

**EEO REPORT AUGUST 1, 2017 THRU JULY 31, 2018
NEWSWEB RADIO COMPANY**

WNDZ-AM 750	Portage, Indiana
WCPT-AM 820	Willow Springs, Illinois
WAIT-AM 850	Crystal Lake, Illinois
WSBC-AM 1240	Chicago, Illinois
WCPT-FM 92.5	DeKalb, Illinois
WCPY-FM 92.7	Arlington Heights, Illinois

EEO STATEMENT POLICY

The following EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the 7 radio stations mentioned above. Newsweb Radio Company is an Equal Opportunity Employer.

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(i) -List of all Full-Time Vacancies/(iii) -Source of Hire
(See attached list for Referral Source Number)

<u>Job Title</u>	<u>Date of Hire</u>	<u>Source of Hire - Referral Sources</u>
A. Radio Business Mgr.	04/02/18	Robert Half Agency - 1-32, 50, 56, 59, 61

(ii) - EEO Recruitment Sources. *See attached list. None of these organizations requested this information. In certain instances, ads were placed in the following publications, online websites, or broadcast stations:

- (56) Career Builder

** On the EEO Outreach List, numbers 1-32, 50, 55, 59, & 61 represent EEO Outreach Organizations. Numbers 33-49, 51-54, 56-58, 60, & 62-63 represent ad or website publications, or on-air notices.*

(iv) Total Number of Interviewees Per Job

A. 10

TOTAL INTERVIEWED: 10

(v) -Total Number of Interviewees referred by each source, for period August 1 2017-July 31, 2018. This employment unit interviewed 10 people for full-time vacancies. These interviewees were referred by the following sources:

- (56) Career Builder 3
- (61) Robert Half Agency 7

TOTAL INTERVIEWED: 10

(vi) **-List of Initiatives from August 1, 2016-July 31, 2018 (2-year period)**

1. September, 2016 (8)

Operation's Manager of WSBC-AM, WNDZ-AM & WAIT-AM, Jorge Murillo, representing all seven Newsweb radio stations, took an online training course on the coding language JavaScript. The training course came from www.codeacademy.com. Mr. Murillo created an "animated title," and learned how to make the "animated title" bounce on the computer screen and created the letters of the title with bubbles and squares and filled each bubble or square with different colors to give the title a colorful appearance. This was done by using "variables, functions", and "arrays" in the coding language. JavaScript is usually used for the animation of page elements, fading them in and out, resizing them, moving them, etc. This course helped Jorge acquire skills that could qualify him in the future for a higher-level position, since coding has become a skill that many radio/digital companies seek.

2. October 19, 2016 (1)

General Manager Mark Pinski, representing all seven radio stations, attended the Northern Illinois University Job Fair at the NIU Convocation Center in DeKalb, IL. The Job Fair was open to all majors, including those studying communications. Mark talked to prospective employees about job opportunities in sales and production, primarily, and collected résumés from job candidates.

3. November 18, 2016 (1)

Newsweb Radio Company's Mark Pinski and Jorge Murillo attended the Illinois Broadcasters Association Career Fair at the Donald E. Stephens Convention Center in Rosemont, IL. The Job Fair was in conjunction with the annual Illinois Legislative Latino Caucus Foundation Conference and attended by various radio/TV stations in the market. A scholarship luncheon and guest speakers comprised a portion of the agenda. Various job applicants discussed the radio industry with Mark and Jorge, who were interested in sales, promotions, and technical opportunities.

4. February 22, 2017 (1)

General Manager Mark Pinski and Operations Manager Jorge Murillo, representing all seven radio stations, attended the Northern Illinois University Job Fair in DeKalb, IL. Students from NIU attended the Job Fair, and many inquired about sales positions in radio, as well as technical jobs producing, editing, and operating the board and other pertinent station equipment. Several students presented Mark and Jorge with their résumés and sought general advice too. Various students looking for work in the radio industry inquired about positions such as Account Executives, Producers, Board Operators, and Production Managers. The Job Fair also served as a great promotional vehicle for our company, considering a lot of students, faculty, staff, and other employers were WCPT listeners.

