

**EEO REPORT AUGUST 1, 2019 THRU JULY 31, 2020
NEWSWEB RADIO COMPANY**

WNDZ-AM 750	Portage, Indiana
WCPT-AM 820	Willow Springs, Illinois
WSBC-AM 1240	Chicago, 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 4 radio stations mentioned above. Newsweb Radio Company is an Equal Opportunity Employer.

Contact People:

Renee Hash
Business Manager
Newsweb Radio Company
5475 N. Milwaukee Ave.
Chicago, IL 60630
(773) 792-0400-Office
(773) 792-0082-Fax
rhash@newswebradio.net

Mark Pinski
General Manager
Newsweb Radio Company
5475 N. Milwaukee Ave.
Chicago, IL 60630
(773) 792-1121-Office
(773) 792-0082-Fax
mpinski@newswebradio.net

Jorge Murillo
Operation's Manager
Newsweb Radio Company
5475 N. Milwaukee Ave.
Chicago, IL 60630
(773) 792-1121-Office
(773) 792-0082-Fax
jmurillo@newswebradio.net

- (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>
No Full-Time Hires	No Full-Time Hires	No Full-Time Hires

- (ii) - EEO Recruitment Sources. *See attached list.

- No Full-Time Hires

** On the EEO Outreach List, numbers 1-37 represent EEO Outreach Organizations. Numbers 38-49 represent ad or website publications, or on-air notices.*

- (iv) Total Number of Interviewees Per Job

A. 0 (*No Full-Time Hires*)

TOTAL INTERVIEWED: 0

- (v) -Total Number of Interviewees referred by each source, for period August 1 2019-July 31, 2020. This employment unit interviewed 0 people for full-time vacancies.

TOTAL INTERVIEWED: 0

(vi) **-List of Initiatives from August 1, 2018-July 31, 2020 (2-year period)**

1. September 11, 2018 (1)

Operation's Manager Jorge Murillo representing all six radio stations, attended the 18th Annual Chicago Diversity Employment Day Career Fair at the Hilton Garden Inn Hotel in downtown Chicago from 11am-3pm. Jorge collected many resúmes from job candidates interested in board-op, sales, and IT positions in the company. More than 60 resúmes were collected from many diverse candidates.

2. September 26, 2018 (1)

General Manager Mark Pinski, and Operation's Manager Jorge Murillo representing all six radio stations, attended the 2018 Fall IT Career Fair at the Illinois Institute of Technology in Chicago. Mark and Jorge met with many students & potential job candidates from a variety of diverse backgrounds at the booth for Newsweb Radio Company. About 30 resúmes were collected, and second interviews were set-up at the radio stations for about four students who were looking for employment in the IT field. Newsweb Radio Company was looking to hire a PT IT/Engineer Assistant, and the career fair was a tremendous help in achieving that goal. Most students had questions about the technical side of the radio business, and were very eager to learn more about radio in general.

3. September 27, 2018 (1)

Operation's Manager Jorge Murillo representing all six radio stations, attended the 2018 Fall Engineering Career Fair at the Illinois Institute of Technology in Chicago. About 25 resúmes were collected from students who were looking for employment in the Engineering field. Newsweb Radio Company was looking to hire a PT IT/Engineer Assistant, and this job fair helped, since many top students from across the country attend IIT. Many students were eager to learn about the technical side of the radio station. Radio transmitting towers, and radio equipment were discussed in length with each student.

4. October 17, 2018 (1)

Operation's Manager, Jorge Murillo, representing all six radio stations attended the Northern Illinois University Job Fair in DeKalb, IL. Many students from NIU visited the Newsweb Radio Company booth and asked questions about the company and radio in general. Jorge collected about 20 resúmes from students who were interested in sales, board-op, and IT positions with Newsweb Radio Company. Students were also looking for internship opportunities or summer jobs that they could do while they are out of school in 2019. Overall, the job fair was a success.

