

# **ANNUAL EEO PUBLIC FILE REPORT**

**WMVP(AM)**

**August 1, 2017**

**(Period covered: 7/16/16 – 7/15/17)**

## **I. INTRODUCTION AND GENERAL POLICY**

This Annual EEO Public File Report covers the equal employment opportunity efforts of WMVP(AM) (“WMVP”) for the one-year period from July 16, 2016 through July 15, 2017. This report will be placed in WMVP’s public inspection file and posted on its website as of August 1, 2017.

Sports Radio Chicago, LLC, licensee of WMVP, has a longstanding commitment to a policy of equal employment and advancement opportunities for all employees and applicants for employment without regard to race, religion, color, gender, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedure, employee development, performance evaluation, promotions, transfers, benefits, and other aspects of employment.

It is WMVP’s policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

## **II. RESPONSIBILITY**

Jim Pastor, Vice President and General Manager of WMVP(AM), is the EEO officer responsible for the administration and implementation of WMVP’s equal employment opportunity program and the accuracy of the information about WMVP documented in this report.

## **III. JOB-SPECIFIC RECRUITMENT AND POSITIONS FILLED**

During the reporting period of 7/16/16 to 7/15/17, WMVP filled four (4) full-time job vacancies, all of which were widely publicized in accordance with the FCC’s EEO rules. The individual positions, and the recruiting methods utilized to fill the vacancies, were as follows:

1. **Account Executive:** This position was open on 2/23/16 and filled on 8/28/16. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed the job vacancy to a WMVP list of almost sixty (60) local and national organizations, including universities and professional and minority organizations (See Attachment A);
- 2) Posted the position on The Walt Disney Company Careers website, for external access;
- 3) Posted the position on the ESPN Careers website, for external access;
- 4) Posted the position on the internal (employee) hub, available to all Disney and ESPN employees;
- 5) Posted the position on the All Access website;
- 6) Posted the position on the Illinois Broadcasters Association website;
- 7) Posted the position on the National Alliance of State Broadcasters Association website;
- 8) Posted the position on the AbilityLinks Job Portal;
- 9) Distributed the position at the Chicago Wolves Career and Networking Fair on 3/18/16; and
- 10) Distributed the position at the Chicago White Sox Sports and Marketing Career Fair on 5/20/16.

Eleven (11) people were interviewed for this position. The hired candidate was referred by a WMVP Employee. Referral sources of the other candidates interviewed were as follows: ESPN Careers Website (8), LinkedIn (1) and WMVP Employee Referral (1).

2. **Account Executive:** This position was open on 9/26/16 and filled on 1/16/17. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed the job vacancy to a WMVP list of almost sixty (60) local and national organizations, including universities and professional and minority organizations (See Attachment A);

- 2) Posted the position on The Walt Disney Company Careers website, for external access;
- 3) Posted the position on the ESPN Careers website, for external access;
- 4) Posted the position on the internal (employee) hub, available to all Disney and ESPN employees;
- 5) Posted the position on the All Access website;
- 6) Posted the position on the Illinois Broadcasters Association website;
- 7) Posted the position on the National Alliance of State Broadcasters Association's website; and
- 8) Posted the position on the AbilityLinks Job Portal; and
- 9) Distributed the position at the Northwestern Sports & Entertainment Career Fair on 1/5/17.

Eight (8) people were interviewed for this position. The hired candidate was referred by a WMVP Employee. Referral sources of the other candidates interviewed were as follows: ESPN Careers Website (6); WMVP Employee Referral (1).

3. **Account Executive:** This position was open on 3/9/17 and filled on 6/5/17. To fill the vacancy, WMVP utilized the following recruitment methods:
  - 1) E-mailed the job vacancy to a WMVP list of almost sixty (60) local and national organizations, including universities and professional and minority organizations (See Attachment A);
  - 2) Posted the position on The Walt Disney Company Careers website, for external access;
  - 3) Posted the position on the ESPN Careers website, for external access;
  - 4) Posted the position on the internal (employee) hub, available to all Disney and ESPN employees;
  - 5) Posted the position on the All Access website;

- 6) Posted the position on the Illinois Broadcasters Association website;
- 7) Posted the position on the National Alliance of State Broadcasters Association's website; and
- 8) Posted the position on the AbilityLinks Job Portal; and
- 9) Distributed the position at the Columbia College Chicago Job and Internship Fair on 4/5/17.

