

WDWS (AM) WHMS (FM) WKIO (FM)
 EEO PUBLIC FILE REPORT
 August 1, 2022 – July 31, 2023

III. RECRUITMENT INITIATIVES

1	Event or program sponsored by education institutions relating to broadcasting career opportunities	In August , one of our on-air sports personalities spoke to a group about career in sports broadcasting for a radio station as well as play by play broadcast for statewide broadcast for a Big Ten University.
2	Event or program sponsored by education institutions relating to broadcasting career opportunities	In October, one of our on air sports personalities spoke to a group 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
3	Job Shadow	In November, one of our on-air personalities hosted a High School student to learn about a career in broadcasting. Job availability, Management, preparing for searching for a job.
4	Event or program sponsored by education institutions relating to broadcasting career opportunities	In February, our General Manger presented a program to High School students interested in learning about broadcast sales and on air opportunities for a Ag in the classroom program.. Answered questions
5	Event or program sponsored by education institutions relating to broadcasting career opportunities	In March , one of our on air sports personalities spoke to a group 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
6	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April , two of our on-air personalities spent the day with Middle School students interacting with students in small groups. Discussed was the many types of positions within the broadcast organization. Talked with students on preparing e for a career in broadcasting.
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	In April , our General Manager, was a panelist with other professionals in media sales and management sharing insights into their careers and answering student questions at Illinois State University.

9	Job Shadow	In May, one of our on air personalities hosted a Middle School student for a class project on occupations and career opportunities in on-air broadcasting as well as sales and management.
10	Job Shadow	In July, one of our on-air personalities hosted a college student interested in learning about career opportunities in on-air broadcasting as well as sales and management.
11	Event or program sponsored by education institutions relating to broadcasting career opportunities	In July, one of our on air sports personalities spoke to a group 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

One of our on air personalities as well as member of the Board of Directors for the licensee Champaign Multimedia Group and the Illinois Broadcaster Association, was asked to continue his role as a member of the IBA's Diversity Committee. It gives the opportunity to share with the team at WDWS/WHMS/WKIO the strategies/best practices that is gathered from around the country to assist Illinois Broadcasters. Current project helping to create an on line component to enable students and employers throughout the state to connect with internships, industry entry jobs as well as full time positions.

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I. VACANCY LIST

See Master Recruitment Source List (MRS�) for recruitment source data

Job Title	Recruitment Sources (RS) Used to fill Vacancy	RS Referring Hiree
Sales Executive	1-19	19

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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
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5	<p>Parkland College Radio/TV/Video 2400 West Bradley Champaign, IL 61821 ph.-217-351-2200</p>	NO	0
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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
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7	<p>Champaign County Branch NAACP P.O. Box 403 Champaign, IL 61820 ph-217-398-0970</p>	NO	0
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8	<p>WDWS/WHMS /WKIO 201 Devonshire Drive Champaign, IL 61820 ph.-217-351-5300</p> <p>www.wdws.com www.whms.com www.1079.wkio.com</p>	NO	0
9	<p>Community Media Group Attention; Paul Barrett 201 Devonshire Drive Champaign, Il 61820</p>	NO	0
10	<p>www.allaccess.com</p>	NO	0
11	<p>Main Street Marketing and Promotion Clair@main-st.net 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	0
17	Indeed.com	NO	3
18	Linkedin.com	NO	0
19	Illinois State University Mass Communications Dept. Fell Hall 434, Campus Box 4480 Normal, IL 61790-4480	NO	1
	TOTAL NUMBER OF INTERVIEWS OVER 12 MONTH PERIOD 4		