

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply 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 following:

WPWX-FM, licensed in Hammond, Lake County Indiana;

WYCA-FM, licensed in Crete, Will County, Illinois

WYRB-FM, licensed in Genoa, DeKalb County, Illinois

WSRB-FM licensed in Lansing, Cook County, Illinois

A copy of this report is required to be placed in the public inspection files of each station, and posted on their websites, if applicable.

The information contained in this Report covers the time period beginning April 1, 2008 to and including March 31, 2009. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2008 to March 31, 2009

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Section 1: Vacancy Information

Full-time Positions Filled:

1. On-Air Host WPWX (1 Opening) - 10 Interviews
Position # 1 Source of Hire: Crawford Employee Referral
Recruitment Sources Utilized – ALL – Except CareerBuilder.com

2. On-Air Host WSRB (1 Opening) - 11 Interviews
Position # 1 Source of Hire: Previous Part Time Crawford Employee
Recruitment Sources Utilized – ALL – Except CareerBuilder.com

3. Account Executive WPWX, WSRB, WYCA – 12 Interviews
Position #1 Source of Hire: Crawford Employee Referral
Recruitment Sources Utilized – ALL – Except CareerBuilder.com

4. Account Executive WPWX, WSRB – 10 Interviews
Position #1 Source of Hire: Crawford Employee Referral
Recruitment Sources Utilized – ALL – Except CareerBuilder.com

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2008 to March 31, 2009

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Section 2: Recruitment Source Information

Recruitment Source

(Name, Address, Telephone Number, Contact Person) Total Number of Interviewees This Source Has Referred During This Period (If Any) Full-time Position for Which This Source Was Utilized.

1. RECRUITMENT SOURCES WERE SELECTED FROM THE FOLLOWING LIST FOR THE FULL TIME OPENINGS LISTED IN APPENDIX 1.
2. *REPRESENTS SOURCES WHICH HAVE ASKED TO BE NOTIFIED IN THE EVENT OF ANY FULL-TIME VACANCIES.

ALL SOURCES WERE NOTIFIED VIA FAX.

	Agency Name	Contact	Address	City	State	Zip	Phone	Fax	# of Interviews
1	*Chicago State Univ.	Olive Waugh	9501 S. King Drive	Chic	IL	60628	773-995-2327	773-995-2329	
2	*IBA	Linda Compton	3003 E. 98 th St.	Indianapolis	IN	46280	317-573-0119	317-573-0895	
3	*IL Cntr of Broadcasting	Tracy Gibson	500 Russel Court	Woodstock	IL	60652	773-884-7000 x798	815-338-7125	2
4	*Lewis Univ.	Career Serv. Eilleen Tondini	One University Parkway Unit# 270	Romeoville	IL	60446	815-836-5282	815-838-4614	
5	*Northern IL Univ.	Career Services	Campus Life Building #220 -- Dekalb, IL 60115	Dekalb	IL	60115	815-753-1000	815-753-0198	
6	*Olive Harvey College	Barbara Hawkins	10001 S. Woodlawn	Chic	IL	60628	773-291-6133	773-291-6397	
7	*Prairie State College	Ramien Manson	202 S. Halsted St.	Chicago Heights	IL	60411	708-709-3922	708-709-3799	
8	*Richard J. Daley College	Cynthia Vasquez-Barrios	7500 S. Pulaskoi	Chic.	IL	60652	773-838-7935	773-838-7936	
9	Sawyer College	Diane Zych	7833 Indianapolis Blvd.	Hammond	IN	46324	219-844-0100	219-844-0105	
10	Hammond Area Career Center	Audra Peterson	5727 Sohl Avenue	Hammond	IN	46320	219-933-2428	219-933-1680	
11	Hammond Workforce Development	Job Service	5217 Hohman Ave. P.O. Box 4081	Hammond	IN	46320	219-933-8332	219-933-8370	1
12	United Services of Chicago, Inc.	Clarice M. Read	330 E. 37 th Street	Chicago	IL	60653	773-624-5000	773-624-6174	
13	Governors State Univer.	Jim Howlery	Room B12158 Governors State University	University Park	IL	60466	708-235-3974	708-534-1173	
14	Kaplan College		7833 Indianapolis Blvd	Hammond	IL	46324	219-844-0100	219-844-0105	
15	Kaplan College		3803 E. Lincoln Highway	Merrillville	IN	46410	219-947-8400	219-942-3762	
16	IL Dept. of Human Services	Linda Echols	11203 E. Ellis Avenue	Chicago	IL	60628	773-660-7000	773-660-7100	
17	Job Fairs CBC Participated In								
18	CBC Job Fair								
19	WPWX Website	CBC Webiste	www.power92chicago.com						
20	WSRB/YRB Website	CBC Website	www.soul1063radio.com						
21	WYCA Website	CBC Website	www.wyca1023.com						
22	WPWX On-Air		CBC Airwaves						10
23	WSRB/YRB On-Air		CBC Airwaves						8
24	WYCA On-Air		CBC Airwaves						1
25	CBC Employee Referrals/Internal job postings at Hammond and Chicago offices								20
26	Industry Referrals – CBC Partners, clients and vendors								1
27	Career Builders.com		CareerBuilders.com						
								Total	43

