

ANNUAL EEO PUBLIC FILE REPORT

WMVP(AM)

August 1, 2019

(Period covered: 7/16/18 – 7/15/19)

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, 2018 through July 15, 2019. This report will be placed in WMVP’s public inspection file and posted on its website as of August 1, 2019.

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 7/16/18 to 7/15/19, WMVP did not fill any full-time job vacancies.

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, 2018 through July 15, 2019, 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 of Station Personnel
Northwestern Sports & Entertainment Career Fair	2/28/19	Dave Scharf *	General Sales Manager, WMVP(AM)
		Brian Waterkotte	Account Executive, WMVP(AM)
Chicago Wolves Career and Resource Fair	3/15/19	Dave Scharf *	General Sales Manager, WMVP(AM)
		Greg Morin	Senior Account Executive, WMVP(AM)

* This individual has hiring responsibilities for full-time employees at WMVP(AM).

2. **Sponsorship of Job Fair** – In addition to attending the Northwestern Sports and Entertainment Career Fair on 2/28/19, WMVP also helped promote the event by running on-air announcements almost three (3) weeks prior and up to the day before the event. WMVP also posted the job fair information on its Facebook event page to help inform the public of the event.

The Chicago Wolves Career and Resource Fair was held on 3/15/19, and WMVP attended the event and ran on-air announcements every day for eight (8) days prior to the event to help spread the word to individuals who may be

interested in attending. To help promote the event, the station also posted details of the career fair on its Facebook event page.

During the Chicago Wolves Career and Resource Fair, WMVP’s General Sales Manager, Dave Scharf, participated in a panel discussion, along with representatives from the Chicago Wolves, Chicago White Sox, and Chicago Fire. He provided an overview of some of the key trends shaping the sports industry and offered tips, insight, and resources for those looking to break into or transition into a career in sports broadcasting. As head of the Sales Department at WMVP, he also shared what he looks for in a candidate when recruiting Account Executives to join his team.

3. **Educational Outreach (Career Days/Media Events/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. 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 sports radio broadcasting.

The eighteen (18) educational outreach events, in which ESPN employees participated this year on behalf of WMVP, are listed below.

WMVP Representative & Title	Date Visited	Name of School/Organization	City and State	Type
Sarah Spain, Reporter/On Air Talent	7/27/18	The Academy Group and Embarc Chicago	Chicago, IL	Students in the program came to the radio station where representatives from the Programming and Sales Departments spoke to them about their various roles within the station and the importance of both departments working together. The representatives fielded questions from the group, and then afterwards, the students learned the components of how to put a show together with an opportunity to record a segment in a real live studio.
Adam Delevitt, Program Director				
Randy Merkin, Assistant Program Director				
Dave Scharf, General Sales Manager				
Andrew Dulaney, Local Sales Manager				

WMVP Representative & Title	Date Visited	Name of School/Organization	City and State	Type
Jonathan Hood, On-Air Talent	7/31/18 9/26/18 11/20/18 2/6/19 3/20/19 5/1/19 6/13/19	Illinois Media School, Lombard Campus	Lombard, IL	Guest speaker at the school's Air Check/ Broadcasting Sessions. He critiqued the students' air checks, offering advice on how to improve and make them stand out from the crowd. He also talked about what to do with these air checks so that they get into the right hands. Afterwards, there was a Q&A session about broadcasting and the steps one should take to secure a job in this business.
Adam Delevitt, Program Director	10/23/18	Loyola University Chicago	Chicago, IL	Guest speaker at the university's Sports Media Class. He discussed the sports media business, its challenges, its future, and shared his journey from college, to intern, to producer, assistant program director, and then ultimately to Program Director of WMVP. He also offered advice on how to separate oneself from the pack when trying to break into this highly competitive business.
Adam Delevitt, Program Director	10/25/18	Maine East High School	Park Ridge, IL	Panelist at the school's Media Career Day. He shared his story of how he ended up with a career in sports broadcasting and what he had to do to get there. He also told the students where he thinks the future of Radio is headed and what they can do to prepare themselves if they want to succeed in this industry. A Q&A session followed.

