

WSIL-TV / KPOB-TV
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist/Weather Reporter Open Date: 7/2/2021 Hire Date: 1/4/2022	3-4, 11-17, 19, 22, 25, 27-29, 31-33, 35 -39, 41-43	31
General Sales Manager Open Date: 7/27/2021 Hire Date: 1/18/2022	3-4, 11-17, 19, 21, 23, 25-30, 32-33, 35 -43	26
Sales Account Executive Open Date: 8/30/2021 Hire Date: 10/4/2021	4-5, 7, 10-13, 19, 24-25, 27-30, 32-34, 40	5
Sales Account Executive Open Date: 8/30/2021 Hire Date: 10/11/2021	4-5, 7, 10-13, 19, 24-25, 27-30, 32-34, 40	7
Local Sales Assistant Open Date: 8/30/2021 Hire Date: 12/13/2021	2, 4, 10-13, 19-20, 24-25, 27-30, 32-34, 40	2
Sports Director Open Date: 9/2/2021 Hire Date: 10/17/2021	3-4, 9-13, 19, 24-25, 27-34, 40	31
Traffic Coordinator Open Date: 9/16/2021 Hire Date: 12/6/2021	1, 3-4, 11-13, 17, 19, 25, 27-33, 42	1
News Director Open Date: 10/5/2021 Hire Date: 3/7/2022	3-4, 8, 11-13, 17-19, 25, 27-28, 32-33, 39, 42-43	8
Meteorologist/Weather Reporter Open Date: 11/7/2021 Hire Date: 1/8/2022	4, 10-13, 19, 24-30, 32-34, 40	26
TMP Open Date: 5/2/2022 Hire Date: 7/5/2022	4-6, 10-13, 19, 24-25, 27-30, 32-34, 40	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Application already on file	N	3
3	B-Roll (Photogs) 1623 D. St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Email : kev@b-roll.net Kevin Johnson	N	0
4	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	N	0
5	Current Employee - Transfer/Promotion	N	2
6	Current Employee/Internal Promotion	N	1
7	Employee Referral	N	1
8	Former Employee	N	1
9	Former Employee Referral	N	1
10	IDES 8195 Express Dr. Marion, Illinois 62959 Phone : 618-997-6835 Email : robert.barron@illinois.gov Fax : 1-618-993-5871 Robert Barron	N	0
11	IL Broadcasters Association 200 Missouri Ave. Caterville, Illinois 62918 Phone : 618-985-5555 Email : dgray@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
12	Illinois News Broadcasters 1 University Circle Macomb, Illinois 61455 Email : joinus@inba.net Bob Roberts	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	John A. Logan College 700 Logan College Rd. Carterville, Illinois 62918 Phone : 618-985-2828 Email : lisa.hudgens@jalc.edu Fax : 1-618-985-6610 Beth Stephens	N	0
14	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0
15	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kclayton@ktiv.com Kathy Clayton	N	0
16	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
17	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
18	Linked In	N	2
19	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : info@reelmediagroup.com Fax : 1-703-544-7826 Career Services	N	0

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20	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
21	Previous Employee	N	1
22	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
23	Recruiter	N	1
24	Rend Lake College 468 N. Ken Gray Kkwy Ina, Illinois 62846 Phone : 618-437-5321 Email : myers@rlc.edu Fax : 1-618-437-5403 Career Services	N	0
25	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	N	0
26	Self Referral	N	2
27	SEMO One University Plaza Cape Girardeau, Missouri Phone : 573-651-2583 Email : careerservices@semo.edu Fax : 1-573-651-2532 Daniel Presson	N	0
28	Shawnee Comm. College 8364 Shawnee College Rd. Ullin, Illinois 62992 Phone : 800-481-2242 Email : lesliec@shawneecc.edu Fax : 1-618-634-3352 Career Services	N	0

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29	SIU Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-7712 Email : rita.medina@siu.edu Fax : 1-618-452-1924 Career Services	N	0
30	Southeast Illinois College 3575 College Dr. Harrisburg, Illinois 62946 Phone : 618-252-5400 Email : catherine.packard@sic.edu Fax : 1-618-252-3062 Catherine Pickard	N	0
31	Station Website	N	4
32	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	2
33	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0
34	University of Evansville 1800 Lincoln Ave. Evansville, Indiana 47222 Phone : 812-488-1083 Email : evansville-csm@simplicity.com Fax : 1-812-479-2156 Ctr for Career Dev	N	0
35	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0

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36	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
37	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
38	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
39	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : ttruesdale@wrex.com Trista Truesdale	N	0
40	WSIL-TV 1416 Country Aire Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsilv.com Bethany Tanner	N	0
41	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
42	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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43	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/19/2021	Participation in events or programs sponsored by educational institutions	School talk in Anna IL	1	Meteorologist/Anchor
2	10/28/2021	Participation in events or programs sponsored by educational institutions	School talk in Zeigler-Royalton.	1	Meteorologist/Anchor
3	11/3/2021	Participation in Job Fairs	Southern Illinois University Media, Arts, and Design Job and Internship Fair	1	Administrative & Human Resource Manager
4	11/16/2021	Participation in events or programs sponsored by educational institutions	Meteorologist Talk at Compass Christian Acedemy	1	Meteorologist/Anchor
5	11/17/2021	Participation in events sponsored by organizations representing the community	National Weather Service talk	1	Meteorologist/Anchor
6	2/22/2022	Participation in Job Fairs	Eastern Illinois University virtual job fair	1	Administrative & Human Resource Manager
7	2/23/2022	Participation in events or programs sponsored by educational institutions	SISPA, Southern ILLINOIS School Press Association, 71st Annual Winter Conference	1	Anchor
8	3/16/2022	Participation in Job Fairs	The Shawnee Community College job fair	1	Administrative & Human Resource Manager
9	4/20/2022	Participation in Job Fairs	Rend Lake College Job Search Party	1	Administrative & Human Resource Manager