

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- WGBO-DT, Facility ID No. 12498, Joliet, Illinois
- WXFT-DT, Facility ID No. 60539, Aurora, Illinois
- WOJO(FM), Facility ID No. 67073, Evanston, Illinois
- WPPN(FM), Facility ID No. 25053, Des Plaines, Illinois
- WVIV (FM), Facility ID No. 48449, Lemont, Illinois

B. Reporting Period: August 1, 2022 to July 31, 2023

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R011872 Multimedia Journalist	LinkedIn
2.	R011959 Regional Digital Sales Manager	LinkedIn
3.	R012143 Account Executive	Employee Referral
4.	R012269 Photographer/ Editor	Employee Referral
5.	R012503 Meteorologist	Other Job Board
6.	R014230 Anchor/Reporter	Internal Candidate
7.	R014235 Producer	TU Careers Website
8.	R013404 Maintenance Technician	Employee Referral

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 31

D. Recruitment Source Information

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	5	All Positions
Asian Humana Services 4800 N. Broadway Suite #200 Phone: 773-989-4535 Contact: Pam Brunton	No	0	All Positions
DeVry Career Services 3300 N Campbell Ave Chicago, IL 60608 Phone: 773-697-2044 Fax: 1-972-929-6779 Contact: Ken Denenberg	No	0	All Positions
DePaul University Contact: M. Elias	No	0	All Positions
Loyola University Chicago Contact: M. Limon	No	0	All Positions
Chicago State University 9501 S. Dr. Martin L King Dr Phone: 773-995-2280 / 773-995-2162 Contact: Charlie Goolsby	No	0	All Positions
Mujeres Latinas en Acci3n	Yes	0	All Positions

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
2424 W. 21st Place Chicago, IL 60623 Phone: 773-890-7676 Contact: Sandra Del Toro			
Little Village Chamber Nilda Esparza 3610 W 26th St # 2 Chicago, IL 60623 Phone: 773-521-5387	Yes	0	All Positions
Back of the Yards Bus. Assoc 1751 West 47th St # 2 Chicago, IL 60609 Phone: 773-247-5100 Contacts: Fabiola Flores / Gabriela Nevarez	Yes	0	All Positions
Illinois Broadcasters Association Phone: 618-985-5555 E-mail: iba@ilba.org	No	0	All Positions
The Chicago Urban League 4510 S. Michigan Ave. Chicago IL 60653 Phone: 773-285-5800 Fax: 312-692-0769 Contact: Clayton Pryor	Yes	0	All Positions
IL. CTR. for Broadcasting 530 S. State St. Chicago, IL 60605 Phone: 630-916-1700 Fax: 312-566-4200 Contact: Don Clark	No	0	All Positions
The Illinois Institute of Art Contact: Pamela A Hudson	No	0	All Positions
National Latino Education Institute 2011 W. Pershing Rd. Chicago, IL 60609 Phone: 773-247-0707 Fax: 773-247-4975 Contact: Celia Lopez	Yes	0	All Positions
University of Illinois Contact: Jessica Leach	No	0	All Positions
El Valor Corporation 3050 East 92nd Chicago, IL 60617 Phone: 312-666-4511 Fax: 312-666-6677	Yes	0	All Positions
Illinois Worknet Center 2138 South 61st Court Cicero, IL 60804 Phone: 708-222-3100 Contact: Hugo Avila	Yes	0	All Positions
Illinois State University External Client Office Phone: 309-438-5485	No	0	All Positions
Hispanic Alliance of Career 14 East Jackson Blvd. Chicago IL 60604	Yes	0	All Positions

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Phone: 312-435-0498 Fax: 312-435-1494 Contact: Rocio Mendez			
Instituto for Latino Progress 2570 S. Blue Island Chicago, IL 60608 Phone: 773-927-7712 Fax: 773-927-7284 Contact: Lucy Romero	No	0	All Positions
Southern Illinois University Mail code-4703 Carbondale, IL Fax: 618-453-192 Contact: Beverley Robbins Email: postjobs@siu.edu	No	0	All Positions
Medill Northwestern University 1845 Sheridan Road Evanston, IL 60208 847-467-6213 Fax: 847-467-2319 Contact: Kimberly N. Cornwell	No	0	All Positions
Rainbow Push 930 East 50th Street Chicago, IL 60615 Fax: 773-256-2772 Contact: Candice Brown	No	0	All Positions
City of Chicago Colleges Phone: 773-553-3381 Contact: Aaron Wissmann	No	0	All Positions
DirectEmployer https://de.works/app/dashboard	No	1	All Positions
Handshake https://app.joinhandshake.com/emp	No	0	All Positions

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	12
Indeed	No	0
Employee Referrals	No	3
Former Employee	No	0
Other Job Board	No	7
Internal Candidate	No	3

E. Outreach Activities During Reporting Period

Description	Dates
Listed upper-level positions with the Illinois Broadcasters Association, which is a media trade group whose membership includes substantial participation of women and minorities.	Throughout the reporting period
The employment unit provides training and information to	During the reporting period

Description	Dates
management level personnel responsible for hiring as to methods of ensuring equal employment opportunity and preventing discrimination.	
The EEO Officer attended the virtual career fair with the University of Houston-Downtown. During this career fair the EEO Officer shared career opportunities within employment unit.	February 22, 2023
The EEO Officer attended virtual career fair with Columbia College. During this career fair EEO Officer shared career opportunities within employment unit.	October 21, 2022
The On Air Talent Community and Engagement Coordinator attended a Career Day at the Warren Park School where she met with students and spoke about different careers at employment unit.	April 14, 2023
One of the On Air Personalities, visited Naperville North High School and spoke about careers in the media industry.	April 15, 2023
Newsroom Staff hosted a tour with 29 students from Lockport Township HS Spanish Class. Students learned about “Spanish Journalism” and the issues that affect the Hispanic Community in Chicago. Station staff also spoke about job opportunities in the media industry.	April 27, 2023
Members of the National Association of Hispanic Journalist (NAHJ) organization and students of the De Paul University were hosted at the station for a visit and tour. Participants learned about job opportunities in the media industry.	June 28, 2023
The Creative Services Director participated at the 2023 Television Academy Career Day. He spoke about the job opportunities at the employment unit.	April 8, 2023
The employment unit established an internship program in partnership with the Illinois Broadcasting Association. One student participated in the internship during the reporting period.	6/6/2023-8/15/2023