

WIFR
EEO PUBLIC FILE REPORT
08/01/05 – 7/31/06¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Anchor	1-17, 19-34, 36-47, 49-53, 58, 60, 61, 64	61
Producer	1-53, 58, 60, 64	38
Weekend Sports Anchor/Reporter	1-53, 58, 60, 64	49
Chief Operator	1-53, 58, 60, 67, 68	58
Assignment Editor	1-17, 19-34, 36-47, 49-53, 58, 60, 61, 64	58
Network Administrator	1-53, 56, 58, 60, 64	56
Photographer	1-53, 58-60	58
Reporter	1-53, 58, 60	38
Anchor/Reporter	1-53, 58, 60, 61, 64	61
Reporter/Photographer	1-53, 58, 60, 64	38
Reporter/Producer	1-53, 58, 60, 61, 64, 65	61
Creative Services Supervisor	1-53, 58, 60, 61	61
Account Executive	1-53, 58, 60, 61	61
Photographer	1-53, 58, 60	38
Promotions Producer	1-53, 58, 60, 61, 66	61
Photographer	1-53, 58-60, 66	60
Reporter/Photographer	1-53, 58-60, 64-66	58

¹ This report provides recruitment data collected through July 23, 2006.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS No.	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No of Interviewees Referred by RS Over 12-Month Period
1	Eastern Illinois University Career Services 600 Lincoln Ave Charleston, IL 61920 Debbie Endsley 217-581-2412	Y	0
2	Southern Illinois University Career Services Mail Code: 4703 Carbondale, IL 62901 Sandy Foster 618-453-2391	Y	0
3	IN State University Career Services 567 N 5 th Street Terre Haute, IN 47809 Mary Kelly 812-237-2582	Y	0
4	IL State University Career Center Campus Box 2520 Normal, IL 61790-2520 Toni Krippel 309-438-2200	Y	0
5	Department. of Rehab Services 615 N. Longwood Rockford, IL 61107 Mary Beth Scholten 815-964-0333	Y	0
6	Wheaton College Career Services 418 Chase Street R 209 Wheaton, IL 60187 630-752-5048	Y	0
7	Highland College Career Services Pearl City Rd Freeport, IL 61032 Dana Zimmerman 815-235-6121 x3536	Y	0
8	Loyola Career Placement 820 N Michigan Ave Chicago, IL 60611 John Bradarich 312-915-7300	Y	2
9	University Of Wisconsin Career Planning 5115 Vilas Hall 821 University Avenue Madison, WI 53706 Erica Salkin 608-263-4858	Y	0
10	Specs Howard School 19900 W Nine Mile Rd Southfield, MI 48075 Nicole Ladouceur 248-358-9000	Y	0

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RS No.	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No of Interviewees Referred by RS Over 12-Month Period
11	Beloit College Field and Career Services 700 College Street Beloit, WI 53511 Luke Janiak-Fenton 608-363-2673	Y	0
12	Ball State U Career Planning 2000 W. University Lucina Hall 220 Muncie, IN 47306 Cindy Hershman or Denise Smith 765-285-1522	Y	0
13	Rockford Business College 730 N Church St Rockford, IL 61103 Ginger Alms 815-965-8616	Y	0
14	Western IL Career Services 116 Sherman Macomb, IL 61455 Barb Woodford 309-298-1838	Y	0
15	Rockford College Career Planning 5050 East State Street Rockford, IL 61108 Lorri Hoover 815-226-4195	Y	0
16	Ill. Department of Employment Security 3134 11 th St. Rockford, IL 61109 Gale Meredith 815-395-6648	Y	1
17	Brown Institute Career Services 1440 Northland Dr. Mendota Heights, MN 55120 Beth Mathiasen 651-905-3400	Y	0
18	NIU Department of Communications Watson 306 DeKalb, IL 60115 Jessica Baldwin 815-753-7104	Y	0
19	NIU Career Services Campus Life Building 220 DeKalb, IL 60115 Kathy Zuidema 815/753-1642	Y	1
20	Booker Washington Center 524 Kent Street Rockford, IL 61102 Calvin Squire 815-968-8861	Y	0
21	Devry Career Services 3300 N Campbell Chicago, IL 60618 Carol Garcia 773-929-8500 x 2073	Y	0

