

**EEO REPORT AUGUST 2005 THRU JULY 2006  
NEWSWEB RADIO GROUP**

<b>WNDZ-AM 750</b>	<b>Portage, Indiana</b>
<b>WAIT-AM 820</b>	<b>Willow Springs/Chicago, Illinois</b>
<b>WCPT-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>WDEK-FM 92.5</b>	<b>DeKalb, Illinois</b>
<b>WKIF-FM 92.7</b>	<b>Kankakee, Illinois</b>
<b>WKIE-FM 92.7</b>	<b>Arlington Heights, Illinois</b>
<b>WRZA-FM 99.9</b>	<b>Park Forest, Illinois</b>

**Contact People:**

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**(i) -List of all Full-Time Vacancies/(iii) -Source of Hire  
(See attached list for Referral Source Number)**

<b><u>Job Title</u></b>	<b><u>Date of Hire</u></b>	<b><u>Source of Hire - Referral Sources</u></b>	
A. Sales	08/08/05	Referral	1-17, 30, 33
B. Sales	10/24/05	Referral	1-17, 30, 37
C. Traffic	11/07/05	Promoted	1-17, 32, 35
D. Production/Ops. Mgr.	11/07/05	Promoted	1-17, 32, 34
E. Promotions Manager	01/16/06	Word of Mouth	1-17, 30
F. Sales	01/30/06	Referral	1-17, 30
G. Technical Ops. Mgr.	02/12/06	Promoted	1-17, 31, 32
H. Promotions Manager	03/22/06	Referral	1-17, 30, 33
I. Sales	03/27/06	Referral	1-17, 30
J. Production/Ops. Mgr	04/20/06	Promoted	1-17, 32, 34
K. Promotions Assistant	04/24/06	Promoted	1-17, 31
L. Sales	05/01/06	Referral	1-17, 36
M. Sales	05/04/06	Referral	1-17, 30, 36

**(ii) - EEO Recruitment Sources. See attached list. In all cases, these recruitment sources were notified for every full-time position sought. None of these organizations requested this information. In certain instances, ads were placed in the following publications and broadcast stations:**

- (12) RAB Newsletter
- (18) Radio and Records
- (20) Radio World Magazine
- (22) Inside Radio
- (23) Traffic Directors Guild of America
- (24) La Raza
- (25) Chicago Daily Defender
- (27) WCHY-FM
- (28) WGLO-FM
- (29) KCQQ-FM
- (30) Craigslist.com
- (31) FMQB
- (32) Allaccess.com
- (33) Mediarecruiter.com
- (37) Radio-Info

(iv) -Total Number of Interviewees referred by each source, for period August 2005-July 2006. This employment unit interviewed 73 people for full-time vacancies. These interviewees were referred by the following sources:

- Referral 26
- Word of Mouth 6
- Walk-ins 2
- Listener 10
- Promoted 5
- (30) Craigslist.com 7
- (31) FMQB 2
- (32) Allaccess.com 3
- (33) Mediarecruiter.com 2
- (34) Station Web-site 2
- (35) IL Center for Broadcasting 1
- (36) Big Ten Job Fair 2
- (37) Radio-Info 1

**TOTAL INTERVIEWED: 73**

(v) **-List of Initiatives from August 2004-July 2006**

**1. 12-01-04 (1)**

Attended Illinois Center for Broadcasting Job Fair in Lombard, Illinois. Set up a large table with promotional items, collected resumes, explained in detail requirements of various positions within this organization and the radio group as a whole, and gave career and salary advice to many students. Attended by Mark Pinski, General Manager and Marketing Director Diana Rodino of the AM stations, representing the entire radio group.

**2. 04-08-05 (1)**

Attended Hire Big 10 Plus Career Connection Job Fair at the University of Chicago. Set up a booth with promotional items, collected resumes for various positions both in the present and future, explained in detail requirements of various positions within this organization and the radio group overall, gave career and industry advice to many students from throughout the Big 10. Attended by Mark Pinski and Diana Rodino, representing the entire radio group

**3. 04-09-05 (16)**

AM Operations Manager Danny Zederman attended and spoke at a media seminar hosted by Broadcast Marketing Services, a media company focusing on broadcasting, based out of Birmingham, AL and Carlsbad, FL. The seminar was held at the Holiday Inn Select, located on Cicero Avenue in Chicago. Mr. Zederman spoke to a large group of people, many of which were interested in the technical, production, and producing elements of radio.

**4. 04-28-05 (4)**

The Pulaski Fine Arts Academy in Chicago hosted Career Day. AM Operations Manager Danny Zederman representing Newsweb Radio Group, spoke to a large group of students on a variety of topics, including how to begin a career in radio, the responsibilities of a radio producer, the current state of radio in general terms, as well as the significance of internships and making connections.

