

WDWS (AM) WHMS (FM) WKIO (FM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2019 – July 20, 2020

**III. RECRUITMENT INITIATIVES**

<b>1</b>	Participate in Job Fair	In January, Our General Manager and 2 Sales Executives attended a job fair at a local High School and talked one on one with students interested in careers in broadcast and media marketing
<b>2</b>	Job Shadow	In December, one of our on-air sports personalities and Chief Engineer provided an opportunity for a College student to shadow them to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
<b>3</b>	Job Shadow	In February, our, one of our on-air personalities and our Chief Engineer provided an opportunity for a High School student to shadow them to learn about a career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
<b>4</b>	Event or program sponsored by education institutions relating to broadcasting career opportunities	In September, our Operations Manager, One Account Executive spoke with students from a local college regarding broadcasting careers and Media marketing. After the presentation they met one on one with students to answer questions.

**JOB FAIRS CANCELLED DUE TO COVID 19 SHELTER IN PLACE**

Lakeland College, Mattoon, IL

Eastern Illinois University, Charleston, IL

Community Wide Spring Job Fair sponsored by Champaign County Human Resources Group, Champaign, IL

**CANCELLED EVENT DUE TO COVID 19 SHELTER IN PLACE**

Marketing students from a local High School visited our studios for a tour and a discussion on careers with our Vice President of News, General Manager and Sales Manager.

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**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>1-17</b>	<b>10</b>