

**EEO REPORT AUGUST 1, 2008 THRU JULY 31, 2009  
NEWSWEB RADIO COMPANY**

<b>WNDZ-AM 750</b>	<b>Portage, Indiana</b>
<b>WCPT-AM 820</b>	<b>Willow Springs, Illinois</b>
<b>WAIT-AM 850</b>	<b>Crystal Lake, Illinois</b>
<b>WSBC-AM 1240</b>	<b>Chicago, Illinois</b>
<b>WCFJ-AM 1470</b>	<b>Chicago Heights, Illinois</b>
<b>WCPY-FM 92.5</b>	<b>DeKalb, Illinois</b>
<b>WKIF-FM 92.7</b>	<b>Kankakee, Illinois</b>
<b>WCPT-FM 92.7</b>	<b>Arlington Heights, Illinois</b>
<b>WCPQ-FM 99.9</b>	<b>Park Forest, Illinois</b>

**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 compromised of the 9 radio stations mentioned above. Newsweb Radio Company is an Equal Opportunity Employer.

**Contact People:**

<b>Rita Kopf</b>	<b>Mark Pinski</b>	<b>Jorge Murillo</b>
<b>Business Manager</b>	<b>General Manager</b>	<b>Operation's Manager</b>
<b>Newsweb Radio Group</b>	<b>WSBC-WCFJ-WAIT-WNDZ</b>	<b>WSBC-WCFJ-WAIT-WNDZ</b>
<b>6012 S. Pulaski Road</b>	<b>5625 N. Milwaukee Avenue</b>	<b>5625 N. Milwaukee Avenue</b>
<b>Chicago, IL 60629</b>	<b>Chicago, IL 60646</b>	<b>Chicago, IL 60646</b>
<b>(773) 767-1000-Office</b>	<b>(773) 792-1121-Office</b>	<b>(773) 792-1121-Office</b>
<b>(773) 767-1100-Fax</b>	<b>(773) 792-2904-Fax</b>	<b>(773) 792-2904-Fax</b>
<b><a href="mailto:rkopf@newswebradio.net">rkopf@newswebradio.net</a></b>	<b><a href="mailto:mpinski@newswebradio.net">mpinski@newswebradio.net</a></b>	<b><a href="mailto:jmurillo@newswebradio.net">jmurillo@newswebradio.net</a></b>

(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. Account Executive	09/30/08	*Nine FM Ad. 1-25, 43, 50
B. Account Executive	09/30/08	Promoted 1-25, 43, 50
C. Account Executive	09/30/08	*Nine FM Ad. 1-25, 43, 50
D. Operation's Director	10/06/08	Word/Mouth External 53, 54, 56
E. Operation's Manager	11/13/08	Word/Mouth External 1-25,42,50,56
F. Account Executive	11/24/08	Word/Mouth External 1-25,37,55,56
G. Account Executive	06/15/09	Word/Mouth External 1-25,37,55,56
H. Account Executive	06/15/09	Monster Jobs 1-25, 37, 55

*\* As of October 20<sup>th</sup> 2008, "Nine FM", which consisted of three FM radio stations WRZA-FM 99.9, WDEK-FM 92.5, and WKIE-FM 92.7, switched formats and call letters and became WCPQ-FM 99.9, WCPY-FM 92.5, and WCPT-FM 92.7. This change is reflected on the Outreach List on # 43.*

**Total Number of Interviewees Per Job**

- A. 3
- B. 3
- C. 3
- D. 2
- E. 3
- F. 6
- G. 7
- H. 2

**TOTAL INTERVIEWED: 29**

(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:

- (37) Yahoo Hot Jobs
- (42) WCPT-AM/FM Website
- (43) WCPT-FM-92.7, WCPQ-FM 99.9, WCPY-FM 92.5
- (50) WCPT-AM 820
- (55) Monster Jobs

*\* On the EEO Outreach List, numbers 1-25, 53, & 54 represent EEO Outreach Organizations. Numbers 26-52, 55, & 56 represent ad publications, external word of mouth, or on-air notices.*

(iv) -Total Number of Interviewees referred by each source, for period August 2007-July 2008. This employment unit interviewed 29 people for full-time vacancies. These interviewees were referred by the following sources:

- |  |   |
|--|---|
| • Promoted   | 1 |
| • Word of Mouth External                           | 6 |
| • (37) Yahoo Hot Jobs                              | 6 |
| • (42) WCPT-AM/FM Website                          | 2 |
| • (43, 50) WCPT-AM, WCPT-FM,<br>WCPQ-FM, & WCPY-FM | 6 |
| • (54) Olivet Nazarene University                  | 1 |
| • (55) Monster Jobs                                | 7 |

**TOTAL INTERVIEWED: 29**

(v) **-List of Initiatives from August 1, 2008-July 31, 2010**

**1. 09-18-08 (1)**

Mike Sanders from the 9-FM/WCPT promotions department, representing all nine Newsweb Radio Company stations, attended the Harold Washington Job Fair in downtown Chicago. About 400 students and more than 50 businesses were on hand at the annual job fair. Mike found several students interested in internships and met with many interested students about available positions with the industry, and more specifically, jobs with Newsweb. A large percentage of kids were most interested in promotions and production jobs.