Seven (7) people were interviewed for this position. The hired candidate was referred by the ESPN Careers Website (1). Referral sources of the other candidates interviewed were as follows: ESPN Careers Website (6).

4. **Associate Producer I:** This position was open on 5/24/17 and filled on 7/2/17. To fill the vacancy, WMVP utilized the following recruitment methods:

- 1) E-mailed the job vacancy to a WMVP list of almost sixty (60) local and national organizations, including universities and professional and minority organizations (See Attachment A);
- 2) Posted the position on The Walt Disney Company Careers website, for external access;
- 3) Posted the position on the ESPN Careers website, for external access;
- 4) Posted the position on the internal (employee) hub, available to all Disney and ESPN employees;
- 5) Posted the position on the All Access website;
- 6) Posted the position on the Illinois Broadcasters Association website;
- 7) Posted the position on the National Alliance of State Broadcasters Association's website; and
- 8) Posted the position on the AbilityLinks Job Portal.

Five (5) people were interviewed for this position. The hired candidate was an internal candidate/current WMVP Employee. Referral sources of the other candidates interviewed were as follows: ESPN Careers Website (3); WMVP Employee Referral (1).

#### IV. LONG-TERM RECRUITMENT INITIATIVES

WMVP is committed to performing at least four of the long-term EEO recruitment initiatives set forth in the FCC’s EEO rules within a two-year period. During the one-year period from July 16, 2016 through July 15, 2017, WMVP participated in the following long-term recruitment initiatives:

1. **Participation in Job Fairs** – WMVP participates in various job fairs throughout the year by staffing a table at the event with company personnel responsible for hiring decisions, answering questions about the different departments at the radio station, encouraging attendees to go to school and participate in internships, collecting résumés for distribution to appropriate station hiring managers, soliciting applications, and informing attendees of current job postings at the radio station.

During this reporting period, WMVP attended the following job fairs:

Name of Job Fair	Date of Job Fair	Station Personnel Who Attended *	Title
Northwestern Sports & Entertainment Career Fair	1/5/17	Dave Scharf *	General Sales Manager, WMVP(AM)
Columbia College Chicago Job and Internship Fair	4/5/17	Matt Friscia *	Local Sales Manager, WMVP(AM)
		Elena Angelos *	Marketing Director, WMVP(AM)
		Anabel Roda	Executive Assistant, WMVP(AM)

\* These individuals have hiring responsibilities for full-time and/or part-time employees at WMVP(AM).

2. **Educational Outreach (Career Days/Seminars/School Visits)** – During the reporting period, WMVP personnel represented the station at various schools and events within the Chicagoland area and spoke to the students/audience about pursuing career opportunities in broadcast radio generally and at WMVP in particular. At times, WMVP employees also arranged for groups of students to visit the stations so they could see first-hand how a radio station runs. Afterwards, the students met with various personnel who spoke about their particular departments, as well as the many different career paths available in radio broadcasting.

The twenty (20) educational career events, in which ESPN employees participated this year on behalf of WMVP, are listed below.

<b>WMVP Representative &amp; Title</b>	<b>Date Visited</b>	<b>Name of School/Organization</b>	<b>City and State</b>	<b>Type</b>
Carol Voronyak, Director of Talent Recruitment and Negotiations	9/28/16	University of Illinois	Champaign, IL	Guest speaker at the university's Sports Journalism Class via Skype. She discussed her career at the company and the different type of jobs she had prior to her current role. She also talked about what kind of training/education is required to secure a job at ESPN and in broadcasting.
Roman Modrowski, Senior Editor, ESPN.com	10/7/16	Loyola University Chicago	Chicago, IL	Guest speaker at the university's sports media class. He spoke to the students about how he got started in the business, what kind of stories they should look for as writers that would be relevant and appealing to their audience, and what stories they should include in their resumes.

