

# **WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM**

## *Annual EEO Public File Report*

The purpose of this EEO Public File Report is to comply 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 following:

WPWX-FM, licensed in Hammond, Lake County Indiana;

WYCA-FM, licensed in Crete, Will County, Illinois

WYRB-FM, licensed in Genoa, DeKalb County, Illinois

WSRB-FM licensed in Lansing, Cook County, Illinois

A copy of this report is required to be placed in the public inspection files of each station, and posted on their websites, if applicable.

The information contained in this Report covers the time period beginning April 1, 2009 to and including March 31, 2010. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information

*Appendix 1 to*

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2009 to March 31, 2010

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 1: Vacancy Information**

Full-time Positions Filled:

1. On-Air Host WPWX (1 Opening) - 9 Interviews  
Source of Hire: Crawford Employee Referral  
Recruitment Sources Utilized – ALL – Except CareerBuilder.com
2. Account Executive WPWX, WSRB, WYRB & WYCA (1 Opening) - 11 Interviews  
Source of Hire: WSRB Radio Airwaves  
Recruitment Sources Utilized – ALL – Except CareerBuilder.com

*Appendix 2 to*

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2009 to March 31, 2010

Station Comprising Station Employment Unit:

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**Section 2: Recruitment Source Information**

**Recruitment Source**

(Name, Address, Telephone Number, Contact Person) Total Number of Interviewees This Source Has Referred During This Period (If Any) Full-time Position for Which This Source Was Utilized.

1. RECRUITMENT SOURCES WERE SELECTED FROM THE FOLLOWING LIST FOR THE FULL TIME OPENINGS LISTED IN APPENDIX 1.
2. \*REPRESENTS SOURCES WHICH HAVE ASKED TO BE NOTIFIED IN THE EVENT OF ANY FULL-TIME VACANCIES.

ALL SOURCES WERE NOTIFIED VIA FAX.

|    | <b>Agency Name</b>  | <b>Contact</b>               | <b>Address</b>   | <b>City</b>     | <b>State</b> | <b>Zip</b> | <b>Phone</b>      | <b>Fax</b>   | <b># of Interviews</b> |   |
|----|---|------------------------------|--|-----------------|--------------|------------|-------------------|--------------|------------------------|---|
| 1  | *Chicago State Univ.  | Olive Waugh                  | 9501 S. King Drive   | Chic            | IL           | 60628      | 773-995-2327      | 773-995-2329 |                        |   |
| 2  | *IL Cntr of Broadcasting  | Tracy Gibson                 | 500 Russel Court   | Woodstock       | IL           | 60652      | 773-884-7000 x798 | 815-338-7125 |                        |   |
| 3  | *Lewis Univ.  | Career Serv. Eilleen Tondini | One University Parkway Unit# 270                                 | Romeoville      | IL           | 60446      | 815-836-5282      | 815-838-4614 |                        |   |
| 4  | *Northern IL Univ.  | Career Services              | Campus Life Building #220 -- Dekalb, IL 60115                    | Dekalb          | IL           | 60115      | 815-753-1000      | 815-753-0198 |                        |   |
| 5  | *Olive Harvey College   | Barbara Hawkins              | 10001 S. Woodlawn  | Chic            | IL           | 60628      | 773-291-6133      | 773-291-6397 |                        |   |
| 6  | *Prairie State College  | Ramien Manson                | 202 S. Halsted St.   | Chicago Heights | IL           | 60411      | 708-709-3922      | 708-709-3799 |                        |   |
| 7  | *Richard J. Daley College   | Cynthia Vasquez-Barrios      | 7500 S. Pulaskoi   | Chic.           | IL           | 60652      | 773-838-7935      | 773-838-7936 |                        |   |
| 8  | Center of Concern   | Belinda Helminiak            | 1580 N. Northwest Hwy.   | Park Ridge      | IL           | 60068      | 847-823-0453      | 847-824-8437 |                        |   |
| 9  | Hammond Area Career Center  | Audra Peterson               | 5727 Sohl Avenue   | Hammond         | IN           | 46320      | 219-933-2428      | 219-933-1680 |                        |   |
| 10 | Hammond Workforce Development   | Job Service                  | 5217 Hohman Ave. P.O. Box 4081                                   | Hammond         | IN           | 46320      | 219-933-8332      | 219-933-8370 |                        |   |
| 11 | United Services of Chicago, Inc.  | Clarice M. Read              | 330 E. 37 <sup>th</sup> Street                                   | Chicago         | IL           | 60653      | 773-624-5000      | 773-624-6174 |                        |   |
| 12 | Governors State Univer.   | Jim Howlery                  | Room B12158 Governors State University                           | University Park | IL           | 60466      | 708-235-3974      | 708-534-1173 |                        |   |
| 13 | Kaplan College  | Attn.: Job Placement         | 7833 Indianapolis Blvd   | Hammond         | IL           | 46324      | 219-844-0100      | 219-844-0105 |                        |   |
| 14 | Kaplan College  | Attn.: Job Placement         | 3803 E. Lincoln Highway  | Merrillville    | IN           | 46410      | 219-947-8400      | 219-942-3762 |                        |   |
| 15 | IL Dept. of Human Services  | Linda Echols                 | 11203 E. Ellis Avenue  | Chicago         | IL           | 60628      | 773-660-7000      | 773-660-7100 |                        |   |
| 16 | North Township Trustee  | Cindy Rivera                 | 2105 Broadway Avenue   | East Chicago    | IN           | 46312      | 219-398-2435      | 219-397-2190 |                        |   |
| 17 | City of Gary-Human Relations  | Rita Jackson                 | 839 Broadway Ave. Suite S107                                     | Gary            | IN           | 46402      | 219-883-4151      | 219-882-0373 |                        |   |
| 18 | Job Fairs CBC Participated In   |                              |  |                 |              |            |                   |              |                        |   |
| 19 | WPWX Website  | CBC Webiste                  | www.power92chicago.com   |                 |              |            |                   |              |                        |   |
| 20 | WSRB/YRB Website  | CBC Website                  | <a href="http://www.soul1063radio.com">www.soul1063radio.com</a> |                 |              |            |                   |              |                        |   |
| 21 | WYCA Website  | CBC Website                  | <a href="http://www.wyca1023.com">www.wyca1023.com</a>           |                 |              |            |                   |              |                        |   |
| 22 | WPWX On-Air   |                              | CBC Airwaves   |                 |              |            |                   |              | 6                      |   |
| 23 | WSRB/YRB On-Air   |                              | CBC Airwaves   |                 |              |            |                   |              | 4                      |   |
| 24 | WYCA On-Air   |                              | CBC Airwaves   |                 |              |            |                   |              | 4                      |   |
| 25 | CBC Employee Referrals/Internal job postings at Hammond and Chicago offices |                              |  |                 |              |            |                   |              |                        | 6 |
| 26 | Industry Referrals – CBC Partners, clients and vendors                      |                              |  |                 |              |            |                   |              |                        |   |
| 27 | Career Builders.com   |                              | CareerBuilders.com   |                 |              |            |                   | Total        | 20                     |   |