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RS No.	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No of Interviewees Referred by RS Over 12-Month Period
22	U.I.U.C. Journalism Placement Office 119 Gregory Hall Urbana, IL 61801 Lynn Holley 217-333-1508	Y	0
23	U of IL 1 University Plaza Springfield, IL 62703 Rosa Bryan 217-206-6508	Y	1
24	U of WI-Platteville Placement Services 1 University Plaza-Ullsvik Center Platteville, WI 53818 Recruitment Coordinator 608-342-1183	Y	0
25	I.D.E.S. 2323 E Lincolnway Sterling, IL 61081 Lynda Warren 815-625-2313	Y	0
26	Rock Valley College Career Services. & Placement 3301 N Mulford Rd Rockford, IL 61114 Art Delgado 815-921-4091	Y	0
27	Chicago South Side NAACP 800 E. 78 th Street Chicago, IL 60619 Phillip O'Bannon 773-487-9600	Y	0
28	Hispanic Alliance 25 E Washington Ste 1500 Chicago, IL 60602 Abe Thomas Hughes 312-435-0498	Y	0
29	The Rainbow Push Coalition Placement Office 930 E 50 th Street Chicago, IL 60615 Felicia McQuitter 773-373-3366	Y	0
30	Northeastern Illinois University 5500 N St. Louis Chicago, IL 60625 Lorn Coleman 773-442-4680	Y	0
31	Spanish Coalition for Jobs 2011 W Pershing Rd Chicago, IL 60609 Frank Sanchez 773-247-0707	Y	0
32	IL Center for Broadcasting 55 W 22 nd St. Ste 240 Lombard, IL 60148 Chip Egan 630-916-1700	Y	0

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33	Goodwill Abilities Center 1907 Kishwaukee Rockford, IL 61104 Karen Smith 815-965-3795	Y	0
34	Production HUB.Com 801 W Fairbanks Ave Winter Park, FL 32789 Tara Withrow 407-629-4122	Y	0
35	IL Broadcasting Association 300 N Pershing, Ste B Energy, IL 62933 Debbie David 618-942-2139	N	1
36	Ohio/Illinois Center for Broadcasting 90000 Sweet Valley Drive Valley View, Ohio 44125 Gary James 216-447-9117	Y	0
37	South Asian Journalists Assoc. C/O Columbia Graduate School 2950 Broadway New York, NY 10027 Sreenath Sreenizasan 1-212-854-4150	Y	0
38	TV jobs.com Broadcasting Employment Services PO Box 4116 Oceanside, CA 92052 Mark Holloway 800-374-0119	Y	19
39	Columbia College Job Portfolio Center 600 S Michigan Ave Chicago, IL 60605 Matthew Green 312-344-7281	Y	2
40	Job Corps Admission and Placement 1505 S Main Street Rockford, IL 61102 Jack Ribito 815-967-6889	Y	0
41	La Voz Latina 412 Market street Rockford, IL 61107 Patricia Gomez 815-965-5784	Y	0
42	Madison Media Institute 2702 Agriculture Dr Madison, WI 53718-6787 Susan Miller 608-663-2000	Y	0

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RS No.	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No of Interviewees Referred by RS Over 12-Month Period
43	Milwaukee Area Tech College Student Employment Services 700 W State St Milwaukee, WI 53233 414-297-6244	Y	0
44	Mississippi State University Career Center 300 Montgomery Hall P.O. Box P Mississippi State, MS 39762 662-325-3344	Y	0
45	National Assoc of Hispanic Journalist National Press Bldg Ste 1000 Washington, DC 20045 Virginia Galindo 202-662-7145	Y	0
46	National Coalition of Black Mtg Planners 8630 Fenton Ste 126 Silver Springs, MD 20910 Ozzie Jenkins 1-301-587-9100	Y	0
47	RAMM P.O. Box 6703 Rockford, IL 61125 Carl Towns 815-399-8743	Y	0
48	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone 1-800-237-8073	Y	1
49	Other Gray Television stations Jane Ploeger WSAW 1114 Grand Avenue Wausau, WI 54403 715-845-4211	N	2
50	Asian American Journalist Association 1182 Market St Suite 320 San Francisco, CA 94102 Antonio Salas 415-346-2051	Y	0
51	National Assoc. of Black College Broadcasters PO Box 3191 Atlanta, GA 30302-3191 Lo Jelks 404-523-6136	Y	0
52	National Association of Black Journalists 8701A Adelphi Rd Adelphi, MD 20783-1716 Erin Joyner 301-445-7100	Y	0

