

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, 2010 to and including March 31, 2011. (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, 2010 to March 31, 2011

Station Comprising Station Employment Unit:

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

Section 1: Vacancy Information

Full-time Positions Filled:

1. Account Executive WPWX, WSRB, WYRB & WYCA (1 Opening) - 10 Interviews
Source of Hiree: Employee Referral
Recruitment Sources Utilized – ALL – Except CareerBuilder.com
2. Bookkeeper WYCA (1 Opening) - 16 Interviews
Source of Hiree: Employee Referral
Recruitment Sources Utilized – ALL – Except CareerBuilder.com
3. Promotions Assistant (1 Opening) – 10 Interviews
Source of Hiree: WPWX Radio
Recruitment Sources Utilized – ALL – Except CareerBuilder.com
4. Sales Assistant (1 Opening) – 10 Interviews
Source of Hiree: Employee Referral
Recruitment Sources Utilized – ALL Except CareerBuilder.com
5. Account Executive – Rockford (1 Opening) – 2 Interviews
Source of Hiree: Industry Referral
Recruitment Sources Utilized – ALL Except CareerBuilder.com
6. Administrative Assistant – Rockford (1 Opening) – 10 Interviews
Source of Hiree: WYRB Radio
Recruitment Sources Utilized – ALL Except CareerBuilder.com
7. Receptionist (1 Opening) – 6 Interviews
Source of Hiree: Current CBC Employee
Recruitment Sources Utilized – ALL Except CareerBuilder.com

Appendix 2 to

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Covering the Period from April 1, 2010 to March 31, 2011

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.

	Agency Name	Contact	Address	City	State	Zip	Phone	Fax	# of Interviews	
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.	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	Stephanie Johnson	10001 S. Woodlawn	Chic	IL	60628	773-291-6100	773-291-6304		
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. Pulaski	Chic.	IL	60652	773-838-7878			
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	1	
10	Hammond Workforce Development	Job Service	5217 Hohman Ave. P.O. Box 4081	Hammond	IN	46320	219-933-8332	219-933-8370	5	
11	United Services of Chicago, Inc.	Clarice M. Read	330 E. 37 th 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	1	
14	Kaplan College	Attn.: Job Placement	3803 E. Lincoln Highway	Merrillville	IN	46410	219-947-8400	219-942-3762	1	
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	1	
17	City of Gary-Human Relations	Rita Jackson	839 Broadway Ave. Suite S107	Gary	IN	46402	219-883-4151	219-882-0373		
18	North Township Trustee	Rick Garcia	5947 Hohman Avenue	Hammond	IN	46324	219-932-2530	219-932-5844	1	
19	Job Fairs CBC Participated In									
20	WPWX Website	CBC Webiste	www.power92chicago.com						1	
21	WSRB/YRB Website	CBC Website	www.soul1063radio.com							
22	WYCA Website	CBC Website	www.wyca1023.com							
23	WPWX On-Air		CBC Airwaves						11	
24	WSRB/YRB On-Air		CBC Airwaves						10	
25	WYCA On-Air		CBC Airwaves						8	
26	CBC Employee Referrals/Internal job postings at Hammond and Chicago offices									22
27	Industry Referrals – CBC Partners, clients and vendors									2
28	Career Builders.com		CareerBuilders.com					Total	64	

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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. Harold Washington College Job Fair (Chicago, IL) – April 2010 – 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.
4. Wilbur Wright College Job Fair (Chicago, IL) – April 2010 - 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. Lake and Jefferson Job Fair (Chicago, IL) – August 2010 - 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. EEO/Sexual Harassment/Discrimination Meeting – September 2010 - 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.
7. Wilbur Wright College Job Fair (Chicago, IL) – October 2010 - 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. Southern IL University (Carbondale, IL) – October 2010 - 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. Chicago’s Annual Diversity Career Fair – March 2011 – WPWX, WSRB, WYRB and WYCA – Hiring managers attended Chicago’s most diversified job fair of the year and distributed information to job seekers. Additionally, a round table discussion occurred where candidates were able to ask questions regarding the company and radio industry. Crawford Broadcasting partnered with City Career Fair and ran PSA’s on the airwaves as well as posted the information on the stations’ websites.