Rock River Workforce is no longer in existence so they were removed from list. IBA is not longer a source as we are no longer members.

*Appendix 3 to*

**Annual EEO Public File Report Form**

Covering the Period from April 1, 2009 to March 31, 2010

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities** Undertaken By  
WPWX-FM, WYCA-FM, WSRB-FM WYRB-FM.

1. Employee Referral Program - Ongoing - WPWX, WSRB, WYRB and WYCA - Current Crawford employees are actively encouraged to outreach for potential applicants. Our employee base is extremely diverse as it would relate to state of residence, community in which they live, culture, age and gender. We are able to reach a broad spectrum of people and feel this is an innovative way to promote broadcast employment widely throughout the community.
2. Internship Program – Ongoing – WPWX, WSRB, WYRB and WYCA - This is a program that we started where candidates have the opportunity to send their requests through their college to us to become an intern with our company. The colleges that we work with must have a TV/Broadcasting program. We then interview these candidates and select ones that we would like to become our intern. We then must evaluate them based on the required information from the college and grade them on their performance. For the period of this report we have utilized 9 interns.
3. Gompers Fine Arts Option School (Chicago, IL) – April 2009 – WPWX, WSRB, WYRB and WYCA – Sales Manager/On-Air Host attended Career Day and spoke to the student body about career choices and careers in radio broadcasting.
4. Prairie State College Spring Job Fair (Chicago Heights, IL) – April 2009 – WPWX, WSRB, WYRB and WYCA – Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
5. Harold Washington College Job Fair (Chicago, IL) – April 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
6. African Methodist Job Fair (Tinley Park, IL) – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
7. Wilbur Wright College Job Fair (Chicago, IL) – April 2009 - WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
8. Chicago Police Department Job Fair (Chicago, IL) – May 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
9. Lake and Jefferson Job Fair (Chicago, IL) – June 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
10. Lighthouse Church Job Fair (Alsip, IL) – June 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that

were being filled.

11. Thorton Township Job Fair (Thorton, IL) – June 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
12. Sauk Village Job Fair (Sauk Village, IL) – June 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
13. Career & Wellness Job Fair (Chicago, IL ) - August 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
14. Small Business Job Fair (Hammond, IN) - August 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
15. EEO/Sexual Harassment/Discrimination Meeting – August 2009 - WPWX, WSRB, WYRB, and WYCA. – This is an annual meeting that is held with all full and part-time employees to inform each individual of this Companies’ policies as it would relate to sexual harassment, discrimination and our EEO policy.
16. Lake and Jefferson Job Fair (Chicago, IL) – September 2009 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.
17. Prairie State College (Chicago Heights, IL) – October 2009 - WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.