

**KQCJ (FM) – Cambridge, IL  
EEO Public File Report  
August 1, 2023 – July 31, 2024**

**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 of KQCJ has fewer than 5 full time employees and is therefore exempt]		

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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	The KQCJ employment unit 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		