

**EEO REPORT AUGUST 1, 2025 THRU JULY 31, 2026
HEARTLAND SIGNAL, LLC**

WCPT-AM 820 Willow Springs, Illinois
WSBC-AM 1240 Chicago, Illinois

EEO STATEMENT POLICY

The following EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the 2 radio stations mentioned above. Heartland Signal, LLC is an Equal Opportunity Employer.

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**(i) -List of all Full-Time Vacancies/(iii) -Source of Hire
(See attached list for Referral Source Number)**

- There were no vacancies for full-time positions that were filled during the previous year.

(ii) - EEO Recruitment Sources. *See attached list.

- There were no vacancies for full-time positions that were filled during the previous year.

** On the EEO Outreach List, numbers 1-34 represent EEO Outreach Organizations. Numbers 35-43 represent ad, website publications, or on-air notices.*

(iv) Total Number of Interviewees Per Job Vacancy

- There were no vacancies for full-time positions that were filled during the previous year.

TOTAL INTERVIEWED: 0

-Total Number of Interviewees referred by each source, for period August 1, 2025-July 31, 2026. This employment unit interviewed 0 people for full-time vacancies. These interviewees were referred by the following sources:

- There were no vacancies for full-time positions that were filled during the previous year.

TOTAL INTERVIEWED: 0

(v) **-List of Initiatives from August 1, 2024-July 31, 2026**
(2-year period)

1. August 2024-July 2025 (5)

Heartland Signal, LLC has established an internship program for college students whereby they receive credit and hands-on experience working for our radio group. WCPT held its internship program between August 2024 and July 2025. The Interns assisted in researching and writing stories for the Heartland Signal digital department. They also edited news clips for our social media platforms, as well as WCPT-AM 820.

2. September, 2024 (8)

Throughout the month of September 2024, Operation's Manager of WCPT, Matt Comings, and Jorge Murillo, Operation's Manager of WSBC, representing both Heartland Signal, LLC radio stations, spent several hours with Justin Latta, the Chief Information Officer, discussing the administration of all of the IT systems. Mr. Latta explained how the backup infrastructure works, as well as website and domain management. He explained in detail about the station's phone system, the active directory, and the details about the Microsoft 365 Admin. settings. Mr. Comings and Mr. Murillo also learned about the server infrastructure, the FTP system, the radio automation system (iMedia), the network infrastructure, and miscellaneous cloud systems. They also learned about licensing and account management. The purpose of these training sessions between our CIO and our Operation's Managers was to improve our employee's overall knowledge and skills, while also better preparing them for IT management positions in the future.

3. September 25, 2024 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, and Chief Engineer, Jim Addie, attended the Illinois Tech Fall 2024 On-Campus Career Fair at the Illinois Institute of Technology in Chicago. Jorge and Jim met with interested students about IT positions at the company. They spoke about the different aspects of the IT job description like being familiar with Office 365, being able to support users with software function in MS Office and Adobe suite. They also discussed basic PC maintenance hardware and software maintenance, network operations and security, VLAN, VPN, and knowledge of virtualization and restoration. They also explained servers, firewalls, and routers, as well as the ability to manage security issues including malware, fishing, network incursion, and about emergency support, both remote and on-site. Overall, the job fair was very diverse, and very successful. Jorge collected about 60 resumes.

4. October 16, 2024 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, attended the 2024 St. Xavier University's College-to-Career Expo at The Shannon Center on the University's campus from 12pm-2pm. Mr. Murillo met with many students at the fair, and he talked about the jobs/internships available at Heartland Signal, LLC. Jorge explained the duties performed by the board-operators and the sales team at the radio stations, and he gave each job candidate station souvenirs/giveaways. The job fair was very diverse, and many students of different ethnic backgrounds came to the booth to speak to Jorge. All the resumes that were collected were going to be reviewed by the station managers.

5. February 20, 2025 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, registered for the Illinois Tech Spring 2025 On-Campus Career Fair at the Illinois Institute of Technology in Chicago. Many students were very interested about the engineering positions at the company. Overall, the job fair was very diverse, and very successful. Jorge collected many resumes via the Handshake platform afterwards.

6. February 25, 2025 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, registered for the 2025 St. Xavier University's Spring Career Fair at The Shannon Center on the University's campus from 12pm-2pm. We have attended this job fair for many years now. Overall, the job fair was very successful, as we collected many resumes via the Handshake platform.

