

Annual EEO Public File Report

August 1, 2016 thru July 31, 2017

**WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
Channel 23 Limited Partnership – WWME-CA
Weigel Broadcasting Co. – WMEU-CA**

**WCIU-TV Limited Partnership, Channel 23 Limited Partnership and
Weigel Broadcasting Co. Are Equal Opportunity Employers**

Job Vacancies Filled During Reporting Period

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee(s)	Hiree Referral Source
1	Screener/Closed Captioner	8/11/2016	2	Company Job Board	Company Job Board
2	Broadcast Maintenance Engineer	8/23/2016	1	Indeed	Indeed
3	Network Content Editor	8/24/2016	6	Indeed Company Job Board	Company Job Board
4	Director of Photography	8/24/2016	3	Company Job Board	Company Job Board
5	Reporter/On-Air Talent	8/30/2016	2	Indeed Company Job Board	Indeed, Company Job Board
6	Marketing Coordinator	9/6/2016	1	LinkedIn	LinkedIn
7	Traffic Log Editor	9/19/2016	2	Internal Referral Indeed	
8	Editor	9/19/2016	3	Company Job Board LinkedIn	LinkedIn
9	Sales Assistant/Marketing Coordinator	9/20/2016	2	Company Job Board	Company Job Board
10	Motion Graphics Designer	9/26/2016	5	Indeed	Indeed
11	Master Control Operator	9/29/2016	3	Company Job Board Indeed	Indeed
12	Account Executive	1/6/2017	1	Internal Referral	Internal Referral
13	Archive Technician	1/10/2017	4	Indeed	Indeed
14	New Business Development – Account Executive	2/24/2017	2	Company Job Board Internal Referral	Company Job Board, Internal Referral
15	Digital Advertising Operations Specialist	2/28/2017	2	Indeed Internal Referral	Indeed
16	Marketing Manager	3/9/2017	15	Company Job Board Indeed LinkedIn	LinkedIn (2)
17	Sales Assistant	3/9/2017	2	Indeed Internal Referral	Indeed

18	Network Promotions Log Editor	4/3/2017	7	Company Job Board Indeed Internal Referral	Internal Referral
19	Executive Producer	4/12/2017	5	Company Job Board LinkedIn SimplyHired	Company Job Board
20	Guest Services Coordinator	4/12/2017	4	Company Job Board Indeed	Company Job Board
21	Radio Image Director	4/19/2017	5	Company Job Board Employmentcrossing.com	Company Job Board
22	Motion Graphics Designer	5/1/2017	2	Indeed	Indeed
23	On-Air Contributor	5/2/2017	2	Company Job Board Indeed	Indeed, Company Job Board
24	Production Assistant	5/5/2017	10	Company Job Board Illinois Skills Match Indeed	Illinois Skills Match
25	Producer	5/25/2017	1	Company Job Board	Company Job Board
26	Social Media Producer	6/5/2017	1	Internal Referral	Internal Referral
27	I.T. Support Specialist	6/9/2017	12	Indeed LinkUp	Indeed
28	On-Air Promotion Producer	6/14/2017	11	Company Job Board Indeed LinkedIn Mediamatch.com	Indeed
29	Social Media Coordinator	6/26/2017	12	Company Job Board Indeed	Company Job Board
30	National Content Writer	6/26/2017	8	Company Job Board Indeed Journalismjobs.com LinkedIn	Company Job Board, Journalism jobs.com
31	New Business Development – Account Executive	7/10/2017	1	LinkedIn	LinkedIn
32	Local Content Editor	7/11/2017	3	Indeed	Indeed
33	Junior Graphic Designer	7/17/2017	7	Company Job Board Glassdoor.com Indeed	Indeed

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

For position 1, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 26, 61 as set forth in Attachment A

For position 2, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 3, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 4, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 5, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 6, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 7, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 8, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 58, as set forth in Attachment A.