5. February 7, 2019 (1)

Operations Manager Jorge Murillo, representing all five radio stations, attended the Chicago Career Fair at The Congress Plaza Hotel in Downtown Chicago. Many people attended the Career Fair, and were interested in Sales, Board-Op, and IT positions at Newsweb. Jorge spoke in length about the sales and technical side of the company. About 25 resumes were collected, and Jorge interviewed between 25-40 people at the job fair. Many people were listeners of our station WCPT-AM 820, and were very excited to learn more about the station. Jorge gave away many bumper stickers with WCPT's logo on them. This was a very diverse event with many people of different ethnic backgrounds.

6. February 27, 2019 (1)

Operation's Manager Jorge Murillo representing all five radio stations, attended the 2019 Spring *IT* Career Fair at the Illinois Institute of Technology in Chicago. Many students spoke with Jorge and they were very interested in the technical aspects of the radio stations. About 25 resumes were collected in total. Most students were interested in the part-time positions of IT and Assistant Engineer at Newsweb Radio Company. The company expects to have a second interview with about 2-3 students that attended the job fair.

7. March 21, 2019 (1)

Operation's Manager, Jorge Murillo, representing all five radio stations attended St. Xavier's Spring Internship and Job Fair on the South Side of Chicago. Jorge spoke with many interested students who majored in Communications, Computer Science, and Business. Jorge collected about 20 résumés from students for the positions of board-operator, sales, and IT. The students from St. Xavier were from "all majors," so some students were just eager to learn more about the radio business. The company plans to have a second interview with one or two students from the job fair.

8. April 18, 2019 (1)

Operation's Manager Jorge Murillo representing all five radio stations, attended the 19th Annual Chicago Diversity Employment Day Career Fair at the Courtyard by Marriott Magnificent Mile Hotel in downtown Chicago from 11am-3pm. Newsweb Radio Company was looking to interview job candidates for the positions of sales, board-operators, and IT. Jorge spoke with many different job candidates of different ethnic backgrounds, and collected more than 50 résumés. They talked about the sales aspect of the radio industry, the technical equipment involved in broadcasting on the radio, and the digital/social media aspects involved in radio. Overall it was a successful job fair.

9. May 2019 (5)

Newsweb Radio has established an internship program for college students whereby they receive credit and hands-on experience working for our radio group. WCPT has interns from the following schools: Illinois Media School and Columbia College. Most of our interns work throughout the summer, when they are home from school, and when promotional events are at a premium. Interns generally assist in production, helping edit commercials, liners, and programs. Our interns in the promotions department are assisting talent at live remotes, coordinating giveaways, registering listeners for contests, working in our summer festivals, and the like.

10. September 25, 2019 (1)

Operation's Manager Jorge Murillo representing all four radio stations, attended the 2019 Fall *IT* Career Fair at the Illinois Institute of Technology in Chicago. The job fair was from Noon-4pm, and many students from diverse backgrounds were in attendance. Jorge spoke with many IIT students about the technical aspects of radio, from networking computers to working with transmitters at our different transmitter locations. About 15 students who were interested in a PT IT position with our company left their résumés.

11. September 28, 2019 (16)

General Manager Mark Pinski attended and spoke at the 2019 INAUGURAL S.T.E.M. Conference. The conference was held at the Corboy Law Center at Loyola University School of Law in Chicago. Mr. Pinski spoke to a large group of people, many of which were interested in the business, sales, technical, and programming aspects of radio. Many in attendance were unaware of such opportunities in our radio company.

12. Jan.-Mar. 2020 (9)

Throughout the months of January, February, and March, 2020, Operation's Manager Matt Comings of Chicago's Progressive Talk, and Jorge Murillo of World Radio Chicago, representing all Newsweb radio stations, spent several hours for many weeks with all of the board-operators of the radio group mentoring and training employees on an individual basis at the radio station. Both Mr. Comings and Mr. Murillo showed the staff the technical aspects of the operation of all the radio stations, since two of the radio stations moved into the facility with WCPT. The board-ops learned how to use Wheatnet and the ENCO automation system in different studios. They also learned how to upload audio elements on the iMediaTouch Production software, and how to troubleshoot the ENCO-DAD automation system for WCPY-FM 92.7, which is automated 24/7. The staff also learned how to upload files into the FCC Public File. All the board-ops were also trained on how to stream "live" shows via ZOOM or CLEANFEED, and they were showed how to step into the "Operations Manager" position, in the event the managers were not able to be at work due to the COVID-19 pandemic.

