

April 8, 2016

VIA FEDEX

Mr. Lewis Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street S.W.
Washington, D.C. 20554

Dear Mr. Pulley:

This letter, together with attached Exhibits 1 through 24, serves as the response by WSIL-TV, Inc. (the "Licensee"), licensee of WSIL-TV, Harrisburg, Illinois, to the Media Bureau's letter dated February 24, 2016 (the "Audit Letter"), requesting audit data relating to the station's EEO program.

WSIL-TV is part of the employment unit comprised of the following commonly owned television stations (the "Employment Unit" or the "Unit"):

- WSIL-TV, Harrisburg, Illinois (Facility ID No. 73999)
- KPOB-TV, Poplar Bluff, Missouri (Facility ID No. 73998)¹

The stations in the Employment Unit are owned and operated by the Licensee and operate in and serve primarily the Paducah-Cape Girardeau-Harrisburg Designated Market Area ("DMA"), which ranks as the 82nd DMA according to Nielsen Media Research.²

The same Employment Unit was the subject of a random EEO audit in 2009, and your office, at that time, issued a "no further action" letter dated January 6, 2010. While the Employment Unit has made some tweaks to its EEO Program in the intervening years, the Program is fundamentally the same, and the principal station personnel involved in the EEO Program and in hiring are mostly the same as they were at the time of the first audit. Upper level positions within the Employment Unit are quite stable for the Unit's two small-market stations, and the long-time dedication to the stations of a significant number of staff speaks volumes about the

¹ KPOB-TV is a full-power satellite station of WSIL-TV.

² See <http://www.tvb.org/media/file/2015-2016-dma-ranks.pdf>.

Employment Unit's fair treatment of employees. That's not to say that there is no employee turnover at the Stations; indeed, turnover of employees within the Employment Unit is partially by design: the Unit's Associate Producer Training Program is designed to find entry level personnel with little or no broadcast/news/journalism experience (other than what they did in school) and to provide a newsroom environment where they can learn the nuts and bolts of the broadcast newsroom trade, improve their skills, interact regularly with more experienced newsroom personnel, reap the benefits of informal mentoring, and have their first industry job at a Big 4 Network affiliate to put on their résumés. Because southern Illinois (where the Employment Unit is located) is one of the most economically challenged areas in the state of Illinois,³ the Unit's Associate Producer Training Program not only provides participants with an opportunity to get a "foot in the door" of the broadcast industry but can also provide an opportunity for upward mobility for local residents.

The responses to the relevant audit data requests are set forth below, and the required documentation is provided in the attached Exhibits.

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Audit Data Requested 3(a). *[Provide] Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).*

Response: The Employment Unit's two most recent EEO Public File Reports covering August 1, 2013, through July 31, 2014, and August 1, 2014, through July 31, 2015, are attached as Exhibits 1 and 2, respectively. The first page of the latter report was amended in March 2016 when, in the course of reviewing the Employment Unit's materials and documents in preparing the instant response, one error was discovered and corrected. There is a typographical error on the 2013-2014 Report: the Recruitment Source of the Reporter hired 7/7/2014 was 14 and not 4 as indicated in the Report. With respect to inconsistencies between the information provided in the Employment Unit's EEO Public File Reports and the instant response, the information contained herein shall control and, to the best of the Employment Unit's knowledge, is true and correct.

³ According to Census Bureau "quick facts," the thirteen southern Illinois counties in the WSIL-TV's coverage area all have average household incomes below the Illinois statewide average. Saline County, which is the county where Harrisburg (WSIL-TV's community of license) is located, has an average household income that is only approximately two-thirds of the statewide average.