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53	Native American Journalist Assoc. 555 Dakota Street. Al Neuharth Media Center Vermillion, SD 57069 Karen Rimsa 605-677-5282	Y	0
54	Broadcasting & Cable Magazine Ad 360 Park Ave S., 14th FL New York NY 10010 Krista Parker 617-558-4481	N	0
55	Television WK Ad 6500 Wilshire Blvd, Suite 2300 Los Angeles CA 90048 Marc Abrams (323) 370- 2415	N	0
56	<i>Rockford Register Star</i> Employment ad 99 East State Street Rockford Illinois	N	7
57	CBS News Path Chicago Office 630 No. McClurg Ct. Chicago, IL 60611 Dan Noel 1-312-750-7700	N	0
58	WIFR-Web Site www.wifr.com	N	26
59	Walk In	N	5
60	Internal Posting/Candidate	N	2
61	Employee Referral	N	7
62	WIFR Commercial	N	0
63	WIFR Intern	N	0
64	Non-employee referral	N	16
65	Chicago Headline Club Chicago Chapter of Society of Professional Journalists 333 North Michigan Ave. Suite 2032 Chicago, IL 60601-4024 Bob Roberts 1-312-409-7997	N	0
66	Brown Institute Television Placement 1440 Northland Dr. Mendota Heights, MN 55120 Amber Luckie 651-905-3465	Y	0
67	Broadcast Engineering Primedia Business Magazines & Media 9800 Metcalf Ave. Overland Park, KS 66212 Susan Schaefer 414-478-0154	N	1
68	Unknown Recruitment Source	N	1
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD:			95

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 08/08/05, a student from Highland Community College spent the day with members of News Department and the and News Director learning about news gathering and reporting.
2	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 12/16/05, students from Auburn High School toured the station and spoke with AM Anchor. AM Anchor discussed educational requirements and jobs available in television.
4	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 3/31/06, Chief Meteorologist spent two hours talking to 4 separate groups of Junior/Seniors (approximately 20 students in each group) from Lutheran High School. Each session was about 30 minutes and addressed careers in broadcasting and meteorology. An informal Q & A session was also included.
5	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 4/03/06, approximately 26 students from Leland High School and 2 supervisors visited the station. They watched a noon newscast, participated in a Q & A session with various Department Heads concerning broadcasting and broadcasting careers, and toured the station.
5	Participate in Job Fair	On 04/07/06, The station participated in Loyola University Chicago's Communication Job & Internship Fair. Overall attendance Estimated at 150 with 25 employers participating. Station participants included News Director.
6	Participate in Job Fair	From 4/27/06 through 5/08/06, the station participated in Virtual Career Fair-a collaboration of Indiana Colleges, Universities and IN Job Central. More than 1,000 students and alumni seeking jobs registered for the fair. Station participants included Administrative Assistant/EEO Coordinator.
7	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 4/26/06, a senior from North Boone High School job shadowed with station's Chief Meteorologist.
8	Participate in Job Fair	On 6/07/06, station participated in a career fair held during the Illinois Broadcasters Association Conference. 13 total employers were represented. Station participants included News Director.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Internship Programs	<p>During the reporting period, the station had four interns, as follows:</p> <ul style="list-style-type: none"> - From 5/23/06 through 8/04/06, a student from University of Wisconsin interned in the station's newsroom. - From 6/09/06 through 8/14/06, a Northern Illinois University student interned in the Sports Department. - From 6/10/06 through 8/25/06, a University of Iowa student interned in the News Department. - From 6/12/06 through 7/25/06, a Columbia College student interned in the News Department. <p>Interns observe, learn about, and participate in the station's news gathering and news production processes and activities.</p>
10	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	<p>On 5/11/06, a group of over 30 7th graders from Orangeville Jr./Sr. High School, along with teachers and chaperones, watched a Noon newscast, participated in a Q & A with various station Department Heads, discussed broadcasting and career paths in broadcasting with station personnel, and toured the station. Station participants included staff members from News, Sales, Creative Services, Engineering, and IT.</p>
11	Management EEO training.	<p>On 6/07/06, the station's News Director attended session at the Illinois Broadcasters Association conference addressing workplace discrimination issues.</p>
12	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	<p>On 2/24/06, 25 home school students, grades 5 through 10, toured the station learning about major departments of a television station. Students gained a background in different careers in television. Station participants included AM anchor.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
13	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	On 3/10/06, 1 Supervisor and 6 7 th grade students from Rockford Lutheran/Junior Achievement Toured station, job shadowed in Studio Control/ Engineering (MCO) and News. There was a Q & A session before and after session, and the students viewed a newscast. Station participants included General Manager and Members of News, Sales, Engineering, and Production Departments.