

WDWS (AM) AND WHMS (FM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2008 – July 31, 2009

III. RECRUITMENT INITIATIVES

<b>1</b>	Participate in job fair	10/15/2008– Eastern Illinois University, Charleston Illinois. Operations Manager Ryan Arthur and Jeremy Hawthorne, promotions director participated in the Career Fair and Career Day at Eastern Illinois University. Accepted resumes to be placed on file for future openings.
<b>2</b>	Participate in job fair	11/07/2008 – 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.
<b>3</b>	Participate in job fair	1/12/09 – 1/15/09 1/20/09-1/22/09 1/26/09-1/27/09 - “Education for Employment” 8 <sup>th</sup> 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 on-air personality and Mary Jacobs, WHMS on air personality, Jeremy Hawthorne, Promotions Director attended. Each person gave a talk about their job and then participated in a Q & A after each session Due to weather conditions this event had several time and date changes
<b>4</b>	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	04/09/09– “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. Dave Burns, Sales Manager and Jim Lewis, Operations Manager as well as Karen Hampton from corporate human resources represented WDWS/WHMS at the booth sponsored by the station. Both answered questions and accepted resumes to be place on file for future openings.
6	Participate in job fair	3/27/2009- “Arcola High School Career Day” held at Arcola High School. Operations Manager, Ryan Arthur and Board Op, Ethan Vandever participated in the Career Day. They spoke about their jobs and answered questions from the students
7	Event or program sponsored by education institutions relating to broadcasting career opportunities	12/03/08 – Held at Parkland College Communication Department Operations Manager, Jim Lewis spent two hours working with students on putting together and critiquing broadcasting job search materials ( resumes and audio tapes)
8	Event or program sponsored by education institutions relating to broadcasting career opportunities	11//2008 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.
9	Event or program sponsored by education institutions relating to broadcasting career opportunities	05/07/09 Held at Parkland College Communications Department. Operations Manager, Jim Lewis spent two hours working with students on putting together and critiquing broadcasting job search materials ( resumes and audio tapes)

10	Internship Program	<p>5/4/2008-8/8/2008  Newsroom Intern  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</p>
11	Internship Program	<p>1/16/2009-3/13/2009 –Newsroom  Katie Woodson, graduate of Western Illinois University  Katie assigned hours were 10AM-2PM Friday. She worked as a reporter and news writer. 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 becoming an excellent writer/reporter.</p>
12	Internship Program	<p>5/11/2009-  Orion Buckingham-Promotions  Orion is a student at Eastern Illinois University, Charleston Illinois.  Orion assigned hours were Tuesday and Thursday 12pm-3pm.  He worked setting up equipment for remotes, Shadowed radio personalities and Chief Engineer to learn their responsibilities. Produced 2 live shows. Wrote Public Service Announcements. Updated websites. Set up interviews for on-air personalities for upcoming events. Gathered information for weekly Community Feed, on-air recorded public service announcements. Wrote production and broadcast orders. Participated in station events</p>

13	Internship Program	<p>5/11/09-  Phillip Norton-Promotions, student at Eastern Illinois University, Charleston, Illinois.  Philips assigned hours were Monday's 12pm-3pm  He worked setting up equipment for remotes, Shadowed radio personalities and Chief Engineer to learn their responsibilities. Produced 2 live shows. Wrote Public Service Announcements. Updated websites. Set up interviews for on-air personalities for upcoming events. Gathered information for weekly Community Feed, on-air recorded public service announcements. Wrote production and broadcast orders. Participated in station events</p>
14	Internship Program	<p>5/18/2009-7/31/2009  Kyle Musgrave-Promotions, student at Parkland College, Champaign, Illinois.  Kyle's assigned hours were Wednesday and Friday 12pm-3pm.  He worked setting up equipment for remotes, shadowed On-Air radio personalities and the Chief Engineer to learn their job responsibilities. Produced 2 live shows. Wrote Public Service Announcements. Updated station websites. Set up interviews for on-air personalities to promote upcoming events. Gathered information for weekly Community Feed, which are on-air recorded public service announcements. Wrote production and broadcast orders. Participated in station events</p>

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**I. VACANCY LIST**

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

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