The Employment Unit's most recent EEO Public File Report is available online at the following WSIL-TV website⁴ address: www.wsilTV.com/story/31061467/wsilkpob-public-files. On that page, there are direct links to the most recent EEO report (and the amended first page) in the WSIL-TV online public file.⁵

The date of each full-time hire listed in each Public File Report is provided in the respective table on the first page of each of the two Public File Reports, which are attached as Exhibits 1 and 2. The dates used in the Report covering the period August 1, 2013 – July 31, 2014, are specific dates (month/day/year), while the dates used in the Report covering the period August 1, 2014 – July 31, 2015, are month/year.⁶

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***Audit Data Requested 3(b).** For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, [provide] dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

Response: The Employment Unit filled 20 full-time vacancies during the applicable period. For each job opening, the Employment Unit has attached (as Exhibits 3 through 21) copies of advertisements, bulletins, letters, faxes, e-mails, or other communications announcing job openings and all readily available documentation that such communications were sent to recruitment sources used by the Employment Unit.

⁴ KPOB-TV is not required to, and does not, have a website.

⁵ All EEO reports required to be in the public inspection file are also in the KPOB-TV public inspection file; the licensee merely elected to provide a direct link to the EEO materials in WSIL-TV's online public inspection file.

⁶ In the event the Commission's EEO Staff wishes to know the dates in a month/day/year format for the 2014-2015 Report, please let us know; the information is available in the Employment Unit's HR records, and we believe the information in the Public File Reports is sufficient for purposes of this audit.

The lists of recruitment sources used by the Employment Unit for job openings during the periods covered by the Public File Reports are included in the Reports attached as Exhibits 1 and 2. No recruitment sources have requested notification of job vacancies from the Employment Unit.

The recruitment source list and the exhibits attached illustrate that for the period covered by the audit, the Employment Unit had a regular practice of widely disseminating notification of job vacancies through educational institutions, websites, and unaffiliated broadcasting- and non-broadcasting-related organizations. However, the Licensee has been unable to locate complete copies of all of its vacancy announcements. During the period covered by the Public File Reports, the Employment Unit distributed vacancy notifications primarily via e-mail, and electronic and hard copies of e-mails were not retained in every instance. Notifications were sent, under the General Manager's supervision, by the administrative assistant. For each vacancy, unless otherwise noted, the administrative assistant sent a single e-mail message to a group of several routine recruitment source contacts. Sent email is periodically deleted, and the Unit did not (and does not) retain employee e-mail on a company server; therefore, electronic copies of the e-mail notification messages as sent are not accessible.

One hire may warrant further explanation. The Reporter hired in July 2015 (i.e., the last position listed in the table on the first page of the 2014-2015 Public File Report in Exhibit 2) was the result of an unusual opportunity that arose when a couple of events and circumstances happened to serendipitously dovetail. In the summer of 2015, the Unit was planning to start a weekend morning newscast. The Unit initially named an existing employee reporter to anchor the program, but almost immediately realized that the Unit's weekday newscasts would suffer by moving this reporter to the weekend. Around the same time, another reporter gave notice that she would be leaving the station.⁷ Coincidentally, during this same period of time, the Unit was contacted by a woman with some reporting and anchoring experience who was in the area who wanted to come by the station to discuss potential opportunities, see the Station, etc. The Unit's News Director—who was wrestling with a weekend reporter/anchor “problem” for the imminent launch of the new weekend newscast as well as the announcement of the departure of another reporter—was faced with an unusual opportunity for these small-market Stations, namely the availability of an experienced anchor/reporter for which the Stations had an immediate role. Under the circumstances, this individual—who had initiated contact with the Stations—represented a “neat” and “immediate” solution, and the decision to hire her was made without further recruitment efforts. The News Director has been with the Unit for thirteen years (i.e., the entire duration of the FCC's current EEO rules), and he is the primary hiring manager at the Unit (because the news staff experiences, proportionally, the greatest amount of turnover). He did not take lightly the decision to make this hire without further recruitment but, under the circumstances (and in light of an otherwise strong recruitment record at the Unit), he felt that the hire was a unique opportunity that was in the best interests of the Stations.

⁷ A vacancy notice was posted for the reporter who gave notice but that hiring process fell outside of the 2014-2015 reporting period covered by the 2014-2015 Public File Report that is included as Exhibit 2.

