

**KQCJ (FM) – Cambridge, IL  
EEO Public File Report  
August 1, 2021 – July 31, 2022**

**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
[Licensee had no new positions or hires during this reporting period]		

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**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	LinkedIn	Y	0
6	Internal Referral	N	0
7	Facebook.com	N	0

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	KQCJ was unable to engage in its usual recruitment initiatives due to COVID restrictions but still engaged several initiatives internally during the applicable period.	On June 28, 2022, KQCJ engaged in a digital advertising sales seminar for radio sales staff to cross train on digital/web advertising sales and to advance promotion options.
2		On July 20, 2022, KQCJ trained junior sales staff on radio advertising sales techniques and processes to further enhance sales skills and advance promotion options
3		
4		