7. May, 2025 (14)

During the month of September 2025, the management team at Heartland Signal LLC spent several hours taking courses via the EasyLlama Training program to learn about how to prevent harassment and discrimination in the workplace. A training account was created for each individual, and they were given a deadline of September 26, 2025 to complete the training. The training courses were very educational, and each individual had to answer questions to real-life scenarios given in the videos.

8. October 1, 2025 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, attended the virtual City Colleges of Chicago Virtual Job Fair from 9am-2pm. Jorge met with many interested students via the Handshake platform. Jorge spoke to the students about the positions of board-operator, sales, and IT. The students from the City Colleges of Chicago were all very eager to learn about the radio business. Overall, the job fair was very diverse, and very successful, given the fact that it was a virtual event.

9. October 8, 2025 (1)

Operation's Manager, Jorge Murillo, representing both radio stations, attended the 2025 St. Xavier University's College-to-Career Fall Expo at The Shannon Center on the University's campus from 12pm-2pm. The job fair was very diverse, and many students of different ethnic backgrounds came to the booth to learn more about the job openings at Heartland Signal, LLC. Many resumes were collected and they were going to be reviewed by management. The job fair was a success as many students were present.

Initiative Totals:

1 Internship Program (5)	= 1.00 initiative
6 Job Fairs (1)	= 1.50 initiative
1 Training Programs (8)	= 1.00 initiative
1 Management Training for preventing discrimination (14)	= 1.00 initiative

Total Initiatives: 4.50

EEO OUTREACH LIST						
NAME	CONTACT	ADDRESS	PHONE	COMMUNICATION		
1 Rainbow/Push Coalition	Margie McKinnon-Price	930 E. 50th. Street Chicago, IL 60615-2702	(773) 373-3366	Fax-- (773) 256-2772		
2 National Latino Education Institute	Employment Services education@nlei.org	2011 W. Pershing Rd. Chicago, IL 60609	(773) 395-1924	(E-mail preferred)		
3 Korean American Community Services	Chicago Center info@hanacenter.org	4300 N. California Chicago, IL 60618	(773) 583-5501	(E-mail preferred)		
4 Chinese American Services	Charlene Wong charlene.wong@casl.org	2141 S. Tan Street Chicago, IL 60616	(312) 791-0418	(E-mail preferred)		
5 Northwestern University	Career Advancement nca@northwestern.edu	620 Lincoln Street Evanston, IL 60208	(847) 491-3700	Handshake site		
6 Trellus (formerly Asian Human Services)	Workforce Development jobsnow@mytrellus.org	4820 N. Broadway, 3rd Floor Chicago, IL 60640	(773) 293-8100	(E-mail preferred)		
7 DePaul University	Career Services career_center@depaul.edu	1 E. Jackson Blvd., Suite 9500 Chicago, IL 60604	(312) 362-8437	Handshake site		
8 Northern Illinois University	Career Services careerservices@niu.edu	1425 W. Lincoln Highway Dekalb, IL 60115	(815) 753-1641	(E-mail preferred)		
9 Elmhurst University	Christina Danno christina.danno@elmhurst.edu	190 Prospect Ave. Elmhurst, IL 60126	(630) 617-3460	(E-mail preferred)		
10 Daley College	Vincent Alvarez-Director valvarez81@ccc.edu	7500 S. Pulaski Road Chicago, IL 60605	(773) 838-7500	Handshake site		
11 Wilbur Wright College	Joe Reaves-Director jreaves@ccc.edu	4300 N. Narragansett Ave. Arts Building-Room 100 Chicago, IL 60634	(773) 481-8527	Handshake site		
12 Northeastern Illinois University	Career Services ocs@neiu.edu	5500 N. Saint Louis Ave. Chicago, IL 60625	(773) 442-4680	Handshake site		
13 Malcom X College	Rhonda Hardemon-Director rhardemon@ccc.edu	1900 W. Van Buren Chicago, IL 60612	(312) 850-7894	Handshake site		
14 University of IL, Urbana-Champaign	The Career Center careercenter@illinois.edu	715 S. Wright St. Champaign, IL 61820	(217) 333-0820	Handshake site		
15 St. Xavier University	Jackie Morris careerdevelopment@sxu.edu	3700 W. 103rd. Street Chicago, IL 60655	(773) 298-3131	Handshake site		
16 Chicago Urban League	Chelsea Whittington cwhittington@chiul.org	4510 S. Michigan Ave. Chicago, IL 60653	(773) 451-3524	(E-mail preferred)		
17 Olive Harvey College	Charlene Haymond-Bussell-Director chaymond-bussell@ccc.edu	10001 S. Woodlawn Ave. Chicago, IL 60628	(773) 291-6366	Handshake site		
18 Elgin Community College	Career Services careerservices@elgin.edu	1700 Spartan Drive Elgin, IL 60123	(847) 214-7399	(E-mail preferred)		
19 Casa Central	Career Services info@casacentral.org	1343 N. California, 3rd. Floor Chicago, IL 60622	(773) 645-2300	(E-mail preferred)		
20 Harold Washington College	Julie MacCarthy-Director jmacCarthy@ccc.edu	30 E. Lake Street Chicago, IL 60601	(773) 838-7964	Handshake site		
21 Concordia University Chicago	Career Services Career.Services@CUChicago.edu	7400 Augusta Street River Forest, IL 60305	(708) 209-3033	(E-mail preferred)		
22 Instituto del Progreso Latino	Karina Ayala-Bermejo info@idpl.org	2520 S. Western Ave. Chicago, IL 60608	(773) 890-0055	(E-mail preferred)		
23 University of Saint Francis	Maribeth Hearn--Director careerservices@stfrancis.edu	500 Wilcox Street Joliet, IL 60435	(815) 740-3440	Handshake site		
24 University of Illinois at Chicago	Career Services careerservices@uic.edu	1200 W. Harrison, Suite 3050 Chicago, IL 60607	(312) 966-2300	Handshake site		
25 Roosevelt University	Career Services career@roosevelt.edu	430 S. Michigan Ave. Chicago, IL 60605	(312) 341-3560	Handshake site		
26 Columbia College	Career Center careercenter@colum.edu	754 S. Wabash, 3rd Fl. Chicago, IL 60605	(312) 369-7280	Handshake site		