In addition, it is important to understand the role that the Unit's Associate Producer Training Program ("A-P Program") plays in the recruitment practices for the Stations. Through the A-P Program (which is included below in the discussion of the Unit's outreach initiatives), the Unit actively seeks and recruits employees with limited experience and skills in broadcasting. Many of these A-P Program trainees come from nearby Southern Illinois University (though there is not a formal relationship between the Unit and SIU for this purpose) where they continue to attend classes or from where they are soon to graduate. The A-P Program positions are part-time positions where trainees learn to run the studio camera, edit news video, and assist newscast producers and assignment editors; in short, they "learn the ropes" of what it means to work in the newsroom of a broadcast station that airs a significant number of newscasts per week (more than 20 hours of local news per week). At any given time, there are more than a dozen A-P Program participants on staff within the Unit. This pool of Unit-trained broadcast labor provides a rich recruitment base for the Unit (and for other stations in Illinois, Missouri, and other stations across the country). Some A-P Program trainees become full-time employees within the Unit, some become permanent hires within the Unit in part-time positions, and some move on to other stations. (Because there is no college credit associated with the A-P Program, and because the training is substantial and significant, the Unit does not refer to this as an internship program because it is more than an internship program.) This Program, and the way that it serves as a conduit for hiring within the Unit, serves as an effective, EEO-based hiring tool/resource and benefits the community in a way that cold, "plain vanilla" job postings distributed to recruitment sources in the Unit's community do not and can not.

One further note about the Unit's recruitment practices—which is also relevant to the Unit's ongoing efforts to self-assess its EEO Program—is this: During the period covered by the 2013-2014 Public File Report, the Unit's posting of vacancies for Reporter positions may look, on its face, to be inconsistent. Not all Reporter positions were posted to all the same sources. This was deliberate on the Unit's part, and represented a conscious effort to try to measure the "productivity" of certain sources as well as diminish any appearance to persons who routinely use the recruitment sources when job-hunting that the Unit's newsroom was a "revolving door" (which it isn't). After determining that this mix-and-match approach did not generate measurably different results in recruitment and quality of applicants, the Unit returned to a practice (during the period covered by the 2014-2015 Public File Report) of posting Reporter positions to a more consistent group of several recruitment sources.

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***Audit Data Requested 3(c).** In accordance with Section 73.2080(c)(5)(v), [provide] the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.*

Response: The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the applicable period appear on the first page of each of the Public File Reports attached as Exhibits 1 and 2. (There is a column titled

“Number of Interviews” and another column titled “Recruitment Source of Interviews.” The numbers listed in the columns correspond to the numbers assigned each recruitment source in subsequent pages of each of the two Public File Reports.) Except as discussed above, the Employment Unit engaged in wide dissemination of vacancy notices reasonably calculated to reach the entire community for each full time vacancy.

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***Audit Data Requested 3(d).** [Provide] [d]ocumentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.*

Response: The total number of full-time employees of the Employment Unit varies over time. The total number of full-time employees in the Employment Unit is currently approximately 63. WSIL-TV is located in the Harrisburg, Illinois, Micropolitan Statistical Area, which, according to 2010 census data, has approximately 25,000 people. KPOB-TV is located in the Poplar Bluff, Missouri, Micropolitan Statistical Area, which, according to 2010 census data, has almost 43,000 people. Collectively, the population of the Employment Unit’s market is fewer than 250,000 people. By the Employment Unit’s calculation, it is required to perform two (2) initiatives in each applicable two-year period. As demonstrated below and in the supporting documents submitted as Exhibits 22-24, however, it is plain that the Unit has engaged in more than four (4) initiatives during the two-year period covered by this audit. Indeed, the Unit (and its individual personnel involved in the activities) does not view engagement in these types of activities merely as a way to “check a box” for regulatory compliance purposes. Instead, for WSIL-TV, Inc., participation in these types of activities—including the Associate Producer Training Program, Stations Tours, the CVE Program,⁸ and the Internship Program—is a “way of life” for these small-