<b>WMVP Representative &amp; Title</b>	<b>Date Visited</b>	<b>Name of School/Organization</b>	<b>City and State</b>	<b>Type</b>
Carmen DeFalco, On Air Talent	10/15/16	Columbia College Chicago	Chicago, IL	Panelist in the Midwest Regional High School and College Radio/Webcast Conference. As an on air personality, he discussed how to keep audiences connected, how to get to know them, and what they want so that they keep coming back for more. He also offered the students advice on how to separate themselves from the pack when pursuing a career in broadcasting.
Carol Voronyak, Director of Talent Recruitment and Negotiations	10/25/16	Illinois Center for Broadcasting/Illinois Media School, Chicago Campus	Chicago, IL	Guest speaker at the school's Radio Lecture Series. She explained what she looks for in potential candidates when recruiting for Talent and what it is that makes certain individuals stand out from the rest. She also gave the students advice on how to get their foot in the door in this very competitive world of sports broadcasting.
Jesse Rogers, Reporter/On Air Talent	11/1/16	Greenbriar Elementary School	Northbrook, IL	Guest speaker at the elementary school via Facetime. He shared his experiences as a sports reporter and explained his daily responsibilities. He also informed the students about the various career opportunities in both radio and TV.

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Roman Modrowski, Senior Editor, ESPN	11/17/16	Loyola University Chicago	Chicago, IL	Guest speaker at the university's Sports Management and Communication Seminar and Networking Event. He discussed his career at ESPN, drawing upon his own experiences as he provided helpful information and guidance to the students about how to break into the business, establish networks, and build a career in sports management and broadcasting.
Jesse Rogers, Reporter/On Air Talent	11/30/16	Illinois Media School, Chicago Campus	Chicago, IL	Guest speaker at the school's Radio Lecture Series. He talked about his career in radio and what he had to do to get his foot in the door of this highly competitive industry. He stressed the importance of a good education and writing skills.
Jonathan Hood, On Air Talent	12/28/16, 4/25/17, 5/22/17, 7/12/17	Illinois Media School, Lombard Campus	Lombard, IL	Guest speaker at the school's monthly Air Check Session. He critiqued the students' air checks, offering advice on how to improve and make theirs stand out from the crowd. He also talked about what to do with these air checks so that they get into the right hands.



<b>WMVP Representative &amp; Title</b>	<b>Date Visited</b>	<b>Name of School/Organization</b>	<b>City and State</b>	<b>Type</b>
<p>Jim Pastor, General Manager</p> <p>Adam Delevitt, Program Director</p> <p>David Scharf, General Sales Manager</p>	1/12/17	Indiana University	Bloomington, IN	The three (3) managers spoke to the students in Indiana University's Sports Marketing Alliance when they visited the radio station. The managers discussed their day to day responsibilities and the different type of jobs at the radio station. Afterwards, they fielded questions from the group about sports broadcasting and gave advice to those seriously considering pursuing a career in the industry.
<p>Adam Delevitt, Program Director</p> <p>Carmen DeFalco, On Air Talent</p> <p>Tom Waddle, On Air Talent</p> <p>Marc Silverman, On Air Talent</p>	2/16/17	Chicago's South Shore International College Prep High School	Chicago, IL	Students from the high school visited the station and had a Q&A session with the Talent and the Program Director. Careers in broadcasting were discussed, along with the importance of internships as it gives students a chance to experience firsthand what it's like to work at a radio station in a major market.
<p>Carol Voronyak, Director of Talent Recruitment and Negotiations</p>	2/24/17	University of Illinois	Champaign, IL	Panelist/speaker at the Illinois Sports Business Conference. She detailed her journey to where she is now in her career and shared what and who motivated her along the way. She talked about all the different jobs in sports broadcasting and the many opportunities for women in the industry now, compared to 20-30 years ago.

<b>WMVP Representative &amp; Title</b>	<b>Date Visited</b>	<b>Name of School/Organization</b>	<b>City and State</b>	<b>Type</b>
Marc Silverman, On Air Talent	3/22/17	Niles North High School	Niles, IL	Guest speaker at the school's Writers Week event. He discussed the power and importance of writing and how it has helped him during his career in sports broadcasting. He also spoke to the students about jobs in radio and how important an education is if they are interested in pursuing a career in this industry.
Carmen DeFalco, On Air Talent	4/4/17	Illinois Media School, Chicago	Chicago, IL	Guest speaker at the school's Radio Lecture Series. He discussed how he started out as an intern at a radio station and how his perseverance and hard work eventually landed him an On Air Talent role. He gave honest and sound advice about the highly competitive nature of the business and answered questions about sports broadcasting and broadcasting, in general.
Nick Friedell, Reporter/On Air Talent	4/13/17	DePaul University	Chicago, IL	Guest speaker at Adam Rittenberg's Sports Blogging Class. He shared details of his journey into the world of sports broadcasting and how he was able to secure a job as a reporter at a major market radio station. He also spent time answering broadcasting questions from the students, as well as offering advice on how to become successful in this high competitively field.

