1. **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 hire |
| [Current Licensee has fewer than 5 full time employees] |  |  |
|  |  |  |
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|  |  |  |
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|  |  |  |
|  |  |  |

August 1, 2022 – April 25, 2023

1. **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](http://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 |

August 1, 2023 – April 252023

1. **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 |  |  |