**5. 06-15-05 (4)**

A group of 15 students from Perspectives Charter High School, located in the Pilsen neighborhood of Chicago, took a tour of our AM studios on Milwaukee Avenue. AM General Manager Mark Pinski, representing the entire radio group, talked at length with these high school students on a variety of industry matters, including how to find work in radio, how to prepare a resume, internships, technology, job interviews, voice and speech, etc.

**6. 06-05 (9)**

During the month of June, Operations Manager Danny Zederman spent several hours individually with all technical employees of the radio group, mentoring and training on all radio equipment necessary to operate our business. The mentoring program was geared towards specialized training in the areas of technical operation and management, including transmitter remote control operations, logs, computer systems, and new technology installed at our facility.

**7. 09-13-05 (10)**

Spoke to a group of students from Chicago State University. Mark Pinski, General Manager of WSBC, WCFJ, WAIT, and WNDZ, speaking on behalf of all nine group radio stations, discussed the nuances of radio and TV sports broadcasting. The focus for this class was on internships, salaries, job opportunities, voice and speech, play-by-play, anchoring, and reporting. The class was taught by Professor Artisa Green and coordinated by Artie Reese, Professor of Speech, Theatre, and Broadcasting.

**8. 10-17-05 (4)**

Hosted Boy Scout Troop #3673 at the radio studios located at 6012 S. Pulaski Road in Chicago. Nine FM, which includes WRZA, WDEK, and WKIE, on behalf of the entire radio group hosted a group of 19 scouts and four adults. They were given a tour of the radio station(s) by weekend on-air personality Lyn Taylor. Production assistant Gavin Carroll spoke to the scouts about radio production, automation, writing commercials, voicing spots, and explained other technical aspects of radio operation. Local sales manager, Mike Calvin, answered a variety of questions from the boy scouts about salaries, job opportunities, music, changes in the industry, and ratings. The scouts were fed pizza, given t-shirts, and balloons.

**9. 10-29-05 (10)**

Attended the Second Annual IBS Midwest Regional Conference, which was co-sponsored by the radio department/school of media arts at Columbia College in Chicago. Joe McCardle, Production Director for Nine-FM, which includes WRZA, WKIE, and WDEK, on behalf of the entire radio group, attended the conference and spoke to about 25 college and high school students from the area about digital audio production, music, licensing, radio technology, HD radio, careers in broadcasting, and salaries in radio. Many of the students had an interest in working on the production side of radio, which Joe has been involved with for most of his broadcasting career. Joe explained how he produces and writes commercials, promos, and liners.

**10. 11-09-05 (1)**

Attended Harold Washington College's Semi-Annual Internship and Employment Job Fair. Marketing Director, Diana Rodino, representing the entire radio group, attended the Job Fair. Over 300 students from Harold Washington College attended the Job Fair. Many of the students were interested in learning more about opportunities with our radio group, primarily in an on-air capacity. Some students showed interest in sales, production, and technical operations. Ms. Rodino collected about 50 resumes from students, many of whom are still at the undergraduate level. Students were very curious to learn about radio salaries, what type of experience is needed, and wondered about programming of music on Nine-FM, which Ms. Rodino provided all the answers.

**11. 04-01-06 (10)**

Attended Illinois State Universities event celebrating 25 years of community service for WZND Radio in Bloomington, Illinois. Bill Cavanaugh, Director of Sales, for Chicago's Progressive Talk and Nine FM, and representing the entire Newsweb Radio Group, spoke to current ISU students about radio sales, getting into the business, operating a radio station, salaries, current opportunities in the industry, digital technology, and so forth. Bill gave all of the ISU students career advice and shared his expertise about the radio business. As part of the weekend festivities celebrating 25 years of WZND, former students, like Mr. Cavanaugh, were invited to join current ISU students on-the-air.

**12. April 2006 (4)**

In the month of April, 2006, Steve Fisher and Joey Fortman from Nine FM's morning show, and representing all nine Newsweb Radio Group stations, spoke to a class of students from ICB in Lombard. Steve and Joey spoke to the students about how to have a successful career in broadcasting and they also interviewed students for internships.

**13. 04-04-06 (10)**

On Tuesday, April 4, 2006, Matt Dubiel, Program Director of Nine FM, and representing all nine Newsweb Radio Group stations, spoke to a class of students from Columbia College in Chicago. Mr. Dubiel spoke to the class about broadcasting and intellectual property. They covered internships, demos, and an overview of radio in general.

