

**EEO REPORT AUGUST 1, 2010 THRU JULY 31, 2011
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
WCFJ-AM 1470	Chicago Heights, Illinois
WCPY-FM 92.5	DeKalb, Illinois
WKIF-FM 92.7	Kankakee, Illinois
WCPT-FM 92.7	Arlington Heights, Illinois
WCPQ-FM 99.9	Park Forest, 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 9 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. Traffic Manager	11/16/10	Promoted	1-32, 44, 46, 55, 59
B. Account Executive	02/07/11	WCPT-AM/FM Ad	1-32, 49
C. Account Executive	03/01/11	Word/Mouth Internal	1-32
D. Promotion's Manager	05/31/11	All-Access Ad	1-25, 44, 46

Total Number of Interviewees Per Job

- A. 2**
- B. 13**
- C. 2**
- D. 4**

TOTAL INTERVIEWED: 21

(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:

- (44) Craig’s List website
- (46) All Access website
- (49) WCPT-AM/FM Ad

** On the EEO Outreach List, numbers 1-32, 55 and 59 represent EEO Outreach Organizations. Numbers 33-54 and, 56-58 represent ad publications, or on-air notices.*

(iv) -Total Number of Interviewees referred by each source, for period August 2010-July 2011. This employment unit interviewed 21 people for full-time vacancies. These interviewees were referred by the following sources:

- | | |
|-----------------------------------|----|
| • Promoted | 1 |
| • Word of Mouth External | 5 |
| • Word of Mouth Internal | 1 |
| • (32) Olivet Nazarene University | 1 |
| • (46) All Access website | 1 |
| • (49) WCPT-AM/FM Ad | 12 |

TOTAL INTERVIEWED: 21

(v) **-List of Initiatives from August 1, 2010-July 31, 2012**

1. 12-10 (9)

Throughout the month of December 2010, Operation's Manager of Access Radio Chicago, Jorge Murillo, representing all nine Newsweb radio stations, spent several hours with some of the board-operators of the radio group mentoring and training employees on an individual basis near our O'Hare Airport area facility. Mr. Murillo organized a verbal mentoring and training program geared towards specialized training in the areas of technical operation and management. Jorge focused his training on transmitter remote control operations, production with Adobe Audition, EAS machines, Media Touch software, OpLog software, programming and EAS logs, computer systems, public files, communicating, and troubleshooting. The purpose of these one-on-one training sessions between our board-operators and our Operations Manager is to improve our employees overall knowledge and skill, while also better preparing them for management positions in the future.

2. 02-11 (9)

Throughout the month of February 2011, Operation's Manager of Chicago's Progressive Talk, Gavin Carroll, representing all nine Newsweb radio stations, spent several hours with all of the board-operators of the radio group mentoring and training employees on an individual basis near our Midway Airport area facility. Mr. Carroll showed his staff the operation of a control board, the operation of call screening software and hardware. He also taught them how to troubleshoot our Media Touch OpLog software when there are issues, since this is a very complex program. His staff was able to create "logs," and to set up "show bits." They also were taught how to prepare "elements" for live shows. Mr. Carroll also showed them how to edit using the Adobe Audition software. They also learned about "guest booking and research". They learned how to take transmitter readings and how to troubleshoot larger technical problems. One staff member learned the art of live remote broadcasting. Finally, Gavin gave all his staff members the knowledge to prepare them for possible management positions.

3. 03-11 (5)

Mike Sanders, Operation's Manager Assistant of Chicago's Progressive Talk stations and representing all nine Newsweb Radio stations, set up an internship program for college students where they get credit and hands-on experience in our radio company. Mike has three current interns helping him with promotional data entry, production, and promotional events. He has had five interns in total since August 2010 that have come from the Illinois Center for Broadcasting in Lombard, Illinois.

4. 03-23-11 (1)

Fred Newson, a Promotion's Assistant at WCPT AM/FM, and representing Newsweb Radio Company, attended and accepted resumes at Chicago's 11th Annual Diversity Employment Day from 11am-3pm at the Illinois Institute of Technology. The event was held in the McCloska Ballroom at 3201 S. State Street, Chicago, IL 60616. This event brought together Chicago's major employers with thousands of qualified diversity professionals with the aim to recruit, promote, and reaffirm their commitment to diversity in the workplace. Also represented at this event were professional organizations comprised of diverse and multi-ethnic Chicago residents. Mr. Newson collected resumes for the following job openings at the company; Promotion's Assistant, Account Executive, and Board-Operator.

Initiative Totals:

1 Job Fair (1) = 0 initiatives
1 Internship Program (5) = 1 initiative
2 Mentoring Programs (9) = 2 initiatives

Total Initiatives: 3