WMVP Representative & Title	Date Visited	Name of School/Organization	City and State	Type
Carol Voronyak, Director of Talent Recruitment and Negotiations	11/13/18	University of Illinois	Champaign, IL	Panelist at Illini Days' Women in Media event. She discussed her day-to-day responsibilities, what it takes to be successful in her role, and offered advice on how to break into the competitive male dominated sports broadcasting industry. She also shared some insight as to what she looks for when recruiting talent and what makes someone stand out from all the rest.
Roman Modrowski, Senior Editor, ESPN.com	11/20/18	Loyola University Chicago	Chicago, IL	Hosted students from the university's Sports Media Class, giving them a tour of the station so they could learn about what happens at a radio station and the different role of each department from programming to sales, to promotions, etc. He discussed his role in the company and the importance of strong writing skills if one is interested in a career in sports media.
Adam Delevitt, Program Director	1/17/19	Maine Township High School District 207	Park Ridge, IL	Panelist at the school's Communication and Media Career Pathway event, attended by teachers and school/district administrators. He talked about the different careers in sports broadcasting and the different departments within a radio station. He gave his suggestions on what classes would help prepare students if they wanted to pursue a career in Radio/Sports Media.

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Marc Silverman, On-Air Talent	2/23/19	York High School	Elmhurst, IL	Guest speaker at the school's basketball program. He discussed his journey into sports broadcasting, the different jobs he had along the way, all the hard work he had to put in, which ultimately lead him to his current role as sports talk host at WMVP. He took questions from the students and stressed the importance of a good education for any athlete.
Danny Zederman, Executive Producer	3/1/19	Plum Grove Junior High School	Rolling Meadows, IL	Guest speaker at the school's Career Day. He gave the students some insight into his role as Executive Producer for a successful major market sports talk show. He also talked about the different career opportunities in Radio broadcasting and at WMVP, and told the students that being successful in this industry starts with the foundation of a good education.
Marc Silverman, On-Air Talent	3/22/19	Niles North High School	Niles, IL	Guest speaker at the school's Writers & Artists Week event. He discussed what he does to prepare for his job as an on-air talent at WMVP and how good writing skills, coupled with a solid education, helped him get to where he is today. He also offered advice on how to pursue a career in radio and what it takes to be a successful sports talk show host in a very competitive industry.

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Joe McArdle, Production Director	3/22/19	Prospect High School	Mount Prospect, IL	Guest speaker and panelist for the school's PACE DAY. This event is aimed to inform students, who are active in the arts, about other future career paths. He made a presentation (twice) on Radio and Audio Production, discussed his day-to-day responsibilities as Production Director at WMVP, and answered questions regarding careers in Radio broadcasting.
Adam Delevitt, Program Director Jim Pastor, VP and General Manager Joe McArdle, Production Director	5/22/19	Bradley University	Peoria, IL	Hosted a communications class from the university at the radio station. Adam shared his experience and expertise in the sports broadcasting industry, detailing his responsibilities as Program Director of WMVP. He also offered sound advice to those wanting to become On Air Talents and how to break into the highly competitive business. Joe discussed the importance of his job at the station, enlightening the students about another career opportunity in radio and showing them that a career in radio isn't limited to just being on air. Later, Jim came in to speak to the students about his role overseeing and managing the radio station. He talked about the departments that make up the station, how they play a role in its success, and the different type of jobs here at WMVP.

4. **Mentoring Program** – ESPN continues to offer 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, ESPN continues to offer their *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.
5. **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.
6. **Virtual Volunteer Program** – ESPN partners with a virtual volunteer program called 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 approximately sixty (60) organizations, including universities and professional, minority and women’s 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. Fifty-five (55) organizations responded positively to our outreach, including two (2) new organizations.