NAME	CONTACT	ADDRESS	PHONE	COMMUNICATION
27 Chinese Mutual Aid Association	Mr. Bart Moy--President info@chinesemutualaid.org	1016 W. Argyle Street Chicago, IL 60640	(773) 784-2900	(E-mail preferred)
28 Bethel New Life, Inc.	Sharif Walker--President info@bethelnewlife.org	1150 N. Lamon Ave. Chicago, IL 60651	(773) 473-7870	(E-mail preferred)
29 Governors State University	Career Services career@govst.edu	One University Parkway University Park, IL 60484	(708) 534-4930	Handshake site
30 Kennedy-King College	Dr. Ingrid Prioleau Byrd--Director kkccareerservices@ccc.edu	6301 S. Halsted Street. Chicago, IL 60621	(773) 602-5000	Handshake site
31 Illinois Media School	Karli Rainey--Admissions Dir. krainey@beonair.com	9 W. Washington Street Chicago, IL 60602	(331) 215-4762	(Phone preferred)
32 Loyola University	Career Services careercenter@luc.edu	1032 W. Sheridan Road Chicago, IL 60626	(773) 508-7716	Handshake site
33 Illinois Institute of Technology	Career Services careerservices@iit.edu	3201 S. State St.--Room 106 Chicago, IL 60616	(312) 567-6800	Handshake site
34 IL Broadcaster's Association	Dennis Lyle--President iba@ilba.org	2501 Chatham Rd.--Suite 200 Springfield, IL 62704	(217) 793-2636	(E-mail preferred)
35 WCPT-AM Website	Matt Comings - Ops. Mgr. mattc@wcpt820.com	www.heartlandsignal.com	(773) 792-1121	(E-mail preferred)
36 WCPT-AM 820	Mark Pinski - G.M. mp@wcpt820.com	5475 N. Milwaukee Ave. Chicago, IL 60630	(773) 792-1121	(E-mail preferred)
37 Chicago Reader	Classified Department classified-ads@chicagoreader.com	2930 S. Michigan Ave., Ste 102 Chicago, IL 60616	(312) 392-2970	(E-mail preferred)
38 WSBC-AM 1240	Mark Pinski - G.M. mp@wcpt820.com	5475 N. Milwaukee Ave. Chicago, IL 60630	(773) 792-1121	(E-mail preferred)
39 Indeed	www.indeed.com			(Online site)
40 Journalism Jobs	www.journalismjobs.com			(Online site)
41 NAHJ	www.nahcareers.org			(Online site)
42 NABJ	www.nabjcareers.org			(Online site)
43 Media Recruiter	www.mediarecruiter.com			(Online site)
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