<b>WMVP Representative &amp; Title</b>	<b>Date Visited</b>	<b>Name of School/Organization</b>	<b>City and State</b>	<b>Type</b>
<p>Sarah Spain, Reporter/On Air Talent</p> <p>Matt Friscia, Local Sales Manager</p> <p>Tom Waddle, On Air Talent</p> <p>Adam Abdalla, Producer/On Air Talent</p> <p>Carol Voronyak, Director of Talent Recruitment and Negotiations</p>	4/18/17	Embarc Chicago	Chicago, IL	Students in the Chicago Embarc program came to the station where representatives from the Sales, Programming, and Talent Recruitment Departments spoke to them about their various roles within the company and the different type of careers within the broadcasting industry. Afterwards, the students learned the components of how to put a show together and then had the opportunity to record a segment in a real live studio.
<p>Adam Abdalla, Producer/On Air Host</p> <p>Marc Silverman, On Air Talent</p>	6/7/17	DePaul University	Chicago, IL	Students from the university came to watch the Waddle & Silvy Show. Afterwards, they met with the producer and the on air talent who answered their questions about sports broadcasting, what it takes to make a radio show successful, and how to get into the business.
<p>Adam Abdalla, Producer</p> <p>Marc Silverman, On Air Talent</p>	6/22/17	Stevenson High School	Lincolnshire, IL	High School students interested in journalism came to the station to watch the Waddle & Silvy Show. It gave them a chance to see a real live radio show and then ask questions afterwards. The producer and the On Air Talent gave them advice on what they should do if they decide to pursue a career in radio broadcasting.

3. **Mentoring Program** – ESPN offered their mentoring program called *Mentoring Mondays*, which provides employees, at all levels of the company, access to mentors who will share specific knowledge and experiences and act as resources and liaisons to opportunities that can help mentees meet their development goals. In addition to this, ESPN launched *Mentoring on Demand*, which allows employees to go into D Learn in the Disney HUB to add a profile and select their interests and career objectives. The system will then match those interests to those who are looking for a mentor or mentee.
4. **Training Program** – ESPN offers staff a schedule of open enrollment D-LEARN classes that are available on the Disney HUB and which are tools for career development, enabling employees to acquire skills to help them perform their roles or to qualify for higher-level positions.
5. **Virtual Volunteer Program** – ESPN participated in a virtual volunteer program through Career Village whose open access platform gives students from across the country the opportunity to post career or college related questions online, and then ESPN employees can answer those career questions at their own convenience, based on their own experience and expertise.

## V. **OUTREACH TO COMMUNITY ORGANIZATIONS AND SELF-ASSESSMENT**

In compliance with the FCC's EEO rules and as part of a continuing long-term effort to expand and enhance its recruitment sources, WMVP has made the following efforts to inform qualifying groups how they can be placed on the station's mailing list to learn of future vacancies:

1. **Internet** – WMVP's website has, throughout the reporting year, included an invitation for organizations wishing to be informed of job openings to be placed on the station's job vacancy mailing list. The website includes a form letter that interested organizations can print, complete, and then mail or e-mail, back to WMVP to accomplish this. No organizations contacted WMVP during the reporting period as a result of this website form letter.

2. **On-Air Announcements** – During the reporting period, WMVP aired multiple announcements per week stating that the station is an equal opportunity employer and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the station. No organization contacted WMVP during the reporting period as a result of these on-air announcements and was added to the mailing list for job opportunities.
  
3. **Individual Outreach** – During this reporting period, WMVP reached out personally to almost sixty (60) organizations, including universities and professional and minority organizations (See Attachment A), via phone, e-mail, and fax, informing them that they could remain on or be added to the company’s mailing lists for job vacancies. Forty-four (44) organizations responded positively to our outreach and three (3) new organizations were added to the list.

