

2019-2020 EEO Public File Report
Radio Station WPNA 1490-AM, Oak Park, Illinois
Radio Station WPNA-FM 103.1 FM, Highland Park, Illinois

This Equal Employment Opportunity (“EEO”) Report has been prepared on behalf of Station WPNA (AM), Oak Park, Illinois, and WPNA-FM, Highland Park, Illinois, and has been placed in each station’s local public inspection file and posted on each station’s website.

The information contained in this Report covers the time period beginning August 1, 2019, to and including July 27, 2020 (the “Applicable Period”).¹

The FCC’s EEO rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by WPNA during the Applicable Period and the recruitment source that referred each hiree. **(See Appendix 1)**;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number (including, where applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s rules, which are separately identified) **(See Appendix 2)**;
3. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period **(See Appendix 1)** and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies. **(See Appendix 2)**; and
4. A list and brief description of outreach and recruitment initiatives undertaken by Station WPNA pursuant to Section 73.2080(c)(2) of the FCC’s rules. **(See Appendix 3)**.

¹ The Applicable Period is 4 days shorter than 12 months to accommodate the timely preparation and filing of the stations’ EEO Program Report and license renewal applications with the FCC.

Appendix 1 to EEO Public File Report for WPNA
Applicable Period: August 1, 2019 through July 27, 2020

Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hiree and Hire Date	Total Number of Interviewees from All Sources for this Position
Sales Executive	LinkedIn.com 6/1/2020	2
Radio Host	LinkedIn.com 6/1/2020	3

Total Number of Persons Interviewed for All Positions: 5

Appendix 2 to EEO Public File Report for WPNA
 Applicable Period: August 1, 2019 through July 27, 2020

Recruitment Sources Utilized to Fill Full-time Vacancies

Recruitment Sources that provided interviewees (Contact information provided in list of all recruitment sources below)	Total Number of Interviewees this Source Provided During the Applicable Period (if any)	Full-Time Positions for which this Source Was Utilized
Indeed.com	2	Sales Executive Radio Host
LinkedIn.com	3	Sales Executive Radio Host

Below is a list of all recruitment sources that WPNA notified when openings occurred for full-time positions. Sources identified below that are not listed above did not provide interviewees. Sources that requested notification of full-time vacancies are identified by an asterisk (*).

1. **WPNA 103.1 FM:** Internal employee referrals
 6100 N. Cicero Avenue
 Chicago, Illinois 60646-4385
 Contact: Marlene A. Johnson, Manager, Human Resource Department
 Phone: 773-286-0500
marlene.johnson@pna-znp.org

2. **WPNA 103.1 FM:** Station's on-air announcements
 6100 N. Cicero Avenue
 Chicago, Illinois 60646-4385
 Contact: Marlene A. Johnson, Manager, Human Resource Department
 Phone: 773-286-0500
marlene.johnson@pna-znp.org

3. **Polish Daily News – Dziennik Zwiazkowy:** Local newspaper advertisements
 6100 N. Cicero Avenue
 Chicago, Illinois 60646-4385
 Contact: Marlene A. Johnson, Manager, Human Resource Department
 Phone: 773-286-0500
marlene.johnson@pna-znp.org

4. **Walk-ins:** At random applicants
6100 N. Cicero Avenue
Chicago, Illinois 60646-4385
Contact: Marlene A. Johnson, Manager, Human Resource Department
Phone: 773-286-0500
marlene.johnson@pna-znp.org

5. **Illinois Media School ***
455 Eisenhower Lane S Suite: 200
Lombard, Illinois 60148
Contact: AnneMarie Cicero, Director of Career Services
Email: acicero@beonair.com
Phone: (630) 519 1394
<http://www.beonair.com/>

6. **Radio 1 Broadcast School ***
700 3rd St., N.
LaCrosse, Wisconsin 54601
Contact: director@radio1school.com
Phone: (800) 889-2221
<http://www.radio1school.com/>

7. **All Access Music Group**
28955 Pacific Coast Highway Suite: 210-5
Malibu, California 90265
Contact: Joel Denver (jdenver@allaccess.com)
Phone: (310) 457-6616
Fax: (310) 457-8058
<http://www.allaccess.com/>

8. **Indeed – Job Site**
www.indeed.com
Contact: radio@wpna.fm

9. **LinkedIn.com – Job Site**
www.linkedin.com
Contact: radio@wpna.fm

10. **Handshake – Universities' Career Portal**
www.joinhandshake.com
Handshake is the online college career network, connecting college students and alumni, career centers and employers. 46 schools were contacted through the network, including: Columbia College Chicago, Loyola University Chicago, DePaul University, Columbia University, The University of Michigan, Ohio State University, University of Iowa, University of Wisconsin – Green Bay.

Appendix 3 to EEO Public File Report for WPNA
Applicable Period: August 1, 2019 through July 31, 2020

Outreach Initiatives Undertaken

Prior to local media schools and other colleges and universities joining Handshake (referenced in Appendix 2), WPNA's director of operations established and maintained direct connections with local media schools, colleges and universities to inform them of openings at the station.

WPNA maintains a "Recruitment Alert" page posted on its website inviting interested organizations that wish to be notified of job vacancies at WPNA to sign up on-line, or contact the station.