

**EEO REPORT AUGUST 1, 2020 THRU JULY 31, 2021
NEWSWEB RADIO COMPANY LLC**

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.

Contacts:

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>
A. Digital Director	04/12/21	Word of Mouth – 3,5,7,8,12,14,20, 24,26,30,34,41,42, 49,50,51,52
B. Editor	07/19/21	Journalism Jobs – 3,5,7,8,12,14,20, Website 24,26,30,34,41,42, 49,50,51,52

(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:

- (41) All-Access website
- (42) WCPT-AM 820 website
- (49) Indeed website
- (50) Journalism Jobs website
- (51) National Association of Hispanic Journalists website
- (52) National Association of Black Journalists website

** On the EEO Outreach List, numbers 1-36 represent EEO Outreach Organizations. Numbers 37-53 represent ad, website publications, or on-air notices.*

(iv) Total Number of Interviewees Per Job Vacancy

A. Digital Director	5
B. Editor	6

TOTAL INTERVIEWED: 11

(v) -Total Number of Interviewees referred by each source, for period August 1 2020-July 31, 2021. This employment unit interviewed 11 people for full-time vacancies. These interviewees were referred by the following sources:

- Word of Mouth 2
- (49) Indeed website 7
- (50) Journalism Jobs website 2

TOTAL INTERVIEWED: 11

(vi) **-List of Initiatives from August 1, 2020-July 31, 2021 (1-year period)**

1. August, 2020 (9)

Throughout the month of August 2020, Operation's Manager of World Radio Chicago, Jorge Murillo, representing all four Newsweb radio stations, spent several hours with all of the FT board-operators mentoring and training employees on an individual basis. Mr. Murillo geared the specialized training in the areas of technical operation and management. Jorge focused his training on the new WCPY-FM 92.7 "Virtual Control Monitor" in the Control Room. Jorge taught everyone how they could monitor the radio stations by clicking on the "Studios & Sources" group on the screen. Mr. Murillo also showed the board-ops how they can select a source for "direct" connection to a specific station. Jorge also went over all the station back-up procedures to keep the station on-the-air, in the event of a malfunction. The other areas that were discussed were transmitter remote control operations, production with Adobe Audition, EAS remote ENDEC operations, Media Touch software, EAS logs, ENCO computer systems, online FCC Public Files, communicating, and troubleshooting. The purpose of these training sessions between our board-operators and our Operations Manager was to improve our employee's overall knowledge and skills, while also better preparing them for management positions in the future.

2. September 29, 2020 (1)

Operation's Manager Jorge Murillo representing all four radio stations, attended the 2020 Virtual Fall *IT* Career Fair at the Illinois Institute of Technology in Chicago. Jorge met with many students & potential job candidates from a variety of diverse backgrounds via video using the InternX platform. About 12 students were interviewed via video, and all of their résumés were given to our IT department for potential second interviews. Newsweb Radio Company was looking to hire a PT IT/Engineer Assistant to help with our computer networking, the Wheatnet system, our ENCO automation system, and troubleshooting network links between studio, transmitters, and our remote site broadcasts. All of the interviewees asked many questions about the technical aspects of the radio industry, and were very appreciative of all the technical information that was given to them.

3. November 4, 2020 (1)

Operation's Manager, Jorge Murillo, representing all four radio stations attended St. Xavier's virtual Fall Internship and Job Fair. Jorge met with many interested students via the Handshake platform. Jorge spoke to the students about the positions of board-operator, sales, and IT. The students from St. Xavier were from "all majors," so they were all very eager to learn about the radio business. Overall, the job fair was very diverse, and very successful, given the fact that it was a virtual event.

