

WIFR
EEO PUBLIC FILE REPORT
08/01/15 – 7/31/16

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy¹	RS Referring Hiree
Producer	1-4,6-54,56,60,66-74,76,77	38
Producer	1-4,6-54,56,60,66-74,76,77	38
Creative Services Producer	1-4,6-54,56,66-74,76,77	56
Producer/Multi-Media Journalist	1-4,6-54,56,57,66-74,76,77	57
Newscast Director/MCO (Technical Media Producer)	1-54,56,57,66-74,76,77	26
Photographer	1-4,6-54,56,66-74,76,77	32
Broadcast Information Technologist	1-40,42-54,56-58,66-74, 76-79,80-82,84	26
Producer	1-4,6-40, 42-51,53,54,56,57,60-70, 72-74,76-80,83	54
Producer	1-4,6-40, 42-51,53,54,56,57,60-70, 72-74,76-80,83	54
Multi-Media Journalist	1-4,6-40, 42-51,53,54,56,60,66-70, 72-74,76-82	60
Photographer	1-4,6-40, 42-51,53,54,56,57,66-70, 72-74,76-82	57

¹ Please see Section II for further information concerning when sources became or ceased to become entitled to receive notification of job openings.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
1	Eastern Illinois University Career Services Human Services Center Room 1301 600 Lincoln Ave Charleston, IL 61920 Jan Stevens 1-217-581-2412	Y	
2	Southern Illinois University Career Services Mail Code: 4703 Carbondale, IL 62901 Matthew Purdy 1-618-453-7112	Y	
3	Indiana State University 231 North 6 th Walkway Terre Haute, IN 47809 Teresa Dwyer 1-812-237-2582	Y	
4	IL State University Career Center Campus Box 2520 Normal, IL 61790-2520 Patricia Heck 1-309-438-5754	Y	
5	Division of Rehab Services 107 N. 3 rd Street Rockford, IL 61107 Maria Raedeke 1-815-967-3725	N	
6	Wheaton College Center for Vocation and Career 501 College Avenue Wheaton, IL 60187 Deborah Carlson 1-630-752-5048	Y	
7	Highland College Career Services 2998 W. Pearl City Rd Freeport, IL 61032 Suzanne Miller 1-815-599-3597	Y	
8	Loyola Career Development Center 1032 W. Sheridan Road Chicago, IL 60660 Marty Gahbauer 1-773-508-2895	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
9	University Of Wisconsin School of Journalism and Mass Communication 5115 Vilas Hall 821 University Avenue Madison, WI 53706 Pam Garcia-Rivera 1-608-890-1046	Y	
10	Specs Howard School of Media Arts 19900 W Nine Mile Rd Southfield, MI 48075 Nancy Shiner 1-248-358-9000	Y	
11	Beloit College Liberal Arts in Practice Center 700 College Street Beloit, WI 53511 Emily Sager 1-608-363-2673	Y	
12	Ball State University Career Center 2000 W. University Lucina Hall 220 Muncie, IN 47306 Kendra Haggard or Career Center 1-765-285-1522	Y	
13	Rockford Career College – Job Placement 1130 S. Alpine Road Rockford, IL 61108 Ann Stites 1-815-965-8616	Y	
14	Western IL Career Development Center Memorial Hall 125 1 University Circle Macomb, IL 61455 Career Services 1-309-298-1838	Y	
15	Rockford University Career Development 5050 East State Street Rockford, IL 61108 Maurice West II 1-815-226-4022	Y	1
16	Illinois Department of Employment Security 303 North Main St. Suite 200 Rockford, IL 61101 Kitty Johnson 1-815-395-6637	Y	
17	Sanford-Brown College Mendota Heights 1345 Mendota Heights Road Mendota Heights, MN 55120 Sanford-Brown College Brooklyn Center 5951 Earle Brown Drive Brooklyn Center, MN 55430 Christine Dye 1-651-905-3509	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
18	Northern Illinois University Reavis Hall 306A DeKalb, IL 60115 Jack King 1-815-753-1016	Y	
19	Northern Illinois University Career Services Campus Life Building 220 DeKalb, IL 60115 Kathy Zuidema 1-815-753-1642	Y	2