Rock River Workforce is no longer in existence so they were removed from list.

Annual EEO Public File Report Form

Covering the Period from April 1, 2008 to March 31, 2009

Station Comprising Station Employment Unit:

WPWX-FM, WYCA-FM, WSRB-FM, WYRB-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken By
WPWX-FM, WYCA-FM, WSRB-FM WYRB-FM.

1. Employee Referral Program - Ongoing - WPWX, WSRB, WYRB and WYCA - Current Crawford employees are actively encouraged to outreach for potential applicants. Our employee base is extremely diverse as it would relate to state of residence, community in which they live, culture, age and gender. We are able to reach a broad spectrum of people and feel this is an innovative way to promote broadcast employment widely throughout the community.
2. Internship Program – Ongoing – WPWX, WSRB, WYRB and WYCA - This is a program that we started where candidates have the opportunity to send their requests through their college to us to become an intern with our company. The colleges that we work with must have a TV/Broadcasting program. We then interview these candidates and select ones that we would like to become our intern. We then must evaluate them based on the required information from the college and grade them on their performance. For the period of this report we have utilized 9 interns.
3. Indiana Broadcasters Association Scholarship Program – April 2008 – WPWX - This is a scholarship program that is conducted by the IBA where our station donated funds and participated in the review of candidates to become eligible to receive scholarship funds for college in the field of broadcasting.
4. Forest Trail School – April 2008 – WPWX – Executive Morning Show Producer attended Career Day and spoke to the student body about career choices and careers in radio broadcasting.
5. Wilbur Wright College Annual Spring Job Fair – April 2008 – WPWX, WSRB, WYRB and WYCA – Hiring Managers attended job fair where 500-750 job seekers attended and were given information about the stations and positions that were being filled.
6. 18th Ward (Chicago) Community Job Fair – May 2008 – WPWX, WSRB, WYRB and WYCA – Community job fair where approximately 65,000 residents attended. Diverse businesses participated who were seeking immediate and future applicants. Hiring Managers attended and distributed information and conducted on-site interviews.
7. Thornton Township Job Fair – May 2008 – WSRB & WYCA – This was a job fair that incorporated the entire Thornton Township area. There was a very large turnout of people seeking employment within the community. Additionally, there were at least 20-30 businesses present along with the radio stations to interview candidates. WYCA did live remote, aired commercials and had a table at the job fair where hiring managers met with job seekers.
8. Stop the Violence Tour – May 2008 – WPWX – Morning Show Host attended four different Chicago schools: Harper High School, Gage Park, South Shore and Longwood Academy for the Stop the Violence Tour. This tour encouraged students to stop violence and crime and speaking about the options they have through education and careers to stop violence. They spoke about broadcasting in general and different jobs offered in broadcasting.
9. EEO/Sexual Harassment/Discrimination Meeting – July 2008 - WPWX, WSRB, WYRB, and WYCA. – This is an annual meeting that is held with all full and part-time employees to inform each individual of this Companies’ policies as it would relate to sexual harassment, discrimination and our EEO policy.
10. Wilbur Wright College Job Fair – October 2008 – WPWX, WSRB, WYRB and WYCA - Hiring Managers attended job fair where job seekers attended and were given information about the stations and positions that were being filled.

11. Indiana Broadcasters Association Job Fair – November 2008 – WPWX, WSRB, WYRB and WYCA – The stations aired PSA’s promoting the job fair, which resulted in over 250 attendees. The stations participated, financially with expenses associated with the event. The station’s provided appropriate station personnel, with substantial responsibility in the hiring decisions to staff their tabletop, discuss career opportunities in broadcasting and accept resumes.
12. Salem Baptist Church Job Fair – January 2009 – WPWX, WSRB, WYRB and WYCA – Hiring manager attended event where hundreds of job seekers were in attendance. We had around 145 people visit our table and information regarding job opportunities was given.