

EEO PUBLIC FILE REPORT

A. **Station Employment Unit**

- WGBO-DT, Facility ID No. 12498, Joliet, Illinois
- WXFT-DT, Facility ID No. 60539, Aurora, Illinois
- WOJO(FM), Facility ID No. 67073, Evanston, Illinois
- WPPN(FM), Facility ID No. 25053, Des Plaines, Illinois
- WVIV (FM), Facility ID No. 48449, Lemont, Illinois

B. **Reporting Period:** August 1, 2024 to July 31, 2025

C. **Full-Time Vacancy Information**

	Full-Time Position Title	Recruitment Source of Hire
1.	R0 16133 Account Executive	Other
2.	R0 16963 Editor Producer	Internal
3.	R0 17255 New Producer	Internal
4.	R0 17897 Editor & Photographer	Internal
5.	R0 16718 Account Executive	Employee Referral

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 27

D. **Recruitment Source Information¹**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	0	All Positions
DePaul University 2250 N Sheffield Avenue Chicago, IL 60614 https://www.depaul.edu	No	0	All Positions
Loyola University Chicago 1032 W. Sheridan Rd Chicago, IL 60660 https://www.luc.edu	No	0	All Positions
Chicago State University 9501 S. Dr. Martin Luther King Dr Phone: 773-995-2280 https://www.csu.edu	No	0	All Positions
Mujeres Latinas en Acción 2424 W. 21st Place Chicago, IL 60623 Phone: 773-890-7676 https://mujereslatinasenaccion.org	Yes	0	All Positions
Little Village Chamber 3610 W 26th St # 2 Chicago, IL 60623 Phone: 773-521-5387	Yes	0	All Positions

¹ The job vacancies are either e-mailed to contacts or posted on the sources' websites.

https://littlevillagechamber.org			
Back of the Yards Business Association 1751 West 47th St # 2 Chicago, IL 60609 Phone: 773-247-5100 https://bync.org	Yes	0	All Positions
The Chicago Urban League 4510 S. Michigan Ave. Chicago IL 60653 https://chiul.org	Yes	0	All Positions
Illinois CTR for Broadcasting 530 S. State Street Chicago, IL 60653 Phone: 630-916-1700	No	0	All Positions
National Latino Education Institute 2011 W Pershing Rd Chicago, IL 60609 Phone: 773-247-0707	Yes	0	All Positions
El Valor Corporation 3050 East 92nd Chicago, IL 60617 Phone: 312-666-4511 http://elvalor.org	Yes	0	All Positions
Illinois Worknet Center 2138 South 61st Court Cicero, IL 60804 708-222-3100	Yes	0	All Positions
WZND Fuzed Radio [<i>Illinois State University</i>] https://wznd.com	No	0	All Positions
Hispanic Alliance of Career 14 East Jackson Blvd Chicago, IL 60604 Phone: 312-435-0498	Yes	0	All Positions
Instituto of Latino Progress https://www.institutochicago.org	No	0	All Positions
Southern Illinois University Mail code-4703 Carbondale, IL postjobs@siu.edu	No	0	All Positions
Rainbow Push Coalition Chicago 930 East 50th Street Chicago, IL 60615 https://www.rainbowpush.org	No	0	All Positions
City Colleges of Chicago https://www.ccc.edu	No	0	All Positions
University of Illinois Urbana 601 E John St, Champaign, IL 61820 https://illinois.edu	No	0	All Positions
BeOnAir: Multimedia & Broadcasting School https://beonair.com	No	0	All Positions
DirectEmployers ² https://de.works/app/dashboard	No	6	All Positions

² Direct Employers Association (“DE”) is a full-service recruitment marketing and creative tool aimed at helping employers establish a prominent web presence to appeal to a diverse candidate pool. DE has created strong alliances with national, state, and community-based organizations across the nation. DE provides Member Companies’ job vacancies to organizations for posting on their websites. DE represents over 1,000 of the top employers from around the globe.