20	AARC at Booker Washington Center 1005 S. Court Street Rockford, IL 61102 Jesse Bates 1-815-962-9117	Y	
21	Devry University 3300 N Campbell Avenue Chicago, IL 60618 Jason Topping 1-773-697-2268	Y	
22	U.I.U.C. Journalism Placement Office 20A Gregory Hall Urbana, IL 61801 Lynn Holley/Jessica Hogue 1-217-333-1508	Y	
23	University of IL at Springfield One University Plaza, MS SAB 50 Springfield, IL 62703 Doug Brackney 1-217-206-6500 or 6508	Y	
24	Ignite 308 W. State Street Suite 190 Rockford, IL 61101 Caitlin Ludwig 1-815-316-4337	Y	
25	I.D.E.S. 2323 E Lincolnway Sterling, IL 61081 Colleen Neary or Bruce Larson 1-815-625-4006	Y	
26	Rock Valley College Career Services. & Placement 3301 N Mulford Rd Rockford, IL 61114 Jordan McGee 1-815-921-4099	Y	3
27	Chicago South Side NAACP 10540 So. Western Avenue Suite 201 Chicago, IL 60643 Rose Joshua 1-773-429-9830	Y	
28	Indiana University 625 No. Jordan Avenue Bloomington, IN 47403 Nick Bragin 1-812-855-0576	N	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
29	The Rainbow Push Coalition Placement Office 930 E 50 th Street Chicago, IL 60615 Felicia Neal 1-773-373-3366	Y	
30	Northeastern Illinois University 5500 N St. Louis Chicago, IL 60625 Dr. Elaine Blair Career Services 1-773-442-4680	Y	
31	National Latino Education Institute 2011 W Pershing Rd Chicago, IL 60609 Elvia Estrada 1-773-247-0707	Y	
32	Illinois Media School (Formerly IL Center for Broadcasting) 455 Eisenhower Lane So. Ste 200 Lombard, IL 60148 Carl Jackson 1-630-916-1700	Y	2
33	Goodwill Industries of Northern Illinois P.O. Box 17017 Rockford, IL 61110 Courtney Geiger 1-815-965-3795	Y	
34	Illinois Media School (Formerly Illinois Center for Broadcasting) 530 S. State Street Chicago, IL 60605 Don Clark 1-312-884-8000	Y	
35	IL Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Debra Gray 1-618-985-5555	N	
36	Ohio Media School (Formerly Ohio/Illinois Center for Broadcasting) 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Janice Hannah-Hardy 1-216-503-5900	Y	
37	Columbia University Graduate School of Journalism 2950 Broadway (at 116 th Street) New York, NY 10027 Izabela Rutkowski 1-212-854-4422	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
38	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Mark Holloway 1-800-374-0119	Y	5
39	Columbia College Student Employment/Portfolio Center 623 S. Wabash Suite 307 Chicago, IL 60605 Valerie Robins/Angela Sheridan 1-312-369-6956	Y	
40	Job Corps Admission and Placement 303 North Main Street 2 nd Floor Rockford, IL 61101 Bonnie Mabie 1-815-395-0535	Y	
41	La Voz Latina 730 N. Church St. Rockford, IL 61103 Patsy Cochran/Kim Roush 1-815-965-5784	N Became Unentitled Removed 11/19/15	
42	Madison Media Institute 2702 Agriculture Dr Madison, WI 53718 Nella Citino/Nathaniel Brost 1-608-663-2000	Y	
43	Milwaukee Area Tech College Student Employment Services 700 W State St Milwaukee, WI 53233 Jenny McGilligan 1-414-297-6244	Y	
44	Mississippi State University The Career Center and Cooperative Education Program P.O. Box P Mississippi State, MS 39762 Scott Maynard 1-662-325-3344	Y	
45	Knox College Career Center 2 East South Street Box K 232 Galesburg, IL 61401 Terrie Saline 1-309-341-7436	Y	
46	National Coalition of Black Meeting Planners 700 N. Fairfax Street Suite 510 Alexandria, Virginia 22314 Monica Robinson 1-571-527-3110	Y	

