I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Source (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>WLS-AM On Air Talent</td>
<td>26</td>
<td>26*</td>
</tr>
<tr>
<td>WLS-AM On Air Talent</td>
<td>26</td>
<td>26*</td>
</tr>
<tr>
<td>WLS-AM On Air Talent</td>
<td>26</td>
<td>26*</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-33</td>
<td>26</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-33</td>
<td>25</td>
</tr>
<tr>
<td>WLS-AM/WLS-FM Account Executive</td>
<td>1-33</td>
<td>25</td>
</tr>
</tbody>
</table>

*Exigent Circumstances*
### II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th># of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chicago Workforce Center Southwest 7500 S. Pulaski Rd. Bldg. 100 Chicago, IL 60652 George Gomoll <a href="mailto:ggomoll@wwsforjobs.com">ggomoll@wwsforjobs.com</a> 773-884-7000</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Chicagoland Chamber of Commerce 200 E. Randolph Chicago, IL 60601 Joe Chiapetta <a href="mailto:jchiapetta@chicagolandchamber.org">jchiapetta@chicagolandchamber.org</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Columbia College 600 S. Michigan Ave. Chicago, IL 60605 <a href="mailto:columbiaworks@colum.edu">columbiaworks@colum.edu</a> 312-369-8439</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Columbia College Journalism Department 33 E. Congress Chicago, IL 60605 Jennifer Halperin <a href="mailto:jhalperin@colum.edu">jhalperin@colum.edu</a> 312-369-8059</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>DePaul University 1 E. Jackson Chicago, IL 60604 Karyn McCoy <a href="mailto:Kmccoy9@depaul.edu">Kmccoy9@depaul.edu</a> 312-362-5874</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Eastern Illinois University 600 Lincoln Ave. Charleston, IL 61920 Jan Stevens <a href="mailto:Jastevens2@eiu.edu">Jastevens2@eiu.edu</a> 217-581-2412</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
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<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
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<tr>
<td>-----------</td>
<td>-----------------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 7         | Elgin Community College Career Services
1700 Spartan Dr.
Elgin, IL 60123
Karen Lamb
jdrennan@elgin.edu
847-214-7399 | N                                                             | 0                                                  |
| 8         | Harold Washington College
30 E. Lake St.
Chicago, IL 60601
Kim Bowens
Kbowens3@ccc.edu
312-553-3000 | N                                                             | 0                                                  |
| 9         | Illinois Broadcasters Association
Debra Gray
dgray@ilba.org
618-985-5555 | N                                                             | 0                                                  |
| 10        | Kendall College
900 N. Branch St.
Chicago, IL 60622
careerservices@kendall.edu
312-752-2012 | N                                                             | 0                                                  |
| 11        | Loyola University of Chicago
820 N. Michigan Ave.
Chicago, IL 60611
John Bradarich
mba@mbaweb.org
312-915-7301 | N                                                             | 0                                                  |
| 12        | Medill School of Journalism
1845 Sheridan Rd.
Evanston, IL 60208
Jim O’Brien
jobrien@northwestern.edu
847-491-5634 | N                                                             | 0                                                  |
| 13        | Moraine Valley Community College
9000 College Parkway
Palos Hills, IL 60465
David Taylor
taylor@morainevalley.edu
708-974-0561 | N                                                             | 0                                                  |
<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 14        | Sonji Jones-Cooks  
Career Services Coordinator  
Student Services  
Northwestern University School of Continuing Studies  
Wieboldt Hall, Sixth Floor  
339 East Chicago Avenue  
Chicago, Illinois 60611-3008  
sonji.jones@northwestern.edu  
312-503-1416                                                                                       | N                                            | 0                                                   |
| 15        | Northeastern Illinois University  
5500 N. St. Louis Ave.  
Chicago, IL 60625  
Barbara Cosentino  
B-Cosentino@neiu.edu  
773-442-4680                                                                                     | N                                            | 0                                                   |
| 16        | Northwestern University  
633 Lincoln St.  
Evanston, IL 60208  
Dianne Siekmann  
careerservices@northwestern.edu  
847-491-3741                                                                                     | N                                            | 0                                                   |
| 17        | Oakton Community College  
1600 E. Golf Rd.  
Des Plaines, IL 60016  
Annette Partak  
careerservices@oakton.edu  
847-635-1735                                                                                     | N                                            | 0                                                   |
| 18        | Robert Morris College  
301 S. State St.  
Chicago, Il 60605  
Bonnie Boerema  
careerservices@robertmorris.edu  
312-935-4422                                                                                     | N                                            | 0                                                   |
| 19        | Roosevelt University  
430 S. Michigan Ave.  
Chicago, IL 60605  
Terri Berryman  
careersdjt@roosevelt.edu  
312-341-3560                                                                                     | N                                            | 0                                                   |
