

WDWS(AM) WHMS(FM) WKIO(FM)

EEO PUBLIC FILE REPORT

August 1, 2020 – July 31, 2021

**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>
<b>Sales Executive</b>	<b>1-19</b>	<b>8</b>
<b>Sales Executive</b>	<b>1-19</b>	<b>16</b>
<b>Sales Executive</b>	<b>1-19</b>	<b>8</b>
<b>General Manager</b>	<b>1-19</b>	<b>8</b>

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**II. MASTER RECRUITMENT SOURCE LIST**

RS NUMBER	RS INFORMATION	SOURCE ENTITLED TO VACANCY NOTIFICATION? (YES/NO)	NO. OF INTERVIEWEES REFERRED BY RS OVER 12-MONTH PERIOD
1	Career Services Center University of Illinois Room 310 Turner Student Services Center 610 East John Champaign, IL 61820 phone- 217-333-0820	NO	0
2	Parkland College Career Center Parkland College 2400 West Bradley Champaign, IL 61821 ph-217-351-2200	NO	0
3	Illinois One Stop Career Center 1307 North Mattis Champaign, IL 61821 ph-217-278-5700	NO	0

4	<p>College of Media  University of Illinois  119 Gregory Hall  Urbana, IL 61801  ph.-217-333-2350</p>	NO	0
5	<p>Parkland College  Radio/TV/Video  2400 West Bradley  Champaign, IL 61821  ph.-217-351-2200</p>	NO	0
6	<p>Danville Area Community  College  Career Services  Martin Luther King  Memorial Way  2000 East Main  Danville, IL 61832  ph.-217-398-0970  www.dacc.edu</p>	NO	0
7	<p>Champaign County Branch  NAACP  P.O. Box 403  Champaign, IL 61820   ph-217-398-0970</p>	NO	0

8	<p>WDWS/WHMS /WKIO  201 Devonshire Drive  Champaign, IL 61820  ph.-217-351-5300</p> <p><a href="http://www.wdws.com">www.wdws.com</a>  <a href="http://www.whms.com">www.whms.com</a>  <a href="http://www.1079.wkio.com">www.1079.wkio.com</a></p>	NO	3
9	<p>Community Media Group  Attention; Paul Barrett  201 Devonshire Drive  Champaign, Il 61820</p>	NO	0
10	<p><a href="http://www.allaccess.com">www.allaccess.com</a></p>	NO	0
11	<p>Main Street Marketing and  Promotion  <a href="mailto:Clair@main-st.net">Clair@main-st.net</a> 4517  Minnetonka Blvd.  #104  Minneapolis, MN 55416</p>	NO	0
12	<p>Eastern Illinois University  Department of  Communication  600 Lincoln Ave  Charleston, IL 61920</p>	NO	0
13	<p>Debra Gray  Illinois Broadcasters Asn  200 Missouri Ave  Carterville, IL 62918</p>	NO	0

14	Illinois State University College Arts & Sciences Stevenson Hall 141 Campus Mail Box 4100 Normal, IL 61790-4100	NO	0
15	Lake Land College Greg Powers, WLKL 5001 Lake Land Blvd Mattoon, IL 61938	NO	0
16	ZipRecruiter.com	NO	1
17	Indeed.com	NO	3
18	Linkedin.com	NO	2
19	Illinois State University Mass Communications Dept.  Fell Hall 434, Campus Box 4480  Normal, IL 61790-4480	NO	1
TOTAL NO. OF INTERVIEWEES OVER 12-MONTH PERIOD:			10

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III. RECRUITMENT INITIATIVES

1	Participate in Job Fair	In May, our General Manager attended a job fair sponsored by the Champaign County Chamber of Commerce and distributed information about job openings and accepted resumes.
2	Internship	Starting in February, news/production hosted an intern. The intern's duties include assisting with promotions, social media posting for WDWS/WHMS/WKIO. The intern also assists with clients' weekly promotions and edits or creates commercials for clients.
3	Event or program sponsored by education institutions relating to broadcasting career opportunities	In May, one of our on-air personalities and our General Manager judged a speech contest at the local junior college. Contestants were communication students that were given the opportunity to argue for their favorite charities. Local, national and international charities were represented. The event was virtual
4	Event or program sponsored by education institutions relating to broadcasting career opportunities	In June, one of our on-air personalities participated in a sportscaster camp. This provided the campers an opportunity to learn about a career in sports broadcasting for a radio station as well as a play by play for statewide broadcast for a Big Ten University.
5	Event or program sponsored by education institutions relating to broadcasting career opportunities	In September, our General Manager/on-air personality participated in a Zoom Question and Answer meeting with media students from Illinois State University. Included in the meeting were discussions of management of radio stations, and being an on-air personality. Job availability was also discussed.
6	Event or program sponsored by education institutions relating to broadcasting career opportunities	In October, our General Manager/on air personality participated in a Zoom Question and Answer meeting with communication students at Parkland College. Job availability, management, and on-air careers were discussed.
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In February, our General Manager/on air personality participated in a Zoom question and answer meeting with students from Eastern Illinois University. Job availability, management, and on-air careers were discussed.

<b>8</b>	Event or program sponsored by education institutions relating to broadcasting career opportunities	In March, our General Manager/on air personality participated in a Zoom question and answer meeting with students from Eastern Illinois University. Job availability, management, and on-air careers were discussed.
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