**14. 04-06-06 (10)**

Attended Northwestern University's panel discussion in Evanston, Illinois, presented by Northwestern's Career Services department titled, The Life After College Series, held a panel discussion for about 100 students, primarily seniors, talking about how to get a job in marketing, non-profit media, and advertising. Mark Pinski, General Manager of Access Radio Chicago, and representing the entire Newsweb Radio Group, was a panelist at this event. Mr. Pinski primarily focused on getting started in radio and television. Among the topics discussed by Mr. Pinski were networking, making a good first impression, researching, internships, industry changes, errors made during the interview process, and so forth. After the panel discussion, groups were organized where students could ask specific questions of the five panelists.

**15. 04-07-06 (1)**

Attended Hire Big 10 Plus Job & Internship Fair at the University of Chicago's Hyde Park Campus, held by 11 Big Ten schools plus the University of Chicago and the University of Notre Dame. Mark Pinski, General Manager of Access Radio Chicago and Diana Rodino, Marketing Director of the same stations, and representing the entire Newsweb Radio Group attended the job fair. Between noon and 4pm, graduating seniors and some underclassmen asked questions, sought advice, and applied for internships and jobs with our radio group. Overall, about 75-100 students made contact with our company at this job fair, which is one of the biggest job fairs in the city.

**16. 05-04-06 (1)**

On Thursday, March 4, 2006, Diana Rodino, representing all nine Newsweb Radio Group stations, attended a job fair hosted by the Korean American Community Services at 4300 N. California Ave. in Chicago. About 50 people turned out in search of employment opportunities seeking work in various fields, including media, armed forces, rent-a-car, and banking industries. Most job seekers were interested in sales and production jobs with our radio group. Ms. Rodino spoke to almost all of the attendees about the radio industry, and ways in which they may be able to find entry-level positions in the radio business. Diana collected many resumes and offered advice about internships and gave helpful tips on how to get on the air. A majority of people in attendance were African-American, Korean and Hispanic.

**17. 05-08-06 (5)**

Since July of 2005, Joe Mcardle, Production Director of Newsweb Radio Group stations, and representing all nine Newsweb Radio Group stations, has established an internship program. There have been four interns since Joe Mcardle took over. Two have been from Columbia College and the other two from Xavier University. They have learned to edit and mix commercials using the Adobe Audition program, and Joe has taught them many rudimentary production techniques. The four interns are Juan Roman - Columbia College, Paul Doraski - Xavier University, Dan Goers - Columbia College, and Chris Jabroni - Xavier University.

**Initiative Totals:**

**5 Job Fairs (1) = 1 initiative**  
**4 Community Events (4) = 1 initiative**  
**1 Internship Program (5) = 1 initiative**  
**1 Mentoring Program (9) = 1 initiative**  
**5 Educational Events (10) = 1 initiative**  
**1 Event Disseminating Employment Information to Job Candidates who might be unaware (16) = 1 initiative**

**Total Initiatives: 6**

**EEO  
OUTREACH****JULY 2006**

<b>NAME</b>	<b>CONTACT</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>FAX</b>
<b>1</b> Rainbow/Push Coalition	Margie McKinnon-Price	930 E. 59th. Street  Chicago, IL 60615-2702	(773) 373-3366	(773) 373-7885
<b>2</b> Spanish Coalition for Jobs	Sergio Yorky	2011 W. Pershing Rd.  Chicago, IL 60609	(773) 247-0707	(773) 247-4975
<b>3</b> Korean American Community Services	So Young Kim	4300 N. California  Chicago, IL 60618	(773) 583-5501	(773) 583-7009
<b>4</b> Chinese American Services	Ben Lau	310 W. 24th. Place  Chicago, IL 60616	(312) 791-0418	(312) 791-0509
<b>5</b> Chicago State University	Olive Waugh	9501 S. King Drive  Chicago, IL 60628-4598	(773) 995-2000	(773) 995-2329
<b>6</b> Asian Human Services	Damira Jakupovic  Joyce Marks	4753 N. Broadway, #700  Chicago, IL 60640	(773) 728-2236	(773) 989-9010
<b>7</b> Hispanic Alliance for Career Enhancement	Luisa Lara	25 E. Washington St., #1500	(312) 435-0498	(312) 435-1494
<b>8</b> Northern Illinois University	Cindy Henderson	Dekalb, IL 60115	(815) 753-1000	(815) 753-4406
<b>9</b> Elmhurst College	Annette Coduto	190 Prospect Ave.  Elmhurst, IL 60126	(630) 617-3190	(630) 617-3393
<b>10</b> Purdue University	Mary Beth Wood  Center for Career Opportunities	West Lafayette, IN 47907  <a href="http://www.cco.purdue.edu">http://www.cco.purdue.edu</a>	(765) 494-4600	(765) 494-6959