African American Talent www.africanamericanjobs.org/jobs	No	0	All Positions (Except positions 1, 2 and 5)
American Veteran Jobs www.americanveteranjobs.com	No	0	All Positions (Except positions 1, 2 and 5)
AMVETS Jobs https://amvetsjobs.org	No	0	All Positions (Except positions 1, 2 and 5)
Asian American Jobs https://asianamericanjobs.com	No	0	All Positions (Except positions 1, 2 and 5)
Career Diversity https://careerdiversity.com	No	0	All Positions (Except positions 1, 2 and 5)
CareerOneStop https://www.careeronestop.org	No	0	All Positions (Except positions 1, 2 and 5)
Disabled VET Jobs https://disabledvetsjobs.com	No	0	All Positions (Except positions 1, 2 and 5)
Diverse Job Seeker https://diversejobseeker.com	No	0	All Positions (Except positions 1, 2 and 5)
Easterseals https://easterseals.dejobs.org	No	0	All Positions (Except positions 1, 2 and 5)
Enable American Jobs https://enableamerica.dejobs.org	No	0	All Positions (Except positions 1, 2 and 5)
Hispanic American Jobs https://hispanicamericanjobs.com	No	0	All Positions (Except positions 1, 2, and 5)
Honor Her Jobs https://honorher.works	No	0	All Positions (Except positions 1, 2 and 5)
LGBTQ Hire https://lgbtqhire.com	No	0	All Positions (Except positions 1, 2 and 5)
MSCCN_ Military Corporate Network https://jobs.mscch.org	No	0	All Positions (Except positions 1, 2 and 5)
National Labor Exchange https://usnlx.com	No	0	All Positions (Except positions 1, 2 and 5)
Native American Talent https://nativeamericantalent.us	No	0	All Positions (Except positions 1, 2 and 5)
The Black Perspective https://blackperspective.com	No	0	All Positions (Except positions 1, 2 and 5)
Women in Business & Industry https://wib-i.com	No	0	All Positions (Except positions 1, 2 and 5)
Adzuna https://www.adzuna.com	No	0	All Positions (Except positions 1, 2 and 5)
Handshake ³ employers@g.joinhandshake.com https://app.joinhandshake.com/emp	No	0	All Positions

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	12
Indeed	No	2
Employee Referrals	No	1
Social Media	No	1
Internal Candidate	No	3
Other	No	2

³ Handshake is an employment website. Handshake's network includes a community of over 17 million students, alumni, employers, and career educators.

E. **Outreach Activities During Reporting Period**

Description	Dates
The Employment Unit hosted eighteen high school students from the Families associated with Casa Aguascalientes in Chicago. Students learned about careers in the media industry.	October 28, 2024
The Employment Unit hosted students and educators from Roberto Clemente Community Academy for a tour of the station studios. Participants learned about the media industry, toured the facilities, and spent time with on-air talent and management.	December 6, 2024
The Employment Unit hosted two groups of students at the studios from Bolingbrook High School. Students learned about the media business, toured our facilities, and spent time with talent and management.	March 5 and 6, 2025
The Employment Unit's Meteorologist participated in the Town of Cicero's school district career fair hosted by Warren Park Elementary School.	April 29, 2025
The Employment Unit's Meteorologist conducted a class on meteorology for elementary students from Karel Havlicek Elementary School. Students learned about careers in the media industry.	March 26, 2025
The Employment Unit hosted twenty students from the Business Northern Illinois University for a tour of the studios. The students learned about careers in the media industry.	April 11, 2025
The Employment Unit hosted fifteen students from the Business Northern Illinois University for a tour of the studios. The students met with station personnel and learned about careers in the media industry.	April 25, 2025
The Employment Unit's Radio DJ participated in the Mariano Azuela Elementary School's Dual Language Program graduation to inspire the youth in their careers. He spoke about careers in the media industry.	May 29, 2025
The employment unit's EEO Officer participated in the John Hopkins University Webinar: "The New AI Hiring 2.0: The New AI Rules of Recruiting."	June 25, 2025
The employment unit's EEO Officer, Community Empowerment Director, and General Manager participated in an FCC 101: The Basics Training. The training was conducted by the U.S. Regulatory Counsel and included an overview of the EEO broad recruitment rules for the TV and Radio licenses.	July 25, 2025