5. April 25, 2017 (1)

General Manager Mark Pinski and Operations Manager Jorge Murillo attended the 17th Annual Chicago Diversity Employment Day Career Fair presented by City Career Fair Productions and Diversity Recruiters Network. The event was held at the Embassy Suites Chicago in Downtown Chicago. Newsweb Radio Company served as a marketing partner of this Job Fair by promoting the event on WCPT AM & FM. Many potential job candidates asked questions of Mark and Jorge, inquiring about job opportunities with Newsweb Radio Company and our seven radio stations. Most of the applicants were primarily interested in board-op, production, and sales positions.

6. September 12, 2017 (1)

General Manager Mark Pinski, and Operations Manager Jorge Murillo, attended the 17th Annual Chicago Diversity Employment Day Career Fair at the Embassy Suites Hotel in downtown Chicago. Newsweb Radio Company was a promotional sponsor for this event, which was attended by several large companies and four media groups from Chicago. The Career Fair was highly attended by people of all ages and backgrounds who were seeking employment. Many job seekers were looking at careers in the media industry, primarily in sales, production, and as a board-operator.

7. October 18, 2017 (1)

General Manager Mark Pinski attended the annual NIU Fall Internship and Job Fair in DeKalb, IL. Mr. Pinski met with several students and discussed the radio industry, how and where to get internships, and the best way to go about finding employment in the radio field. Mark collected resumes from those interested in employment with Newsweb Radio Company. Students were primarily interested in how to get jobs in production, on-air, and sales.

8. February 20, 2018 (1)

Operations Manager Jorge Murillo, representing all seven radio stations, attended the Northern Illinois University Job Fair in DeKalb, IL. Students inquired about sales positions in radio, as well as positions in IT, production, and board-operating. Many students were also interested in promotions and traffic jobs at Newsweb Radio Company. Students presented Jorge with their résumés and they spoke briefly about the radio industry as a whole. Mr. Murillo also gave the students pamphlets showing the different types of radio shows currently on WCPT-AM 820, and provided a variety of chocolates to every student that stopped by the booth.

9. April 24, 2018 (1)

Operations Manager Jorge Murillo, and Promotions Coordinator Antonio Correa, representing all seven radio stations, attended the 18th Annual Chicago Diversity Employment Day Career Fair at the Hilton Garden Inn Hotel in downtown Chicago from 11am-3pm. At 2:30pm, Antonio interview Neal Morrison, who helped organize the City Career Fair, during the Ben Joravsky Show on WCPT-AM/FM. Newsweb Radio Company served as a marketing partner of this Job Fair by promoting the event on WCPT AM & FM. Antonio and Jorge collected many resumés from job candidates interested in board-op, and sales positions. More than 50 resumés were collected and the line of job candidates waiting to enter the job fair went around the block. It was a very successful job fair.

10. February, 2018 (9)

Throughout the month of February 2018, Operation’s Manager of WCPT, Matt Comings, representing all seven Newsweb radio stations, spent several hours with all of the board-operators of the radio group mentoring and training employees on an individual basis. Mr. Comings organized a verbal mentoring and training program geared towards specialized training in the areas of technical operation and management. Matt focused his training on transmitter remote control operations, production with Adobe Audition, ENCO automation systems, EAS machines, Media Touch software, operating the board for “live” shows, working with FB live streams, stations websites, managing apps, creating program logs, filling-out EAS logs, operating computer systems, communicating with different kinds of organizations, and troubleshooting equipment. The purpose of these training sessions between the board-operators and the Operations Manager was to improve the employee’s overall knowledge and skills, while also better preparing them for management positions in the future.

Initiative Totals:

8 Job Fairs (1)	= 2 initiatives
1 Employee Training Program (8)	= 1 initiative
1 Station Mentoring Program (9)	= 1 initiatives

Total Initiatives: 4