**2. 09-25-08 (10)**

Mark Pinski, General Manager of four Newsweb radio stations, participated as a panelist at Northwestern University's workshop called, "Job Search in Communications, Marketing, and Media," at the Norris Center in the Northwestern Room on the school's Evanston campus. Mark spoke about careers in radio and TV. About 75 students attended this seminar which focused on ways students should conduct their job search. A lot of discussion focused on how the internet has changed the job searching process.

**3. 10-14-08 (1)**

Mike Sanders from Newsweb's promotions department attended the Chicago Diversity Job Fair at McCormick Place. About 35 companies were on hand. Over 400 potential applicants were on the premises from 8am to 4pm. Mike collected resumes from about 100 potential employees looking for jobs at 9-FM and/or WCPT in sales, promotions, and administration. Many job applicants were also interested in internships as well.

**4. 10-16-08 (1)**

Mike Sanders, from the Nine FM/WCPT promotions department, and a few interns from Newsweb Radio Company attended the Military Job Fair at the University of Illinois at Chicago on the UIC campus in downtown Chicago. More than 300 people from all branches of the military attended the job fair from 8am-3pm. Mr. Sanders collected about 40 resumes. Many of the attendees sought information about the radio industry and were curious about the various jobs and duties at specific stations.

**5. 02-09-09 (4)**

Harvey Welstein, Vice-President of Newsweb's Radio Group and representing all nine Newsweb Radio stations, spoke to the DuPage County Democratic Organization in Oak Brook Terrace. Approximately 500 people were in attendance. Mr. Welstein spoke about politics, radio ads, the future of radio, technology, listening habits, internships, and new job opportunities within the industry. Members of the audience in attendance were very pleased with his information and entertaining message.

**6. 03-09 (10)**

Joe McArdle, Operation's Manager of WCPT-AM, WCPT-FM, WCPQ-FM, and WCPY-FM, has been teaching a class at Columbia College in Chicago. The class meets every Wednesday night from 6pm-9:30pm. The focus of the class is writing for radio. Joe also teaches his students production, promotions, and programming. Beyond that, all students learn about employment opportunities in radio. Currently, two students are working at Newsweb Radio Company as interns, and others have found full-time work in the radio industry, largely due to Mr. McArdle's mentoring ability with his students at Columbia College, where he graduated from.

**7. 03-04-09 (1)**

Newsweb Radio Company attended the City Career Fair Diversity Employment Days at the Hyatt Regency McCormick Place in Chicago. Employees met with and spoke to well over 100 job candidates. Applicants were seeking work in the radio industry, specifically in terms of internships, sales, marketing, promotions, and office assistants. Marketing Director Kevin Clarke has interviewed several candidates at this point in time.

**8. 03-25-09 (11)**

Harvey Wells, V.P. of Newsweb Radio Company, spoke to a large crowd at the Oak Park Chamber of Commerce. The Chamber, which also includes neighboring River Forest, is a leadership and educational organization which fosters and promotes businesses and business interests in the community. Mr. Wells discussed media rules and regulations, job opportunities, changes in the industry, technological advances, and advertising opportunities with Chicago's Progressive Talk.

**9. 06-09 (9)**

Throughout the month of June 2009, Operation's Manager of Access Radio Chicago, Jorge Murillo, 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 O'Hare Airport area facility. Mr. Murillo organized a written and 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.

**10. 06-09 (9)**

Joe McArdle, Operation's Manager of Chicago's Progressive Talk stations and representing all nine Newsweb Radio stations, mentored his production staff in various radio applications near our Midway Airport area facility. Mr. McArdle 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," set up "show bits," and prepare "elements" for live shows. Mr. McArdle 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, Joe gave all his staff members the knowledge to prepare them for possible management positions.

**11. 06-09 (5)**

Joe McArdle, Operation's Manager 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. Joe has had three interns helping him with promotional data entry, production, and promotional events. The interns have come from Columbia College in Chicago and the Illinois Center for Broadcasting in Lombard, Illinois.

**Initiative Totals:**

**4 Job Fairs (1) = 1 initiative**  
**1 Community Events (4) = 0 initiative**  
**1 Internship Program (5) = 1 initiative**  
**2 Mentoring Program (9) = 2 initiative**  
**2 Educational Events (10) = 0 initiative**  
**1 Sponsorship Events (11) = 0 initiative**

**Total Initiatives: 4**