WMVP continually reviews its recruitment methods to ensure that it is receiving qualified applicants from a wide array of sources. WMVP will also continue to strive to update, refine, and expand its mailing lists through further efforts like these in the months and years ahead and to use the improved mailing lists for virtually all full-time job openings.

# ATTACHMENT A

## WMVP(AM)'S JOB VACANCY MAILING LIST

Time period: 7/16/16– 7/15/17

New Listing

<b>Organization</b>	<b>Street Address</b>	<b>City</b>	<b>ST</b>	<b>Zip</b>	<b>Phone / E-mail/ Contact</b>
Anixter Center	2001 N. Clybourne, Suite 302	Chicago	IL	60614	773-973-7900 x280
Arab-American Action Network	3148 W. 63rd Street	Chicago	IL	60629	773-436-6060
Asian Americans Advancing Justice (formerly Asian American Institute)	4753 N. Broadway, Suite 904	Chicago	IL	60640	773-271-0899
Bradley University	1501 W. Bradley Avenue	Peoria	IL	61625	309- 677-2510
Broadcasters Mentoring Group	9505 Yawl Court	Burke	VA	22015	818- 879-0858 888-307-2346
California Polytechnic State University	1 Grand Avenue	San Luis Obispo	CA	93407	805-756-1111
Centers for New Horizons	226 E. 43rd Street	Chicago	IL	60653	773-538-2388 773-451-1352
California Indian Manpower Consortium/American Indian Center	1630 W. Wilson Avenue	Chicago	IL	60640	773-271-2413 or 800-463-5747
Cambodian Association of Illinois	2831 W. Lawrence	Chicago	IL	60640	773-878-7090
Capital Area Career Center / WQNA Radio	2201 Toronto Road	Springfield	IL	62712	217-529-5431 x164
Chicago State University	9501 S. King Drive, CRSU 180	Chicago	IL	60628	773-995-2327
Chicago Urban League, Michigan Avenue Location	4510 S. Michigan Avenue	Chicago	IL	60653	773-285-5800
Chinese American Service League	2141 S. Tan Court	Chicago	IL	60616	312-791-0418
Columbia College Chicago	623 S. Wabash Avenue, Room 307	Chicago	IL	60605	312-369-8158 or 312-369-7280
Columbia University Graduate School of Journalism	2950 Broadway, 2M07 Journalism Building	New York	NY	10027	212-854-4422
Connecticut School of Broadcasting (CSB) -	130 Birdseye Road	Farmington	CT	06032	860-677-7577
DePaul University	1 E. Jackson, Suite 9700	Chicago	IL	60601	312-362-5201

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New Listing

<b>Organization</b>	<b>Street Address</b>	<b>City</b>	<b>ST</b>	<b>Zip</b>	<b>Phone / E-mail/ Contact</b>
Dominican University	7900 Division Street	River Forest	IL	60301	708-524-6786
Eastern Illinois University	600 Lincoln Avenue	Charleston	IL	61920	217-581-2412
Emma L. Bowen Foundation of Minority Interests in Media (FMIM)	New York Office, 1221 Avenue of the Americas	New York	NY	10112	www.emmabowenf oundation.com/cont act_us
Fox College - Tinley Park & Midway Campus	18020 S. Oak Park Avenue / 6640 S. Cicero Avenue	Tinley Park / Bedford Park	IL	60477 / 60638	708-444-4500 / 708-802-6582
Harold Washington College	30 E. Lake Street	Chicago	IL	60601	312-553-3159
Harper College	1200 W. Algonquin Road, Building A, Room A347	Palatine	IL	60067	847-758-2372
Illinois Media School (previously Illinois Center for Broadcasting)	455 Eisenhower Lane, Suite 200	Lombard	IL	60148	630-916-1700 x3114
Illinois Department of Human Services (IDHS), Division of Rehabilitation Services, South Wood Office	1151 South Wood Street	Chicago	IL	60612	312-633-3566
Illinois Department of Human Services (IDHS), Division of Rehabilitation Services, North Broadway Office	5050 N. Broadway, 4th Floor	Chicago	IL	60640	773-989-5016
Illinois Wesleyan University	1312 Park Street	Bloomington	IL	61701	309-556-3095
Casa Italia Chicago (Italian Cultural Center)	1621 N. 39th Avenue	Stone Park	IL	60165	708-345-3842
Japanese American Citizens League	5415 N. Clark Street	Chicago	IL	60640	773-728-7171
Jewish Vocational Service	216 W. Jackson Blvd., Suite 700	Chicago	IL	60626	312-673-3400 or 312-673-3444
Hana Center (Previously Korean American Community Services)	4300 N. California Avenye	Chicago	IL	60618	773-583-5501