| 20        | Triton College  
2000 Fifth Ave.  
River Grove, IL 60172  
Julie troik  
careerservices@triton.edu  
708-456-0300                                                                                        | N                                            | 0                                                   |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th># of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>University of Illinois 119 Gregory Hall Champaign, IL 61820 Dale Brashers <a href="mailto:Careerservices2@illinois.edu">Careerservices2@illinois.edu</a> 217-333-2683</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>University of Illinois-Chicago 1200 W. Harrison St. Chicago, IL 60607 Kathy Battee-Freeman <a href="mailto:uicjobs@gmail.com">uicjobs@gmail.com</a> 312-996-2300</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>University of Wisconsin-Milwaukee PO Box 413 Mellencamp 128 Milwaukee, WI 53201 Linda Walker <a href="mailto:cdc@uwm.edu">cdc@uwm.edu</a> 414-229-4487</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>All Access Music Group <a href="http://www.allaccess.com/">http://www.allaccess.com/</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Cumulus Careers Website <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a></td>
<td>N</td>
<td>5</td>
</tr>
<tr>
<td>26</td>
<td>Internal Reference</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>27</td>
<td>Industry Colleague</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>28</td>
<td>Indeed.com <em>(not directly contacted by SEU)</em> <a href="http://www.indeed.com">www.indeed.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
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<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>---------------------------------------------------</td>
</tr>
</tbody>
</table>
| 29        | ISCPA (Illinois Small College Placement Association) career@iscpa.org  
- Augustana College  
- Aurora University  
- Benedictine University  
- Benedictine University @ Springfield  
- Concordia University Chicago  
- Dominican University  
- Elmhurst College  
- Eureka College  
- Illinois College  
- Illinois Wesleyan University  
- Judson University  
- Knox college  
- Lake Forest College  
- Lewis University  
- Millikin University  
- Monmouth College  
- North Central College  
- North Park University  
- Olivet Nazarene University  
- Rockford College  
- St. Xavier University  
- Trinity Christian College  
- Trinity Int’l college  
- University of St. Francis  
- Wheaton College | N | 0 |
| 30        | LinkedIn       | N | 0 |
| 31        | Inside Radio   | N | 0 |
| 32        | Radio Job Fairs | N | 0 |
| 33        | Glass Door [www.glassdoor.com](http://www.glassdoor.com) | N | 0 |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 10
## III. RECRUITMENT INITIATIVES

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Participate in event sponsored by an educational institution relating to career opportunities in broadcasting</td>
<td>On October 7, 2020, our SEU’s Promotions Event Coordinator participated in Columbia College’s Virtual Job Fair, and spoke with student attendees about employment opportunities within the SEU and the broadcast industry in general. Students were given the opportunity to send their resumes to the Promotions Event Coordinator.</td>
</tr>
<tr>
<td>2 Host event for an educational institution relating to career opportunities in broadcasting</td>
<td>On March 23, 2021, our SEU’s Promotions Event Coordinator meet with the Illinois Media School (“IMS”)-Lombard Campus Director of Career Services, who toured our offices and studios and spoke to staff and management about continuing the efforts to interest and recruit IMS students for future employment in radio.</td>
</tr>
<tr>
<td>3 Participate in event sponsored by an educational institution relating to career opportunities in broadcasting (2)</td>
<td>On November 19, 2020 and June 30, 2021, our SEU’s Promotions Event Coordinator participated in bi-annual meetings of the Illinois Media School Program Advisory Committee, of which he/she is a member. During these meetings, the Committee discussed ways to support students, educate them about the broadcast industry and the various career opportunities in radio, and continuing efforts to recruit IMS students to fill positions in this industry.</td>
</tr>
<tr>
<td>4 Participate in program sponsored by an educational institution relating to career opportunities in broadcasting</td>
<td>During March 2021- June 30 2021, the Promotions Director and Promotions Event Coordinator communicated with and recruited students from Chicago area colleges through the Handshake.com platform. Handshake is an app/website that connects students on college campuses with open positions, mainly internships and entry level jobs. Some of the colleges our SEU connects with include Columbia College, DePaul University, Loyola University at Chicago, National Louis University, and University of Illinois at Urbana-Champaign among others.</td>
</tr>
<tr>
<td>5 Management-level training regarding methods of ensuring equal employment opportunity and the prevention of discrimination and harassment</td>
<td>In December 2020, all SEU employees participated in Sexual Harassment Prevention Training sponsored by the State of Illinois Department of Human Rights. This training defined what sexual harassment is, provided examples of conduct that may constitute unlawful sexual harassment, and provided a summary of Federal and State statutory laws as well as a summary of employer responsibilities to prevent, investigate and correct such behavior.</td>
</tr>
</tbody>
</table>