For position 9, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 12, 21, 50, 38 as set forth in Attachment A

For position 10, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, as set forth in Attachment A

For position 11, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 58 as set forth in Attachment A

For position 12, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21 as set forth in Attachment A

For position 13, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 12, 38 as set forth in Attachment A

For position 14, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 12, 21 as set forth in Attachment A

For position 15, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54 as set forth in Attachment A

For position 16, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 15, 38 as set forth in Attachment A

For position 17, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54 as set forth in Attachment A

For position 18, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 33, 37, 38 as set forth in Attachment A

For position 19, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 37, 50 as set forth in Attachment A

For position 20, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 38 as set forth in Attachment A

For position 21, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 21, 22, 43, 50, 38, 3 as set forth in Attachment A

For position 22, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 33, 38, 50 as set forth in Attachment A

For position 23, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 22 as set forth in Attachment A

For position 24, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 21, 43 as set forth in Attachment A

For position 25, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 37, 50 as set forth in Attachment A

For position 26, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 12, 15, 32, 27, 33, 44 as set forth in Attachment A

For position 27, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 13, 23, 21, 33, 37, 50, 4 as set forth in Attachment A

For position 28, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 26, 29, 34, 37, 42, 21 as set forth in Attachment A

For position 29, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 13, 15 as set forth in Attachment A

For position 30, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 16, 36, 41, 47, 31, 45, 32, 35, 43, 4, 1, 40, 3, 33 as set forth in Attachment A

For position 31, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 22, 32, 43, 44, 48 as set forth in Attachment A

For position 32, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 4, 22, 28, 19, 20, 32, 39 as set forth in Attachment A

For position 33, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 17, 31, 33, 35, 43, 45, 48, 26, 29, 24, 34, 36, 16, 41, 25 as set forth in Attachment A

There is also attached hereto a description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. to provide them with information about full-time job openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be sent to WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co., 26 North Halsted St., Chicago, IL 60661. WCIU-TV

Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. are equal opportunity employers.

Attachment A

List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	TVJobs.com	Mark Halloway	www.tvjobs.com	(760)754-2115	71
2	Indeed	N/A	www.indeed.com	(800)475-4361	
3	Media-Match Magazine	usa-media@media-match.com	www.media-match.com	N/A	1
4	Columbia College	Valerie Robbins	https://app.joinhandshake.com/	(312)369-6844	1
5	Glassdoor	N/A	www.glassdoor.com	(888)355-9323	
6	SimplyHired	N/A	www.simplyhired.com	N/A	1
7	Facebook	N/A	www.facebook.com	N/A	1
8	LinkUp	N/A	www.linkup.com	(866)359-9360	
9	WCIU Careers Page	Martin Varghese	www.wciu.com/careers	(312)705-2667	45
10	ABC57 Careers Page	Drew Nurczyk	www.abc57.com/careers	(312)705-2630	
11	CBS58 Careers Page	Christina Camps	www.cbs58.com/careers	(414)607-8190	1
12	DePaul University	Kara Smith	https://app.joinhandshake.com/	(312)362-8000	
13	Medialine	rich@medialine.com	www.medialine.com	(706)364-7564	1
14	National Latino Education Institute	Brian Sanchez	2011 W. Pershing Rd. Chicago, IL 60609	(773)247-0707	
15	Spots N Dots	Dai Korba	167 Oakdale Rd. Johnson City, NY 13790	(888)884-2630	1
16	Arizona State University	employers.careerservices@asu.edu	http://bit.ly/sundevilcareerlink	(480)965-2350	
17	Columbia University	postjobs@jrn.columbis.edu	http://journalism-columbia-csm.symplicity.com/	N/A	1
18	DeVry University	Ashley Purdy	300 N Campbell Ave Chicago, IL 60618	(773)697-2081	
19	Dice	Dawn Mann	www.dice.com	(515)313-2014	1
20	Digiday Careers	Nick Friese	http://careers.digiday.com/		
21	EntertainmentCareers.net	Brad Hall	www.entertainmentcareers.net/employer/	(310)442-0200	1
22	Illinois Institute of Technology	careerservices@iit.edu	https://app.joinhandshake.com/	(312)567-6800	
23	Illinois State University	Pamela Cooper	https://illinoisstate-csm.symplicity.com/	(309)438-3245	