4. February 11, 2021 (1)

Operation's Manager for World Radio Chicago, Jorge Murillo, representing all four radio stations, attended the virtual Columbia College Job Fair from Noon-4pm. 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 about 15 resumes. The students were very interested in the technical aspect of the radio station including board-operating, using Adobe Audition, the ENCO automation system, and the different social media platforms used at the station. Matt Comings, Operation's Manager for WCPT will review each resume and follow up with the students

5. March 23, 2021 (1)

Operation's Manager, Jorge Murillo, representing all four radio stations attended St. Xavier's Virtual College to Career Fair (*Spring '21*). Jorge met with a few students virtually via the Handshake platform. The students were eager to learn more about the job/internships available at Newsweb Radio Company. They talked about the Board-operator, Sales, and Writer positions. There were a couple of follow-up interviews for the Writer position at WCPT-AM radio. Jorge spoke to students from diverse backgrounds.

6. March-July, 2021 (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 so far has had three interns since March 2021. Interns generally assist in production, helping edit commercials, liners, and help operate the on-air console during our "live" local programs. They also screened caller phone calls and the like.

Initiative Totals:

4 Job Fairs (1) = 1 initiative
1 Internship Program (5) = 1 initiative
1 Mentoring Programs (9) = 1 initiative

Total Initiatives: 3

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	Chicago Center info@hanacenter.org	4300 N. California Chicago, IL 60618	(773) 583-5501	(E-mail preferred)
4 Chinese American Services	Ben Lau	310 W. 24th. Place Chicago, IL 60616	(312) 791-0418	(312) 791-0509
5 Northwestern University	Career Advancement nca@northwestern.edu	620 Lincoln Street Evanston, IL 60208	(847) 491-3700	Handshake site
6 Asian Human Services	Damira Jakupovic Joyce Marks	4753 N. Broadway, #700 Chicago, IL 60640	(773) 728-2235	(773) 728-4751
7 DePaul University	Career Services career_center@depaul.edu	1 E. Jackson Blvd., Suite 9500 Chicago, IL 60604	(312) 362-8437	(E-mail preferred)
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 hollvc@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	(E-mail preferred)
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	Samantha Potempa shpotemp@illinois.edu	810 S. Wright St. Urbana, IL 61801	(217) 333-2350	Handshake site
15 St. Xavier University	Maureen Kelly	3700 W. 103rd. Street Chicago, IL 60655	(773) 298-3131	(773) 298-3136
16 Chicago Urban League	Chelsea Whittington cwhittington@chiul.org	4510 S. Michigan Ave. Chicago, IL 60653	(773) 451-3524	(E-mail preferred)
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	Gerald Pinotti gerald.pinotti@CUChicago.edu	7400 Augusta Street River Forest, IL 60305	(708) 209-3032	(E-mail preferred)
22 Instituto del Progreso Latino	Karina Ayala-Bermejo info@idpl.org	2520 S. Western Ave. Chicago, IL 60608	(773) 890-0055	(E-mail preferred)
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	Career Services careerservices@uic.edu	1200 W. Harrison, Suite 3050 Chicago, IL 60607	(312) 966-2300	Handshake site
25 Roosevelt University	Career Services	430 S. Michigan Ave. Chicago, IL 60605	(312) 341-3500	(312) 341-3655
26 Columbia College	Valerie Robbins vrobbs@colum.edu	754 S. Wabash, 3rd Fl. Chicago, IL 60605	(312) 870-0712 careercenter@colum.edu	Handshake site

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.	Sharif Walker info@bethelnewlife.org	4950 W. Thomas Chicago, IL 60651	(773) 473-7885	(E-mail preferred)
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	Mary NeCastro careercenter@luc.edu	Sullivan Center--Suite 255 6339 N. Sheridan Road Chicago, IL 60660	(773) 508-7716	Handshake site
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.craigslislist.org	P.O. Box 225159 San Francisco, CA 94122		(Online site)
41 All Access	Joel Denver joedenver@allaccess.com	18955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265	(310) 457-6616	(310) 457-8058
42 WPCT-AM Website	Matt Comings www.chicagooprogressivetalk.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			(Online site)
48 LinkedIn	www.linkedin.com			(Online site)
49 Indeed	www.indeed.com			(Online site)
50 Journalism Jobs	www.journalismjobs.com			(Online site)
51 NAHJ	www.nahcareers.org			(Online site)
52 NABJ	www.nabcareers.org			(Online site)
53 Media Recruiter	www.media recruiter.com			(Online site)