

WGEM
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Receptionist	1,5,9,11,14,15	15
Assignment Manager	1,5,9,11,14	9
Account Executive	1,4,5,11,14	4
Technical Media Prod.	1,5,9,14	5
Multimedia Marketing Consultant	1,5,9,14	9
Office Manager	1,5,9,14,15	15
Photojournalist	1,4,5,9,14	4
Photojournalist	1,5,9,14	9
Digital Sales Coordinator	1,4,5,9,14	4
News Anchor/MMJ weekend	1,5,9,14,15	15
IT Manager	1,5,9,14	9
Meteorologist	1,5,9,14	9
News Director	1,4,5,9,14	4
News Producer (Primary)	1,3,5,9,14	3
Sports Director	1,3,5,9,14	3
Digital Sales Coordinator	1,5,9,14	9

WGEM
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com (posted from Gray.TV/Careers) - 200 N. LaSalle St. Chicago Illinois-60601	N	2
2	Culver- Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : www.culver.edu Email : advancement@culver.edu Career Placement	N	0
3	Employee Promotion	N	2
4	Employee Referral	N	5
5	Gray TV Careers - 4370 Peachtree Road, NE Atlanta Georgia-	N	9
6	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1700 Carl Jackson	N	0
7	Illinois Department of Human Services Office 300 Maine Ste 102 Quincy, Illinois 62301 Phone : 217-224-2600 Email : JANE.NOBLE@illinois.gov Fax : 1-217-224-1921 Jane Noble	N	0
8	Illinois News Broadcasters: The JobFile 124 Third St Wilmette, Illinois 60091-3439 Phone : 847-729-6397 Url : www.inba.net Email : borowmaq@aol.com Bob Roberts	N	0
9	Indeed.com (posted from Gray.TV/Careers) - 6433 Champion Grandview Way Austin Texas-78750	N	19
10	John Wood Community College 1301 S 48th St Quincy, Illinois 62305 Phone : 217-224-6500 Url : www.jwcc.edu Email : krodgers@jwcc.edu Career Service	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	LinkedIn (Paid Posting) - 1000 West Maude Ave. Sunnyvale California-94085	N	6
12	Media Line 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Fax : 1-408-648-5204 Career Services	N	0
13	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City Missouri- 65109 Phone: 573-636-6692 E-Mail: tharper@mbaweb.org Notification by: E-Mail	N	0
14	Smith Career Center 1501 W Bradley Avenue Peoria, Illinois 61625 Phone: 309-677-2510 Email : jlberry@bradley.edu Jean Berry	Y	0
15	Word of Mouth	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			46

WGEM
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>On 8/1/22 Our News Director and our Chief Engineer established an intern program designed to assist members of the community. This is an ongoing event. During this reporting period, we had two interns.</p> <p>One intern interned in the newsroom under our News Director.</p> <p>One intern interned in the sales department.</p>
2	Co-Sponsoring Job Fair	<p>On 9/29/2022, our Creative Services Manager attended the Regions Largest Career Fair which was co-sponsored by our Stations.</p>
3	Participation in events or programs sponsored by educational institutions	<p>On 11/16/2022, our Chief Meteorologist spoke to students at Blessed Sacrament about Severe Weather, general weather and also gave a generalized description of his job and daily tasks.</p>
4	Provision of training to management	<p>On 4/20/2023, our Office Managers attended training for management on the FCC's EEO Rules and Regulations provided by Wiley.</p>
5	Participation in events or programs sponsored by educational institutions	<p>One of our multimedia Journalist has an ongoing event with Lincoln Elementary. He adopts a classroom and spends time weekly talking to kids about the news, his job, and answers any questions.</p>
6	Participation in events or programs sponsored by educational institutions	<p>On 5/16/2023, our Account Executive went to Hannibal Middle School and spoke to kids about TV and sales within a media company.</p>