24	Journalism Jobs	N/A	www.journalismjobs.com	N/A	1
25	Kansas University	Steve Rottinghaus	https://ku-csm.symplicity.com/	(785)864-7630	11
26	LinkedIn.com	N/A	2029 Stierlin Ct Mountain View, CA 94043	N/A	
27	Loyola University	loyolaSOC@luc.edu	http://luc-csm.symplicity.com/	(312)915-6548	
28	Mashable Careers	mashablesales@careerscast.com	http://jobs.mashable.com/careers/	N/A	
29	Mediabistro.com	Alexandria Spignesi	www.mediabistro.com	(212)547-7946	1
30	Miami of Ohio University	careerservices@miamioh.edu	https://app.joinhandshake.com/	(513)529-3831	
31	University of Missouri	services@myinterfase.com	https://app.joinhandshake.com/	(573)882-0373	
32	Northern Illinois University	careerservices@niu.edu	https://niu-csm.symplicity.com/	(815)753-8346	
33	Northwestern University	Jim O'Brien	http://medill-northwestern-csm.symplicity.com/	N/A	1
34	New York University	NYUWasserman@csm.symplicity.com	http://www.nyu.edu/careerdevelopment/	(212)998-4730	
35	Ohio University	Christi Lee	http://ohio-csm.symplicity.com/	(740)593-1394	
36	Penn State University	interviewing@psu.edu	http://psu-csm.symplicity.com/	(814)865-5131	
37	Production HUB	Anthony Composto	www.productionhub.com	(407)629-2206	N/A
38	Purdue University Northwest	Kristy Virgo	https://app.joinhandshake.com/	(219)989-2600	
39	Stack Overflow Careers	N/A	https://careers.stackoverflow.com/	N/A	
40	Syracuse University	Susan Call	http://syr-csm.symplicity.com/	(315)443-9083	
41	University of Arizona	crsv-joblink@email.arizona.edu	https://app.joinhandshake.com/	(520)621-2588	(773)702-7040
42	University of Chicago	Careeradvancement@uchicago.edu	http://uchicago-csm.symplicity.com/	(773)702-7040	
43	University of Illinois at Champaign	jrleach@illinois.edu	https://app.joinhandshake.com/	(217)244-4329	
44	University of Illinois at Chicago	ocs@uic.edu	http://UICcareers.com	(312)996-2300	
45	University of Michigan	careercenter@umich.edu	https://app.joinhandshake.com/login	(734)764-7460	(775)682-7114
46	University of	careers@unr.edu	https://app.joinhandshake.com/	(775)682-7114	

