmail.com carrienwelch@gmail.com	N	0



<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
65	<b>Lutheran Services in America Disability Network - Illinois</b> 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
66	<b>Mental Health Associations</b> 70 East Lake Street, Suite 900 Chicago, IL 60601 (312) 368-9070 kmason@mhah.org	N	0
67	<b>National Black MBA Association</b> 180 N Michigan, Suite 1400 Chicago, IL 60601 (312) 236-2622 barbara.thomas@nbmbaa.org	N	0
68	<b>National Multiple Sclerosis Society</b> 525 W Monroe Street, Suite 900 Chicago, IL 60661 (312) 421-4500 kim.michaels-lee@ild.nss.org	N	0
69	<b>Olive Harvey College</b> 10001 S Woodlawn Chicago, IL 60628 773-291-6378 dbatiste@ccc.edu	N	0
70	<b>South Suburban Mayors and Managers</b> 1904 West 174 <sup>th</sup> Street East Hazel Crest, IL 60429 (312) 772-2151 reggie.greenwood@gmail.com	N	0
71	<b>St Augustine College</b> 1345 W Argyle Street Chicago, IL 60640 (773) 878-8756 hmorales@iwe.staugustine.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
72	<b>Thresholds</b> 4101 N Ravenswood Chicago, IL 60613 (773) 572-5500 thresholds@thrsholds.com	N	0
73	<b>United Spinal Association of Illinois</b> P. O. Box 545 Palos Heights, IL 60463 (708) 671-1808 sciinjury@aol.com	N	0
74	<b>University Centers on Disabilities</b> 1640 West Roosevelt Road, MC 626 Chicago, IL 60608 312-413-1647 theller@uic.edu	N	0
75	<b>University of Illinois</b> 1200 West Harrison Chicago, IL 60607 (312) 996-2300 uicjobs@gmail.com	N	0
76	<b>Vietnamese Association of Illinois Employment Program</b> 5110 N Broadway Chicago, IL 60640 (773) 728-3700 vietassn@aol.com	N	0
77	<b>Near West American Job Center</b> 1700 W. 18th Street Chicago, IL 60608 312-994-8300 info@nationalable.org eric.myers@illinois.gov	N	0
78	<b>West Suburban Cook County American Job Center</b> 1701 South 1 <sup>st</sup> Avenue Maywood, IL 60153 708-223-2652 emily.bradley@eesforjobs.com kevin.j.kelly2@illinois.gov	N	0

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79	<b>WorkOne - Hammond</b> 5265 Hohman Avenue Hammond, IN 46320 219-933-8332 jwilson@gotoworkonenw.com sajackson@gotoworkonenw.com	N	0
80	<b>Southwest Suburban Cook County American Job Center</b> 7222 W Cermak Road North Riverside, IL 60546 708-222-3100 frontdeskajc@centralstatesser.org	N	0
81	<b>North Suburban Cook County American Job Center</b> 1400 S. Wolf Road Wheeling Illinois, IL 60090 847-484-8187 contact@bcsillinois.org Kathleen.Wager@Illinois.gov	N	0
82	<b>Northside American Job Center at Truman College</b> 1145 W. Wilson Avenue Chicago, IL 60640 773-334-4747 ChicagoNorthsideAJC@rescare.com	N	0
83	<b>Southwest American Job Center at Daley College</b> 7500 S. Pulaski Road Chicago, IL 60652 773-884-7000 isa.melonwhite@eesforjobs.com eugene.johnson@illinois.gov	N	0
84	<b>National Able Network</b> 567 W. Lake Street, Suite 1150 Chicago, IL 60661 3129944200 able@nationalable.org	N	0
85	<b>Westside American Job Center</b> 605 S. Albany Avenue Chicago, IL 60612 773-722-3885 rhearns@kra.com	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
86	<b>National Able Network</b> 180 N Wabash Avenue Chicago, IL 60601 imash@nationalable.org	N	0
87	<b>Employee Referral</b>	N	5
88	<b>Internal Transfer/Promotion</b>	N	0
89	<b>Word-of-Mouth Referral</b>	N	8
			19

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU's VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its VP, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of " <b>Perpetuating Allyship</b> " and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.

	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	Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Perpetuating Allyship</b> session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
7	Participate in Job Fair	On March 5, 2025, our SEU's Promotions Manager attended the Lollapalooza & Sueños Festival Job Fair, which took place on the Kennedy King College campus. He 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Job Fair	On January 28, 2025, our SEU's Promotions Manager attended the IMS Career Fair, which took place on the O'Hare campus of the Illinois Media School. He talked with interested students and attendees about current openings within our SEU and the company as well as the various career opportunities available in radio broadcasting.