

WDWS (AM) AND WHMS (FM)
 EEO PUBLIC FILE REPORT
 August 1, 2007 – July 31, 2008

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	09/28/2007 – Normal Illinois, Mike Haile, General Manger, WDWS/WHMS and Sales Manager, Dave Burns participated in the Illinois Broadcasters Association Job Fair. Accepted resumes to be placed on file for future openings.
2	Participate in job fair	10/17/2007– Eastern Illinois University, Charleston Illinois. Operations Manager Ryan Arthur and Jeremy Hawthorne, promotions director participated in the Speech Communications Day at Eastern Illinois University. Accepted resumes to be placed on file for future openings.
3	Participate in job fair	1/07/08 – 1/17/08 - “Education for Employment” 8 th Grade Career Conference at Savoy 16. This was a two week career fair for Champaign County. It was attended by over 1,500 students. Diane Ducey, WHMS air personality, Brian Barnhart WDWS/WHMS air personality and Mary Jacobs, WHMS on air personality attended. Each person gave a talk about their job and then participated in a Q & A after each session
4	Participate in job fair	02/27/08 – Held at Illinois State University. Operations Manager for WHMS, Ryan Arthur and Sales Manager, Dave Burns participated in the IBA/ISU Career Fair. Accepted resumes for future openings.
5	Participate in job fair	04/03/08– “Parkland College Community Job Fair” held at the Parkland Gallery Lounge. This job fair was directed towards Parkland College students. It was sponsored by Parkland College Career Center. Mike Haile, General Manager and Karen Hampton from corporate human resources represented WDWS/WHMS at the booth sponsored by the station. Both answered questions and accepted resumes to be placed on file for future openings.
6	Event or program sponsored by education institutions relating to	9/20/07- On site educational interaction, this enables college students to meet staff from each

	broadcasting career opportunities	department of WDWS/WHMS, which offers an insight into all facets of the operations. Students are given the opportunity to set up a follow-up appointment to learn more about a specific area of station operations on a one on one basis. Parkland College was the college that came to the radio center.
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	10/17/07 – Ryan Arthur, Operations Manager, WHMS participated in a panel discussion on “First Jobs” at Eastern Illinois University, Charleston, Illinois
8	Event or program sponsored by education institutions relating to broadcasting career opportunities	10/26/07 – Held at Parkland College Communication Department Mike Haile, General Manager, WDWS/WHMS and Co- Operations Managers, Ryan Arthur and Jim Lewis spent two hours working with students on putting together and critiquing broadcasting job search materials (resumes and audio tapes)
9	Event or program sponsored by education institutions relating to broadcasting career opportunities	11/14/2007 On site educational interaction, this enables college students to meet staff from each department of WDWS/WHMS, which offers an insight into all facets of the operations. Students are given the opportunity to set up a follow-up appointment to learn more about a specific area of station operations on a one on one basis Students from Eastern Illinois University participated.
10	Event or program sponsored by education institutions relating to broadcasting career opportunities	03/26/08 –Held at Parkland College Communications Department. Co- Operations Managers, Ryan Arthur and Jim Lewis spent two hours working with students on putting together and critiquing broadcasting job search materials (resumes and audio tapes)
11	Event or program sponsored by education institutions relating to broadcasting career opportunities	04/02/08 – Parkland College Communications Department (same as 03/26/08)
12	Event or program sponsored by education institutions relating to broadcasting career opportunities	04/10/08 - Ryan Arthur, Operations Manager, WHMS , Jim Lewis, Operations Manager WDWS participated in the two hours “Mock Interview Day” which enables broadcasting students to have their resumes, air check tapes critiqued in an interview setting.
13	Event or program sponsored by education institutions relating to	4/30/08 - Ryan Arthur, Operations Manager, WHMS , Jim Lewis, Operations Manager WDWS

	broadcasting career opportunities	participated in the two hours "Mock Interview Day" which enables broadcasting students to have their resumes, air check tapes critiqued in an interview setting.
14	Event or program sponsored by education institutions relating to broadcasting career opportunities	5/01/08 -On site educational interaction, this enables college students to meet staff from each department of WDWS/WHMS, which offers an insight into all facets of the operations. Students are given the opportunity to set up a follow-up appointment to learn more about a specific area of station operations on a one on one basis Students from Parkland College participated.
15	Internship Program	5-4-2008 –Newsroom Melissa Sturtevant – Student at Parkland College Melissa worked 8-1 Monday through Friday. She worked as a reporter and news writer. She conducted taped phone interviews and wrote stories using sound bites. She also covered some news events and wrote stories. She took Illinois Radio Network Feeds. She also assisted other reporters and anchors when spot news broke. She is an excellent writer/reporter.
16	Internship Program	5-4-2008- Newsroom Joel Schaumburg – Jr. University of Illinois Joel's assigned hours were 12-5 Monday through Friday. He worked as a reporter and news writer. He conducted taped phone interviews and wrote stories using sound bites. He took Illinois Radio Network Feeds. He assisted other reporters and anchors when spot news broke. He also recorded wraps for his stories. He is an excellent writer, reporter

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I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to fill Vacancy	RS Referring Hiree
No hires during the reporting period		