47	Nevada at Reno University of Notre Dame	ndcps@nd.edu	m/ https://goirish- csm.symplicity.com/	N/A	1
48	University of Wisconsin at Madison	Greg Iaccarino	https://ls-wisc- csm.symplicity.com	(608)265-9205	
49	University of Wisconsin at Milwaukee	panthers- jobs@uwm.edu	https://uwm- csm.symplicity.com/	N/A	
50	Wisconsin Private Colleges	Jessica May	https://app.purplebriefcase.c om	(414)382-6406	
51	Illinois JobLink	des.ilsjlsysadmsp prt@illinois.gov	https://illinoisjoblink.illinois.g ov	(877)342-7533	2
52	Indiana Career Connect	Melissa Gushwa	https://www.indianacareerco nnect.com/	(547)237-9675	
53	Job Center of Wisconsin	WIJobOrders@d wd.wisconsin.gov	www.jobcenterofwisconsin.c om	N/A	
54	AbilityLinks National	Janice Devall	www.abilitylinks.org	(630)909-7443	
55	Association of Black Journalists National	eric@journalism next.com	www.nabj.org	N/A	
56	Association of Hispanic Journalists	N/A	www.nahj.org	N/A	
57	Illinois Center for Broadcasting	Carl Jackson	55 W 22nd St #240 Lombard, IL 60148	(630)916-1700	
58	Hispanic Alliance for Career Advancement	rocio@haceonlin e.com	25 E Washington, #1500 Chicago, IL 60604	(312)435-0498	
59	University of Chicago - Chicago Career Connection	N/A	https://careeradvancement.u chicago.edu/	N/A	
60	Internal Posting		Drew Nurczyk		
61	Craigslist		www.craigslist.com	n/a	
62	Stanford University		https://app.joinhandshake.co m/login	N/A	
63	Marquette University		https://app.joinhandshake.co m/login	N/A	
64	University of Miami - Florida		https://app.joinhandshake.co m/login	N/A	
65	Valparaiso University		https://app.joinhandshake.co m/login	N/A	
66	Big Shoes Network		www.bigshoesnetwork.com	N/A	
67	FilmandTVPro.com		www.filmandtvpro.com	N/A	
68	ZipRecruiter		www.ziprecruiter.com	N/A	
69	EmploymentCrossi ng		www.employmentcrossing.co m	N/A	1

70	Internal Referral	Weigel Broadcasting Employee	N/A	8
71	Rick Gevers Newsletter	rick@rickgevers.com	317-635-7912	
72	Tvandradijobs.co m	www.tvandradijobs.com	N/A	

TOTAL INTERVIEWEES: 145

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WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
Channel 23 Limited Partnership – WWME-CA
Weigel Broadcasting Co. – WMEU-CA

Statement of Supplemental EEO Outreach Activities:

Date of Station Participation:	8/1/16
Type of Activity Under EEO Rule:	Fall Internship Program
Participating Employees:	Brittney Kelley, Line Producer Rob Morhaim, Senior Executive Producer
Host/Sponsor of Activity:	2 Production Interns

Date of Station Participation:	8/26/17
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Martin Varghese, Head of HR Ava Augustus, HR Coordinator
Host/Sponsor of Activity:	Apostolic Church of God

Date of Station Participation:	10/14/16
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Andrew Nurczyk, HR Generalist
Host/Sponsor of Activity:	Illinois Broadcasters' Association

Date of Station Participation:	11/4/16
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Andrew Nurczyk, HR Generalist
Host/Sponsor of Activity:	Medill School of Journalism, Northwestern University

Date of Station Participation:	1/15/17
Type of Activity Under EEO Rule:	Internship Program – Spring 2017
Participating Employees:	Brittney Kelley, Line Producer Rob Morhaim, Senior Executive Producer
Host/Sponsor of Activity:	2 Production Interns

Date of Station Participation:	4/5/17
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Mandee Gabriel
Host/Sponsor of Activity:	Illinois Media School

Date of Station Participation:	4/18/17
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Steve Farber, Senior Vice President
Host/Sponsor of Activity:	Illinois Broadcasters' Association

Date of Station Participation:	4/1/17
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Melissa Forman, On-Air Talent Rob Morhaim, Senior Executive Producer
Host/Sponsor of Activity:	University of Illinois, Chicago

Date of Station Participation:	4/26/17
Type of Activity Under EEO Rule:	Seminar- Women and Diversity Leadership
Participating Employees:	Andrew Nurczyk, HR Generalist
Host/Sponsor of Activity:	The Chicago Sky/Walgreens

Date of Station Participation:	5/23/17
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Sean Long, Program Director
Host/Sponsor of Activity:	Chicago Public Schools

Date of Station Participation:	7/26/17
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Michael Schmeidler, Executive Prod
Host/Sponsor of Activity:	University of Notre Dame

Date of Station Participation:	6/1/17
Type of Activity Under EEO Rule:	Internship Program – Summer 2017
Participating Employees:	Brittney Kelley, Line Producer
Host/Sponsor of Activity:	1 Production Intern