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47	RAMM 3957 N. Mulford Road Unit A Rockford, IL 61114 Dr. H. Cyrus Oates 1-815-637-6400	Y	
48	Medialine 1209 Wood Valley Rd Augusta, GA 30909 Rick Everitt 1-706-364-7564	Y	
49	All other Gray Stations Postings are sent to Gray Television, Inc. 4370 Peachtree Rd, NE Atlanta, GA 30319 Dottie Boudreau 1-404-266-8333 dottie.boudreau@gray.tv	N	
50	Notre Dame Career Center 248 Flanner Hall Notre Dame, Indiana 46556 Rachael Roggeman 1-574-631-5200	Y	
51	National Assoc. of Black College Broadcasters PO Box 3191 Atlanta, GA 30302-3191 Lo Jelks 1-404-523-6136	Y	
52	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, MD 20742 Scott Berry 1-301-405-0248	N Became Unentitled and removed as of 3/30/16	
53	Medill Career Services Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101 Jim O'Brien 1-847-467-1882	Y	1
54	WIFR-Web Site WIFR-TV Posted by GDM to our website gdmsupport@gray.tv www.wifr.com	N	11
55	Walk In/Self Referral	N	
56	Internal Posting/Candidate	N	3
57	Employee Referral	N	6
58	WIFR Commercial	N	1
59	WIFR Intern	N	
60	Non-employee referral	N	5

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61	Career Builder Corporate Headquarters 200 N. LaSalle St. Suite 1100 Chicago, IL 60601 1-773-527-3600 www.careerbuilder.com Station did not contact source directly	N	
62	rrstar.com C/O Rockford Register Star 99 E. State Street Rockford, IL 61104 1-815-987-1200 www.rrstar.com Station did not contact source directly	N	
63	indeed.com 177 Broad Street 6 th Floor Stamford, CT 06901 www.indeed.com Station did not contact source directly	N	
64	Google.com Headquarters: 1600 Amphitheatre Parkway Mountain View, CA 94043 1-650-253-0000 Station did not contact source directly	N	
65	*Illinois News Broadcasters Association 124 3 rd Street Wilmette, IL 60091-3439 Contact: Bob Roberts 1-847-920-5590 www.inba.net Station did not contact this source directly See #67	N	
66	Emerson College 120 Boylston Street Boston, MA 02116-4624 Tim MacArthur 1-617-824-8500 Station did not contact this source directly	N	
67	Chicago Headline Club Chicago Chapter of Society of Professional Journalists 124 3 rd Street Wilmette, IL 60091-3439 Bob Roberts 1-847-920-5590 *Source also posts some openings at www.inba.net	Y	

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68	North Central College 30 North Brainard St. Naperville, IL 60540 Danielle Bank 1-630-637-5145 1-800-411-1861	Y	
69	The Illinois Institute of Art-Schaumburg 1000 N. Plaza Drive Schaumburg, IL 60173 Anne Campion 1-847-585-4537	Y	
70	Bradley University 1501 West Bradley Avenue Peoria, IL 61625-0105 Career Services 1-309-677-2510	Y	1
71	HungryGrad.com 725 Blue Jay Way Dyer, IN 46311 Lane Lucatorto 1-847-650-5837	N Became Unentitled Removed 3/09/16	
72	University of Akron Career Center Student Union Bldg. 303 Carroll Street Akron, Ohio 44325 Emily Vees 1-330-972-7747	Y	
73	Wisconsin BBA Interview and Program Center Wisconsin School of Business 3290 Grainger Hall 975 University Avenue Madison, WI 53706 Contact: Val Jakusz 1-608-262-2550	Y	
74	Jobs for Wisconsin Grads A consortium of 13 University of Wisconsin System Schools Administrative Assistance through UW-Green Bay, Career Services 2420 Nicolet Drive Green Bay, WI 54311-7001 Linda Peacock-Landrum 1-920-465-2163	N	
75	Wisconsin Technical College System 4622 University Avenue Madison, WI 53705 1-608-266-1207	N	
76	The Workforce Connection 303 North Main Street Rockford, IL 61101 Contact: John Strandin 1-815-395-6600	N	
77	DeVry University 18624 W. Creek Drive Tinley Park, IL 60477 Contact: Michelle Richardson 1-708-342-3265	Y	