<b>11</b>	Iowa State University	Career Services		(515) 294-4111 (515) 294-1776
			<a href="https://ecms.eng.iastate.edu/employers/">https://ecms.eng.iastate.edu/employers/</a>	
<b>12</b>	RAB Newsletter	David Reeder	1320 Greenway Drive, #500 Irving, TX 75038	(800) 232-3131 (972) 753-6727
<b>13</b>	Lewis University	Eileen Tondini John Carey	One University Parkway Romeoville, IL 60448	(815) 538-0500 (815) 838-4614
<b>14</b>	University of IL, Urbana-Champaign	Business Administration	52 E. Gregory Drive Champaign, IL 61820	(217) 244-6677 (217) 244-7969
<b>15</b>	St. Xavier University	Maureen Kelly	3700 W. 103rd. Street Chicago, IL 60655	(773) 298-3131 (773) 298-3136
<b>16</b>	Chicago Urban League	Joan Archie	220 S. State Street, 11th. Floor Chicago, IL 60616	(312) 692-0766 (312) 692-0769
<b>17</b>	Olive Harvey College	Lenn Arnold	3055 E. 92nd. Street Chicago, IL 60617	(773) 291-6313 (773) 291-6304
<b>18</b>	Radio and Records	Lisa Lanares	10100 Santa Monica Blvd., 3rd Fl.	(310) 553-4330 (310) 203-9763
<b>19</b>	Society of Broadcast Engineers	Scott Jones	<a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	(317) 846-9000 (317) 846-9120
<b>20</b>	Radio World Magazine	Simone Fewell	<a href="mailto:sfewell@imaspub.com">sfewell@imaspub.com</a>	(703) 998-7600 (703) 998-2966
<b>21</b>	Radio Magazine	Jennifer Schafer	<a href="mailto:jshafer@primediabusiness.com">jshafer@primediabusiness.com</a> 9800 Metcalf Avenue Overland Park, KS 68212	(800) 896-9939 (913) 967-1735
<b>22</b>	Inside Radio	Gene McKay	<a href="mailto:ads@insideradio.com">ads@insideradio.com</a> 81 Main Street, #2	(877) 268-3755 (877) 270-3998

		Littleton, NH 03561	
<b>23</b>	Traffic Guild of America	<a href="mailto:tdga@earthlink.net">tdga@earthlink.net</a>	(949) 429-7063 (509) 471-5765
		27270 Nicolas Road, #C0112 Temecula, CA 92591	
<b>24</b>	La Raza Russell Hlady	6001 N. Clark Street Chicago, IL 60660	(773) 273-2002 (773) 273-2006
<b>25</b>	Chicago Daily Defender Pamela Eldridge	1400 S. Michigan Avenue  Chicago, IL 60615	(312) 225-2400 (312) 225-5659
<b>26</b>	Radio Advertising Bureau Mike Mahone	1320 S. Greenway Drive, Suite 500  Irving, TX 75038-2510	(972) 753-6744 (972) 753-6727
<b>27</b>	WCHY-FM Chad Plogeman	7601 Ganser Way Madison, WI 53719	(608) 826-1218
<b>28</b>	WGLO-FM Jeanette Walz	120 Eaton Street Peoria, IL 61603	(309) 676-5000 (309) 676-2600
<b>29</b>	KCQQ-FM Mike Hamann	3535 E. Kimberly Road Davenport, IA 52807	(563) 344-7054
<b>30</b>	Craig's List <a href="http://www.craigslist.org">www.craigslist.org</a>	P.O. Box 225159 San Francisco, CA 94122	
<b>31</b>	FMQB Mark Laspina <a href="mailto:mlaspina@fmbq.com">mlaspina@fmbq.com</a>	1930 East Marlton Pike Cherry Hill, NJ 08003	(856) 424-9114 (856) 424-6943
<b>32</b>	All Access Joel Denver <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a>	18955 Pacific Coast Hwy, Ste. 210 Malibu, CA 90265	(310) 457-6616 (310) 457-8058
<b>33</b>	Media Recruiter <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>		
<b>34</b>	Nine-FM Website Matt Dubiel <a href="http://www.weplayanything.com">www.weplayanything.com</a>	6012 S. Pulaski Road Chicago, IL 60629	(773) 767-1000 (773) 767-1100

**35** IL Center for  
Broadcasting

55 W. 22nd Street., Ste. (630) 916-1700  
240  
Lombard, IL 60148

**36** Big 10 Job University of Chicago  
Fair  
Ida Noyes Hall

1212 E. 59th Street  
Chicago, IL 60637

**37** Radio-Info [www.radio-info.com](http://www.radio-info.com)