

**EEO REPORT AUGUST 1, 2015 THRU JULY 31, 2016
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
WCPT-FM 92.5	DeKalb, Illinois
WCPY-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 7 radio stations mentioned above. Newsweb Radio Company is an Equal Opportunity Employer.

Contact People:

Yolanda Arshonsky	Mark Pinski	Jorge Murillo
Staff Accountant	General Manager	Operation's Manager
Newsweb Radio Company	Newsweb Radio Company	Newsweb Radio Company
5475 N. Milwaukee Ave.	5625 N. Milwaukee Ave.	5625 N. Milwaukee Ave.
Chicago, IL 60630	Chicago, IL 60646	Chicago, IL 60646
(773) 792-0400-Office	(773) 792-1121-Office	(773) 792-1121-Office
(773) 792-0082-Fax	(773) 792-2904-Fax	(773) 792-2904-Fax
yarshonsky@newswebradio.net	mpinski@newswebradio.net	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. Staff Accountant	08/03/15	Robert Half Agency 1-30, 61

(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:

- (61) Robert Half Agency

** On the EEO Outreach List, numbers 1-32, 50, 55, and 59 represent EEO Outreach Organizations. Numbers 33-49, 51-54, 56-58, and 60-61 represent ad publications, or on-air notices.*

(iv) Total Number of Interviewees Per Job

A. 4

TOTAL INTERVIEWED: 4

(v) -Total Number of Interviewees referred by each source, for period August 1 2015-July 31, 2016. This employment unit interviewed 4 people for full-time vacancies. These interviewees were referred by the following sources:

- (61) Robert Half Agency 4

TOTAL INTERVIEWED: 4

(vi) **-List of Initiatives from August 1, 2014-July 31, 2016 (2-year period)**

1. August 6, 2014 (1)

The Illinois Center for Broadcasting in Lombard (IL) hosted a Career Job Fair event for graduates and present students. About 200 people attended. Mark Pinski, GM of WSBC-WCFJ-WNDZ-WAIT, and Kerry Morris, Assistant Promotions Director at WCPT AM and FM, attended the event on behalf of Newsweb Radio Company. Mark and Kerry spoke to current and former students about the broadcasting industry, answered questions regarding employment opportunities, and collected resumes for potential jobs in production, promotions, and sales.

2. Aug./Sept., 2014 (9)

Throughout the months of August/September 2014, Operation's Manager of Access Radio Chicago, Jorge Murillo, representing all eight Newsweb radio stations, spent several hours with all of the board-operators of the radio group mentoring and training employees on an individual basis. 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 logs, EAS logs, computer systems, public files, communicating, and troubleshooting. The purpose of these 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.

3. October 10, 2014 (1)

At Loyola University Chicago's downtown campus at 25 East Pearson, the Illinois Broadcaster's Association held a Career Fair. GM Mark Pinski and Ops. Mgr. Jorge Murillo attended the event at the Corboy Law Center. The IBA's Career Fair was attended by more than 200 students from various schools such as ISU, SIU, DePaul, and of course Loyola. Students handed out their resumes and asked questions about job opportunities and internships, as well as made general inquiries about the radio industry as a whole.

4. February 5, 2015 (10)

Mark Pinski, General Manager of Access Radio Chicago, and representing Newsweb Radio Company spoke to a class of about 25 people at the Illinois Center for Broadcasting in Lombard. Mark discussed employment and career opportunities in broadcasting, how to put together a radio and TV demo tape, make a résumé, write a cover letter, and how to go about applying for jobs. Mark also talked about the broadcasting industry as a whole, salaries in radio and TV, and the various jobs at radio and TV stations, including on-air, production, sales, and management.

5. May/June 2015 (8)

Operation's Manager of Access Radio Chicago, Jorge Murillo, representing all eight Newsweb radio stations, established an online training course on Building Websites and learning the HTML coding language for our full-time board-operators. The training course came from www.codeacademy.com. Mike Czark, Josh Fox, and Mike Mercado learned "HTML Basics I, II, and III". They were introduced to the basics of HTML (Hyper Text Markup Language), the language used to create websites. The course taught them about advanced HTML structure and they began customizing web pages. They also used "tables", "divs", and "spans" to "flesh" out the web pages and make them capable of a wide range of content and style. The training program also taught them about CSS (Cascading Style Sheets), the "skin over the bones" of HTML where they learned to style web pages. They also learned how to group CSS selectors into classes and identify a single selector by ID. Finally, they learned how to control precisely where and how the HTML elements appear on the page.

6. August 20, 2015 (14)

General Manager Mark Pinski, and Operations Manager Jorge Murillo of our Time-Brokered AM radio stations, and Matt Comings Operations Manager of WCPT-AM/FM, representing all eight radio stations, took an on-line course called the Mastery Test, presented by the University of North Carolina at Chapel Hill. The course focused on discrimination in the workplace and addressed a series of topics including, but not limited to: ADA, FMLA, EEO, sexual harassment, civil rights laws, religious freedom, fair labor standards, and so on. A 15 question quiz followed the information portion of the on-line seminar, and both Mark and Jorge scored 100%.

7. October 21, 2015 (1)

General Manager Mark Pinski and Operations Manager Jorge Murillo, representing all eight radio stations, attended the Northern Illinois University Job Fair from 10 AM to 3 PM in DeKalb, IL. Students from NIU attended the Job Fair, and many inquired about sales positions in radio, as well as technical jobs producing, editing, and operating the board and other pertinent station equipment. A lot of students were also interested in promotions and traffic jobs at Newsweb Radio Company and in the radio industry as a whole. Several students asked about radio formats, satellite radio, internet radio, AM radio, and so forth. A lot of students presented Mark and Jorge with their resume and sought general advice too. The Job Fair also served as a great promotional vehicle for our company as well, considering a lot of students, faculty, staff, and other employers were WCPT listeners, and some that were not familiar with the talk station(s), plan on becoming listeners in the near future.

8. April 6, 2016 (1)

General Manager Mark Pinski and Operations Manager Jorge Murillo, representing all seven radio stations, attended the Illinois Media School (formerly known as the Illinois Center for Broadcasting) Job Fair from 3pm to 5pm in Lombard, IL. Mark and Jorge met with many students and offered career insight. Most students were interested in production and board-op work opportunities. About 25 resumes were collected at the job fair.

Initiative Totals:

4 Job Fairs (1)	= 1 initiative
1 Employee Training Program (8)	= 1 initiative
1 Station Mentoring Program (9)	= 1 initiative
1 Educational Events (10)	= 0 initiatives
1 EEO/Discrimination Management Training (14)	= 1 initiative

Total Initiatives: 4