

2005 ANNUAL EEO PUBLIC FILE REPORT

Call Sign of Station(s): WMAQ-TV and WSNS-TV

List all full-time job vacancies filled by any station covered by this report in the past year (August 2004 – July 2005):

WMAQ:

Station Relations Director (1)
Account Executive (6)
Local Sales Manager (1)
NABET Engineer (2)
Producer (2)
Creative Services Writer/Producer/Editor (1)
Executive Producer (1)
IT Specialist (1)
Assignment Editor (1)
Customer Service Representative (2)
Financial Analyst (1)
Senior Sports Producer (1)
Desk Assistant (2)
Reporter (1)
Marketing Representative (1)

WSNS:

Sales assistant (1)
TV Reporter (1)
Customer Service Representative (2)
Producer (1)
Account Executive (2)
Creative Services Coordinator (1)
GM Sales (1)
News Director (1)
News Coordinator (1)
Local Sales Manager (1)

- 1.) For each vacancy listed, attach to this report the relevant Recruitment Source Data Form.***
- 2.) In total, how many interviewees did the station (or station group) interview for all of the full time job vacancies identified in Question 1? There were a total of 164 interviewees interviewed for all the full-time job vacancies identified above.**
- 3.) In total, how many persons interviewed by the above listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.**

Name of Recruitment Source	Total Number of Interviewees Referred During Year
America's Job Bank	0
Asian American Journalist Association	0
American Women in Radio & TV	0
Columbia College Chicago	0
Illinois Dept of Rehabilitation Services	0
Foundation for Minority Interests in Media, Inc	0
Hispanic Alliance for Career Enhancement	0
Veterans Outreach Program of IL	0
Latino Committee on the Media (Spanish Coalition for Jobs)	2
Medill School of Journalism	1
Chicago Association of Hispanic Journalist	0
Native American Journalist Association	0
National Association of Black Journalists	1
The National Lesbian & Gay Journalist Association	0
Society of Broadcast Engineers, Inc	0
National Academy of TV Arts & Sciences – Chicago Chapter	0
Broadcasting & Cable	0
Spots N Dots	1
Graeme Newell's Marketing Ideanet	1

4.) Please summarize the station's (or station group's) broad recruitment outreach initiative during the past year. Please identify each initiative in which the station substantially participated; the date (s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature of each initiative.

WMAQ-TV and WSNS-TV are committed to diversity and equal employment and as such have conducted broad outreach over the last year. The Stations' outreach efforts included the following.

Job Fair Participation. WMAQ-TV and WSNS-TV participated in the following fairs:

Unity Journalism Conference – Washington DC – Aug 2004 – Jose Andino, HR Director

Illinois Broadcasters Association Intern Career Fair – February 2005 – Janet Garcia, HR Coordinator WMAQ, Aida Areizaga, WSNS Admin

USHLI Career Conference – March 2005, Vanessa Hall, WSNS Admin, Diana Lopez, Sales Special Events Leader, Janet Garcia, WMAQ/WSNS HR Coordinator

National Association of Hispanic Journalist Conference – June 2005 – Esteban Creste, News Director WSNS-TV, Frank Whittaker, VP News

HOY Job Fair – April 2005 – Diana Lopez, Sales Special Events Leader

Medill College of Journalism – Career Fair – April 2005 – Lora Le Sage, Executive Producer WMAQ-TV

HACE Career Fair & Conference – June 2005 – Sandra Hasan, HR Director WSNS, Janet Garcia, HR Coordinator, James Lyke, Account Executive

Internship Program. WMAQ-TV and WSNS-TV both maintain an established internship program designed to give exposure to College Students about careers in the broadcast industry. During this FCC reporting period 48 students participated in the program during the fall, winter, spring and summer sessions. Interns program also exposes interns to senior WMAQ and WSNS personnel who address the students and share key career information. Interns have participated in the following “Lunch and Learn” sessions during the 2005 Summer session: Creative Services, News Management, Sales Leadership – Program Manager, S. Hasan

Job Postings. In addition to the recruitment sources identified on Exhibit A, WMAQ-TV and WSNS-TV both post all open positions on www.nbcjobs.com, www.gecareers.com and America’s Job Bank, which are national job posting websites.

Emma Bowen Foundation for Minority Interests in Media. WMAQ-TV and WSNS-TV both participate in the Emma Bowen Foundation internship program, a broadcasting industry scholarship program, designed to provide part-time jobs and learning experiences to high school and college students. In this program students are paid for the work they complete plus receive matching dollars from the stations designed to assist them with their academic costs. Presently there are 3 students enrolled in this program. Program Manager – S. Hasan

Employee Training.

Conducted “Tease Seminar” for newsroom producers and Creative Services writer/editors – Camille Edwards, News Director, October 2004.

In partnership with GE Hispanic Forum conducted career development workshops on Performance Management, November 2004 and Strategic Thinking, February 2004 – B. Shields & S. Hasan

Community Group Sponsored Activity Participation. Creative Services leaders participated in Promax Conference to grow and enhance their leadership skills, June 2005 – Diane Hannes, VP Creative Services, Jay Wadhwa, Manager Creative Services, Carmen Vega, Director, Creative Services WSNS

Latino Council on the Media participated in workshop “411: The Scoop on Great Careers, Internships and Professional Development,” – March 2005, B. Shields & S. Hasan