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78	Collective Talent 1721 Richardson Place Tampa, FL 33606 1-813-254-9695 Contact: Michael Bille	Y As of 11/23/15	
79	Northern Illinois University Campus Life Building 260 DeKalb, IL 60115 Contact: Cathy Doederlein 1-815-753-7169	Y Added As of 2/24/16	
80	Sauk Valley Community College 173 IL Route 2 Dixon, IL 61021 Contact: Anita Carney 1-815-835-6294	N	
81	Kishwaukee College 21193 Malta Road Malta, IL 60150 Contact: Michelle Allen 1-815-825-2086	N	
82	Blackhawk Technical College 6004 S. County Road G Janesville, WI 53546-9458 Contact: Colleen Koerth 1-608-757-6329	N	
83	Gray Television, Inc. Recruiting.Corp/Career Fairs Jeffrey Marks Talent Development Director 4370 Peachtree Road NE Suite 400 Atlanta, GA 30319 1-404-226-8333	N	2
84	Career Fairs	N	1
TOTAL INTERVIEWEES REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Programs	<p>WIFR has established an internship program. During this reporting year, the station hosted 7 interns. Interns may have worked in either the News Department or Production Department. News interns shadow reporters and producers and help research stories. Production interns learned the day to day duties of our Master Control Operators and Newscast Directors.</p> <p><u>9/03/15-10/21/15</u> (1) Intern from Northern Illinois University in DeKalb, IL (News) <u>9/04/15-12/04/15</u> (1) Intern from Northern Illinois University in DeKalb, IL (News) <u>9/21/15-12/02/15</u> (1) Intern from Rock Valley College in Rockford, IL (Production) <u>4/18/16-8/15/16</u> (1) Intern from Full Sail University in Winter Park, FL (Production) <u>5/16/16-7/31/16</u> (1) Intern from Illinois State University in Normal, IL (News) <u>6/01/16-8/14/16</u> (1) Intern from Valparaiso University, Valparaiso, IN (News/Weather) <u>6/07/16-8/10/16</u> (1) Intern from University of Missouri in Columbia, MO (News)</p>
2	Participate in Job/Career Fair	<u>9/23/15</u> – Director of Broadcast Operations and News Director participated in the Rock Valley College and Rockford University Career and Internship Fair held at Rock Valley College in Rockford, IL
	Participate in Job/Career Fair	<u>1/27/16</u> – WIFR News Director along with sister station WNDU News Director participated in the Northwestern/Medill & School of Journalism 2016 Career & Internship Fair. This was held at Northwestern University's Evanston Illinois campus.
	Participate in Job/Career Fair	<u>3/16/2016</u> – Director of Broadcast Operations and Production Supervisor participated in the Rockford University and Rock Valley College Career and Internship Fair held at Rockford University in Rockford, IL

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	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	9/08/15 – Student from Harlem High School in Machesney Park, IL participated in a job shadow. Participating staff: Anchor/Anchor Reporter Weather/Technical Media Producer
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	9/10/15 – Student from Harlem High School in Machesney Park, IL participated in a job shadow. WIFR Meteorologist was the primary staff participant.
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	9/25/15 – A group from The Elevate Career Readiness Group from Goodwill Industries of Northern Illinois toured the station and watched a noon newscast – interacting with various personnel during the tour and a brief Q & A after the newscast. Staff participation included: Account Executive/ Anchor Reporter/Producer Reporter/News Director/Manager Media/Director of Creative Services/Supervisor Engineering/Assignment Editor/Office Manager and (2) Technical Media Producers
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	10/15/15 – WIFR participated in the 2015 Alignment Rockford (Academy Expo) at the BMO Harris Bank Center. Over 120 businesses/companies were a part of the event. The event has expanded to include hundreds of high school freshmen from throughout Winnebago and Boone Counties. Students have the opportunity to speak with business professionals to learn what they need to know if they want to possibly get a future job within that field/industry. Staff participation included: Anchor and (3) Multi-Media Journalists
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	11/17/15 – A group of 18 including students/teacher/chaperones from Harlem Middle School in Loves Park, IL toured the station, watched a live broadcast of “23 News at Noon” and participated in a Q & A after the newscast. Staff participation included: Sales Assistant/ Manager Media/Production Supervisor/Assignment Editor/Office Manager/Producer/Multi-Media Journalist/Anchor/Anchor Reporter Weather and (2) Technical Media Producers.