Initiative Totals:

9 Job Fairs (1) = 2.25 initiatives
1 Internship Program (5) = 1 initiative
1 Mentoring Programs (9) = 1 initiative
1 Event Disseminating Employment Information to Job Candidates who might be unaware (16) = 1 initiative

Total Initiatives: 5.25

EEO OUTREACH LIST						
NAME	CONTACT	ADDRESS	PHONE	FAX		
1 Rainbow/Push Coalition	Margie McKinnon-Price	930 E. 50th. Street Chicago, IL 60615-2702	(773) 373-3366	(773) 256-2772		
2 National Latino Education Institute	Employment Services education@nlei.org	2011 W. Pershing Rd. Chicago, IL 60609	(773) 247-1778	(E-mail preferred)		
3 Korean American Community Services	So Young Kim	4300 N. California Chicago, IL 60618	(773) 583-5501	(773) 583-7009		
4 Chinese American Services	Ben Lau	310 W. 24th. Place Chicago, IL 60616	(312) 791-0418	(312) 791-0509		
5 Chicago State University	Olive Waugh	9501 S. King Drive Chicago, IL 60628-4598	(773) 995-2000	(773) 995-2329		
6 Asian Human Services	Damira Jakupovic Joyce Marks	4753 N. Broadway, #700 Chicago, IL 60640	(773) 728-2235	(773) 728-4751		
7 Robert Morris College	Teresa Johnson	401 S. State Street Chicago, IL 60605	(312) 935-4077	(312) 935-4182		
8 Northern Illinois University	Katherine Zuidema careerservices@niu.edu	1425 W. Lincoln Highway Dekalb, IL 60115	(815) 753-1641	(E-mail preferred)		
9 Elmhurst College	Holly Coffin holyc@elmhurst.edu	190 Prospect Ave. Elmhurst, IL 60126	(630) 617-3190	(E-mail preferred)		
10 Daley College	Laura Paz lpaz5@ccc.edu	7500 S. Pulaski Road Chicago, IL 60605	(773) 838-7597	(E-mail preferred)		
11 Wilbur Wright College	Willa Lang	4300 N. Narragansett Ave. Chicago, IL 60634	(773) 481-8527	(773) 481-8531		
12 Northeastern Illinois University	Career Services sccs@neiu.edu	1751 W. 47th. Street, 2nd. Floor Chicago, IL 60605	(773) 442-4650	(773) 442-5850		
13 Malcom X College	Robert Kelly	1900 W. Van Buren Chicago, IL 60653	(312) 850-7181	(312) 850-7039		
14 University of IL, Urbana-Champaign	Jessica Leach--Director Media Career Services	810 S. Wright St. Urbana, IL 61801	(217) 244-4329 irleach@illinois.edu	(217) 244-9392		
15 St. Xavier University	Maureen Kelly	3700 W. 103rd. Street Chicago, IL 60655	(773) 298-3131	(773) 298-3136		
16 Chicago Urban League	Derrick Southern	220 S. State Street, 11th. Floor Chicago, IL 60616	(773) 602-3000	(773) 371-0339		
17 Olive Harvey College	Sharen Prayor	3055 E. 92nd. Street Chicago, IL 60617	(773) 291-6318	(773) 291-6412		
18 Elgin Community College	Human Resources	1700 Spartan Drive Elgin, IL 60123	(847) 214-7400	(847) 214-7403		
19 Casa Central	Griselda Aquira	1343 N. California, 3rd. Floor Chicago, IL 60622	(773) 645-2300	(773) 645-5442		
20 Harold Washington College	Kim Bowens kbowens3@ccc.edu	30 E. Lake Street Chicago, IL 60601	(312) 553-5666	(312) 553-3130		
21 Concordia University Chicago	Dan Walther	7400 Augusta Street River Forest, IL 60305	(708) 209-3032	(708) 209-3079		
22 Latino for Progress Institute	Julia Garibay	2570 S. Blue Island Chicago, IL 60608	(773) 890-0055	(773) 890-1537		
23 Northwestern Business College	Human Resources hr@nc.edu	7725 S. Harlem Ave. Bridgeview, IL 60455	(773) 481-3730	(E-mail preferred)		
24 University of Illinois at Chicago	Student Employment Office	1200 W. Harrison Suite 3050 Chicago, IL 60607	(312) 966-3130	(312) 413-7944		
25 Roosevelt University	Career Services	430 S. Michigan Ave. Chicago, IL 60605	(312) 341-3500	(312) 341-3655		
26 Columbia College	Career Center careercenter@colum.edu	600 S. Michigan Ave. Chicago, IL 60605	(312) 663-1600	(E-mail preferred)		