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New Listing

<b>Organization</b>	<b>Street Address</b>	<b>City</b>	<b>ST</b>	<b>Zip</b>	<b>Phone / E-mail/ Contact</b>
LIFT	1620 I Street NW, Suite 820	New York	NY	20006	312-316-1899 202- 289-1151
Living Springs Community Church	19051 S. Halsted Street	Glenwood	IL	60425	708-709-0100
Loyola University Career Development Center	6525 N. Sheridan Rd.	Chicago	IL	60626	773-508-7716
MacCormac Business College	29 E. Madison	Chicago	IL	60602	312-922-1884
Madison Media Institute	2702 Agriculture Drive	Madison	WI	53718	608-663-2000
Malcolm X College	1900 W. Van Buren, Room 2307	Chicago	IL	60612	312-850-7087 x7080 or 312-553-3381
Mayor's Office for People with Disabilities	2102 W. Ogden Ave.	Chicago	IL	60612	312-746-5743 x185 or 312-746-5746
Mayor's Office of Workforce Development	1615 W. Chicago Ave. – 5th Fl.	Chicago	IL	60622	312-746-7760
Moody Bible Institute	Career Development Center, 820 N. LaSalle Blvd.	Chicago	IL	60610	312-329-4414
National Association of Black Journalists	1100 Knight Hall, Suite 3100	College Park	MD	20742	301-405-0248
National Council of La Raza	161 N. Clark Street, #4700	Chicago	IL	60601	312-269-9250
National Latino Education Institute	2011 W. Pershing Road	Chicago	IL	60652	773-247-0707 Ext. 264
National Lesbian and Gay Journalist Association	2120 L Street NW, Suite 850	Washington	DC	20037	202-588-9888
Northwestern College	4829 N. Lipps Avenue	Chicago	IL	60630	773-777-4220 x2203



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New Listing

<b>Organization</b>	<b>Street Address</b>	<b>City</b>	<b>ST</b>	<b>Zip</b>	<b>Phone / E-mail/ Contact</b>
Northwestern University	620 Lincoln Street	Evanston	IL	60208	847-491-3700 847-491-2567
Oakton Community College	1600 E. Golf Rd., Room 1125	Des Plaines	IL	60016	847-635-1735
Olive-Harvey College	10001 S. Woodlawn Avenue	Chicago	IL	60628	773-291-6656
Phalanx Family Services	1201 W. 115th Street	Chicago	IL	60643	773-291-1086
Rainbow PUSH Coalition	930 East 50th Street	Chicago	IL	60615	773-373-3366 x723 or 773-256-2741 or 2742
Robert Morris University, Chicago	401 S. State Street	Chicago	IL	60605	800-762-5960
Roosevelt University	430 S. Michigan Avenue	Chicago	IL	60605	312-341-3560
Saint Hubert Job & Networking Ministry	729 Grand Canyon Street	Hoffman Estates	IL	60169	847-885-7700 or 847-843-0020
Southern Illinois University	1263 Lincoln Drive, Suite 0179	Carbondale	IL	62901	618-453-2391
South Asian Journalists Association (SAJA)	c/o Columbia Graduate School of Journalism, 2950 Broadway	New York	NY	10027	saja@columbia.edu
University of Missouri	105I-J Anheuser-Busch National Resources Bldg.	Columbia	MO	65211	573-882-8155 or 573-882-9592
Western Illinois University	1 University Circle	Macomb	IL	61455	309-298-1838
Wheaton College	501 College Avenue	Wheaton	IL	60187	630-752-5048
Wilbur Wright College	4300 N. Narragansett Avenue	Chicago	IL	60634	773-481-8527