

**WCAZ (AM) – Carthage, IL**  
**EEO Public File Report**  
**August 1, 2019 – July 31, 2020**

**I. VACANCY LIST**

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”) used to fill vacancy	RS that referred hiree
[Current Licensee has fewer than 5 full time employees]		

**WCAZ (AM) – Carthage, IL**  
**EEO Public File Report**  
**August 1, 2019 – July 31, 2020**

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	Illinois Association of Broadcasters –Job Bank www.ilba.org	Y	0
2	National Alliance of State Broadcasters Association – Job Board – careerpage.org	Y	0
3	Western Illinois University Career Development Center Memorial Hall 125 – 1 University Circle Macomb, IL 61455 309.298.1838 (Tel)	Y	0
4	NABEF 1771 N Street NW Washington, DC 20036 202.429.5424 (Tel)	Y	0
5	Careerbuilder.com	Y	0

**WCAZ (AM) – Carthage, IL**  
**EEO Public File Report**  
**August 1, 2019 – July 31<sup>st</sup>, 2020**

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	WCAZ has fewer than 5 full time employees and is therefore exempt from the recruitment initiatives requirements of the FCC's EEO Rules.	
2		
3		
4		