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: 7/16/18– 7/15/19

New Listing

Organization	Street Address	City	ST	Zip	Phone/ E-mail/Contact
Anixter Center	2001 N. Clybourne, Suite 302	Chicago	IL	60614	773-973-7900
Arab-American Action Network	3148 W. 63rd Street	Chicago	IL	60629	773-436-6060
Asian Americans Advancing Justice	4753 N. Broadway, Suite 904	Chicago	IL	60640	773-271-0899
Bradley University	1501 W. Bradley Avenue	Peoria	IL	61625	309- 677-2510
Broadcasters and Sportscasters 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	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 - Work Force Development (WFD)	Chicago	IL	60653	773-285-5800 773-624-8828
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	212-854-2980
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

Organization	Street Address	City	ST	Zip	Phone/ E-mail/Contact
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.emmabowen foundation.com/ contact_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
Hana Center (Previously Korean American Community Services)	4300 N. California	Chicago	IL	60618	773-583-5501
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
Harry Truman College	1145 W. Wilson Avenue, Room 1220A	Chicago	IL	60640	773-907-6303
Illinois Media School	530 S. State Street	Chicago	IL	60603	331-215-4733
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, Emerald Drive Office	6221 S. Emerald Drive, Suite 2	Chicago	IL	60621	312-338-6606
Illinois Wesleyan University	1312 Park Street	Bloomington	IL	61701	309-556-3095 309-556-1337
Casa Italia Chicago (Italian Cultural Center)	1621 N. 39th Avenue	Stone Park	IL	60165	708-345-3842
Jewish Vocational Service	216 W. Jackson Blvd., Suite 700	Chicago	IL	60626	312-673-3400 or 312-673-3444
Kennedy King College	6301 South Halsted Street	Chicago	IL	60621	773-602-5307

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Organization	Street Address	City	ST	Zip	Phone/ E-mail/Contact
LIFT	1620 I Street NW, Suite 820	New York	NY	20006	312-316-1899 x402 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 Road	Chicago	IL	60626	773-508-7716
MacCormac Business College	29 E. Madison	Chicago	IL	60602	312-922-1884
Malcolm X College	1900 W. Van Buren, Room 2307	Chicago	IL	60612	312-850-7267 or 312-553-3381
Mayor's Office for People with Disabilities	2102 W. Ogden Avenue	Chicago	IL	60612	312-746-5743 x185 or 312-746-5746
Mayor's Office of Workforce Development	1615 W. Chicago Avenue, 5th Floor	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 626-792-3846
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	7725 S. Harlem Avenue	Bridgeview	IL	60455	888-205-2283
Northwestern University	620 Lincoln Street	Evanston	IL	60208	847-491-3700 847-491-2567
North Park University	3225 West Foster Avenue	Chicago	IL	60625	773-244-5775
Oakton Community College	1600 E. Golf Road, Room 1125	Des Plaines	IL	60016	847-635-1735

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New Listing

Organization	Street Address	City	ST	Zip	Phone/ E-mail/Contact
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 x27
Professional Women's Club of Chicago	4210 West Irving Park Road	Chicago	IL	60641	312-263-1808
Rainbow PUSH Coalition	930 East 50th Street	Chicago	IL	60615	773-373-3366 x723 or 773-256-2741 or 2742
Richard M. Daley College	7500 S. Pulaski Road	Chicago	IL	60652	773-838-7964
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
Self-Help Jobs Program	8383 W. 171st Street	Tinley Park	IL	60477	708-633-6580
Southern Illinois University	1263 Lincoln Drive, Suite 0179	Carbondale	IL	62901	618-453-2391 618-453-1045
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	573-884-6317
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
Women's Sports Foundation	1899 Hempstead Turnpike, Suite 400	East Meadow	NY	11554	800-227-3988