

**EEO REPORT AUGUST 1, 2022 THRU JULY 31, 2023
NEWSWEB RADIO COMPANY LLC**

WNDZ-AM 750	Portage, Indiana
WCPT-AM 820	Willow Springs, Illinois
WSBC-AM 1240	Chicago, Illinois
WCPY-FM 92.7	Arlington Heights, 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 4 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. Multimedia Journalist	02/13/2023	WCPT Website – 42,49,50,51,52

(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:

- (42) WCPT-AM 820 website
- (49) Indeed website
- (50) Journalism Jobs website
- (51) National Association of Hispanic Journalists website
- (52) National Association of Black Journalists website

** On the EEO Outreach List, numbers 1-36 represent EEO Outreach Organizations. Numbers 37-53 represent ad, website publications, or on-air notices.*

(iv) Total Number of Interviewees Per Job Vacancy

A. Multimedia Journalist 3

TOTAL INTERVIEWED: 3

(v) -Total Number of Interviewees referred by each source, for period August 1, 2022-July 31, 2023. This employment unit interviewed 3 people for full-time vacancies. These interviewees were referred by the following sources:

- (42) WCPT-AM 820 Website 1
- (49) Indeed Website 2

TOTAL INTERVIEWED: 3

(vi) -List of Initiatives from August 1, 2022-July 31, 2023 **(1-year period)**

1. September-December 2022 (5)

Newsweb Radio has established an internship program for college students whereby they receive credit and hands-on experience working for our radio group. WCPT held its internship program between September and December 2022. The Interns assisted in production, edited commercials, loaded audio elements into the ENCO automation system, set-up the social media “live” feeds, and shadowed the board-op during our “live” local programs. They also screened caller phone calls and the like.

2. September 16, 2022 (1)

Operation’s Manager, Jorge Murillo, representing all four radio stations attended the University of Illinois’ Gies Business Virtual Fall Job Fair. Jorge met with interested students via the Handshake platform, and they spoke about the Radio Account Executive positions at the company. He also explained the job/internship position to the job candidates by explaining that a sales executive generates revenue for the station through on-air advertising, radio advertising packages, and sponsorship of programs by establishing long-term business relationships with new clients, maintain and nourish current business relationships, and sell advantageous benefits of the stations. Overall, the job fair was very diverse, and very successful, given the fact that it was a virtual event.

3. October 20, 2022 (1)

Operation's Manager, Jorge Murillo, representing all four radio stations, attended the 2022 St. Xavier University's College-to-Career Expo at The Shannon Center on the University's campus from 11am-2pm. Mr. Murillo met with many students at the fair, and he talked about the jobs/internships available at Newsweb Radio Company. Jorge explained the duties performed by the board-operators and the sales team at the radio stations, and he gave each job candidate station souvenirs/giveaways. The job fair was very diverse, and many students of different ethnic backgrounds came to the booth to speak to Jorge. All the resumes that were collected were going to be reviewed by the station managers.

4. October 21, 2022 (1)

Representing all four radio stations, Operation's Manager, Jorge Murillo attended the virtual Columbia College Communications Career Fair and Expo from 10am-3pm. Jorge met with many students for 10-minute sessions via the Handshake platform. The radio industry was discussed with each student, and the job duties of each department were explained in length. Most students expressed interest in the board-operator positions at Newsweb Radio Company, and they also asked about our Spring '23 internship program. Some students showed interest in our digital department for WCPT. After each session, the interested students sent their resumes for review. The job fair was a success, since there were many students from diverse backgrounds, and about 13 students scheduled interviews for the event.

5. March 14, 2023 (1)

Promotions Manager, Devin Andrekus, representing all four radio stations, attended the 2023 Spring St. Xavier University's College-to-Career Expo at The Shannon Center on the University's campus from 11am-2pm. Devin met with many students and handed out station giveaways to all interested job candidates. He explained the functions of the various radio departments, and spoke briefly about the unique duties of board-operators, producers, engineers, and the sales people. The fair was very diverse, and overall, a success. Devin brought back many resumes for review.

6. April, 2023 (8)

Throughout the month of April 2023, Operation’s Manager of WCPT, Matt Comings, representing all four Newsweb radio stations, spent several hours with all of the WCPT board-operators mentoring and training employees on an individual basis. Mr. Comings geared the specialized training in the areas of technical operation on the new iMedia software called ON-AIR. Matt showed everyone how to use the new automation software for the “live shows,” and how to set up their FB Live streams. They were also showed how to upload audio elements into the iMediaTouch Production system. The board-ops also learned how to merge the daily program logs onto the new system, and how to insert missing commercial spots on the log. Matt also went over all the station back-up procedures to keep the station on-the-air, in the event of a malfunction. The other areas that were discussed were transmitter remote control operations, EAS remote ENDEC operations, the whole iMedia software systems, communicating, and troubleshooting. The purpose of these training sessions between our board-operators and our Operation’s Manager was to improve our employee’s overall knowledge and skills, while also better preparing them for management positions in the future.

7. May, 2023 (14)

During the month of May 2023, Operation’s Manager of WCPT, Matt Comings, Operation’s Manager of WSBC, WNDZ, and WCPY, Jorge Murillo, and General Manager Mark Pinski representing all four Newsweb radio stations, spent several hours taking courses via the Kantola Training program to learn about how to prevent harassment and discrimination in the workplace. A training account was created for each of the 3 individuals, and they were given a deadline of May 26, 2023 to complete the training. The training courses were very educational, and each individual had to answer questions to real-life scenarios given in the videos.

Initiative Totals:

4 Job Fairs (1)	= 1.00 initiative
1 Internship Program (5)	= 1.00 initiative
1 Training Programs (8)	= 1.00 initiative
1 Management Training for preventing discrimination (14)	= 1.00 initiative

Total Initiatives: 4.00