NAME	CONTACT	ADDRESS	PHONE	FAX
27 Chinese Mutual Aid Association	Romy Arrieta	1016 W. Argyle Street Chicago, IL 60640	(773) 784-2900	(773) 784-2984
28 Bethel New Life, Inc.	Gwendolyn High	4950 W. Thomas Chicago, IL 60651	(773) 473-7870	(773) 473-7871
29 Governors State University	Barbara Peppers	One University Parkway University Park, IL 60126	(708) 534-5000	(708) 534-1642
30 Kennedy-King College	Career Services workforce@ccc.edu	6301 S. Halsted Street Chicago, IL 60621	(773) 602-5000	(E-mail preferred)
31 Kankakee Community College	Tina Talmadge Career Planning Coordinator	100 College Drive Kankakee, IL 60901	(815) 802-8584	(815) 935-9616
32 Olivet Nazarene University	Mary Anderson Career Services Director	One University Avenue Bourbonnais, IL 60914	(815) 939-5243	(815) 939-5094
33 Illinois Media School	Francesca Muller fmuller@beonair.com	455 Eisenhower Lane S-200 Lombard, IL 60148	(630) 796-4651	(E-mail preferred)
34 Loyola University	Ronelle Norris careercenter@luc.edu	820 N. Michigan Avenue Lewis Tower Room Chicago, IL 60611	(312) 915-7300	(E-mail preferred)
35 Illinois Institute of Technology	Career Services careerservices@iit.edu	3241 S. Federal St. Chicago, IL 60616	(312) 567-6800	(312) 567-6801
36 IL Broadcaster's Association	Dennis Lyle www.ilba.org	200 Missouri Avenue Carterville, IL 62918	(618) 985-5555	(618) 985-6070
37 Robert Half Agency	chicago@roberthalffinance.com	205 N. Michigan Ave., Ste. 3301 Chicago, IL 60601	(312) 616-8560	(312) 616-8200
38 Society of Broadcast Engineers	Scott Jones kjones@sbe.org		(317) 846-9000	(317) 846-9120
39 Inside Radio	Gene McKay ads@insideradio.com	81 Main Street, #2	(877) 268-3755	(877) 270-3998
40 Craig's List	www.craigslist.org	P.O. Box 225159 San Francisco, CA 94122		(Online site)
41 All Access	Joel Denver jdenver@allaccess.com	18955 Pacific Coast Hwy, Ste. 21 Malibu, CA 90265	(310) 457-6616	(310) 457-8058
42 WPCT-AM Website	Matt Comings www.chicagoprogressivetalk.com	5475 N. Milwaukee Ave. Chicago, IL 60646	(773) 792-0400	(773) 792-0082
43 WCPT-AM 820	Mark Pinski - G.M. mpinski@newswebradio.net	5475 N. Milwaukee Ave. Chicago, IL 60646	(773) 792-0400	(773) 792-0082
44 Chicago Reader	Classified Department classified-ads@chicagoreader.com	30 N. Racine Ave. Suite 300 Chicago, IL 60607	(312) 222-6920	(312) 321-4998
45 WSBC-AM 1240	Mark Pinski - GM mpinski@newswebradio.net	5625 N. Milwaukee Ave. Chicago, IL 60646	(773) 792-1121	(773) 792-2904
46 Career Builder	Heather Byrd www.careerbuilder.com		(602) 325-6378	(Online site)
47 Chicago Radio and Media	www.chicagoradioandmedia.com			
48 LinkedIn	www.linkedin.com			(Online site)
49 Indeed	www.indeed.com			(Online site)