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	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>11/18/15</u> – A group of 19 including students/teacher/chaperones from Beloit Memorial High School in Beloit, WI toured various departments at the station, watched a live broadcast of “23 News at Noon” and participated in a Q & A after the newscast. Staff participation included: Manager Media/Technical Media Producer/Production Supervisor/Assignment Editor/Anchor/Anchor Reporter Weather/Office Manager
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>12/08/15</u> – A group of students/teacher from Durand High School in Durand, IL toured various departments at the station, watched a live broadcast of “23 News at Noon” and participated in a Q & A after the newscast. Staff participation included: Assignment Editor, Manager Media/News Director/Office Manager/ and (2) Technical Media Producers
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>2/09/16</u> A group of students/teacher from Highland Community College in Freeport, IL toured various departments at the station and watched a live broadcast of “23 News at Noon”. They asked questions of various employees during the tour. Primary staff participation included: Director of Broadcast Operations/Director of Creative Services/Manager Media/(2) Technical Media Producers/Production Supervisor/Assignment Editor/Multi Media Journalist/Anchor/Anchor Reporter Weather/Office Manager
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>2/23/16</u> A group of students/teacher from Aquin Catholic High School in Freeport, IL toured the station, watched a live broadcast of “23 News at Noon” and then participated in a short Q & A after the newscast. Primary staff participation included: Manager Media/Production Supervisor/TMP/Assignment Editor/News Director/Director of Broadcast Operations/Anchor/Anchor Reporter Weather/Office Manager
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>3/08/16</u> One of our Multi-Media Journalists spoke to and answered questions from a News Reporting Class at Highland Community College in Freeport, IL

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	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	4/18/16 A group of students/teacher from North Boone High School in Poplar Grove, IL toured the station, watched a live broadcast of "23 News at Noon" and participated in a Q & A after the newscast. Questions were asked of staff during the tour as well. Primary staff participation included: TMP/Production Supervisor/News Director/Director of Broadcast Operations/Manager Media/Assignment Editor/Multi-Media Journalist/Anchor Reporter Weather/Office Manager
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	5/05/16 Interview for School Project - Student from Winnebago High School in Winnebago, IL visited station to speak to Multi Media Journalist about television news. Primary Staff Participation: Multi-Media Journalist
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	5/09/16 Students and teacher from Rock Valley College in Rockford, IL toured the station and learned about different jobs at the station. Primary Staff Participation: Production Supervisor/Anchor/Creative Services Producer/Technical Media Producer
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	5/26/16 - News Director met with Illinois Media School leadership (fka Illinois Center for Broadcasting) at their Lombard location. Meeting included via video link, the leadership of the downtown Chicago campus as well. They laid out changes made in their curriculum to enhance and improve the instruction for their students. A big change is the emphasis on social media and the skills to improve mainstream media through social. Discussion included their hardware/software changes and how it helps students' graduation rates, employment rate; and the committee made suggestions on how they could better train students for professional careers in radio, TV and production. Staff Participation: News Director

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	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	Ongoing: News Director continues to be a part of two oversight committees for RPS 205. These are BAMIT (Business, Arts, Marketing and Informational Technology) Academy Support Team at Jefferson High School; and the BAMIT College and Career Readiness Council for all of RPS 205 (all five high schools). On these groups he participates in oversight activities for curriculum to better prepare students for the real world. Both groups meet periodically.
4	Management EEO Training	10/08/15 – Webinar: “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” was presented by Attorney Joan Stewart of Wiley Rein, LLP. In attendance: Local Sales Manager/Manager-Media/Director of Creative Services/News Director and Office Manager. Those who were unable to attend the webinar but were given the PowerPoint presentation included: Vice President & General Manager-General Sales Manager and the Director of Broadcast Operations
5	Activity designed to help disseminate information about employment opportunities in broadcasting	Ongoing Project: WIFR has listings of “Examples of Television Broadcast Job Possibilities” posted on our station website.
	Activity designed to help disseminate information about employment opportunities in broadcasting	Ongoing Project: WIFR has a permanent display of a television studio located at the Discovery Center/River Park Museum. It allows children to interact with the equipment.
	Activity designed to help disseminate information about employment opportunities in broadcasting	Ongoing Project: WIFR posts employment opportunities that are available throughout Gray Television, Inc. on station website: www.wifr.com