⁸ The CVE Program is a vocational education/work study program where the Unit selects interested high school students from local high schools to work (and “learn the ropes”) at the station in the afternoons after attending traditional classes in the morning. The students get school credit in addition to being paid as part-time employees of the Unit. More than half of the CVE students that have worked/learned at the Unit have gone on to further studies in media fields, have been employed by the Unit, or earned jobs in a related field. The Unit has elected not to submit any documentation for the CVE Program with this response because documentation to support more than enough other outreach activities is being submitted instead.

market Stations. Not only do these programs illustrate ways in which the Unit serves and is intertwined with the local community, but they also further the community's understanding of what WSIL-TV, Inc. does as a local broadcaster to educate the community about the news and information and, most relevant for purposes of the EEO Rule, what types of opportunities exist to join the broadcast/media workforce and how to plot out a path to a career in broadcast news or other related field.

During the period of time covered by the two most recent EEO Public File Reports, the Employment Unit engaged in the following recruitment initiatives (*see* Section 73.2080(c)(2)) and has attached, as Exhibits 22 through 24, documentation demonstrating performance of the following recruitment initiatives,⁹ which exceeds the Employment Unit's minimum regulatory requirements:

Employee Training Program (47 C.F.R. § 73.2080(c)(2)(viii)) Exhibit 23 Contains Relevant, Illustrative Documents	
<i>Activity</i>	<i>Personnel Involved</i>
Associate-Producer Training Program Several associate producers during 2013-2014	Steve Wheeler, General Manager Mike Snuffer, News Director Eric Mittan, Chief Editor
Associate Producer Training Program Several associate producers during 2014-2015	Steve Wheeler, General Manager Mike Snuffer, News Director Eric Mittan, Chief Editor

Internship Program (47 C.F.R. § 73.2080(c)(2)(v)) Exhibit 24 Contains Samples of Relevant Documents	
<i>Activity</i>	<i>Personnel Involved</i>
Internship Program Hosted 5 students during 2013-2014	Mike Snuffer, News Director Other personnel as appropriate

⁹ To reiterate, the EEO Public File Reports attached as Exhibits 1 and 2 contain additional recruitment initiative outreach activities, and the Unit has opted not to submit documentation for them all. In addition, the Unit is not submitting every record that it has for the activities for which it is submitting documentation. For example, for the Internship Program, the Unit is not submitting documentation for all interns during the two-year period, but only a couple of samples to illustrate and "prove" the existence of the activity. Of course, the Unit will gladly produce more records upon request.

Internship Program (47 C.F.R. § 73.2080(c)(2)(v)) Exhibit 24 Contains Samples of Relevant Documents	
<i>Activity</i>	<i>Personnel Involved</i>
Internship Program Hosted 6 students during 2014-2015	Mike Snuffer, News Director Other personnel as appropriate

Participation in Other Outreach (47 C.F.R. § 73.2080(c)(2)(xvi)) Exhibit 25 Contains Samples of Relevant Documents	
<i>Activity</i>	<i>Personnel Involved</i>
Station Tours for Educational and Community Groups Approximately 19 tours during 2013-2014	Bethany Tanner, Programming Other personnel during tour
Station Tours for Educational and Community Groups Approximately 16 tours during 2014-2015	Bethany Tanner, Programming Other personnel during tour

* * * * *

Audit Data Requested 3(e). *Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.*

Response: None.

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Audit Data Requested 3(f). *In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.*

Response: The Employment Unit is divided into five departments: News, Sales, Engineering, Production, and General and Administrative (“G & A”). The lion’s share of Unit employees are within the News umbrella, and each of the other four departments generally has fewer than 10 full time employees. Each department staff member reports to his or her respective department head: the News Director, Sales Manager, Chief Engineer, or Production Manager (collectively, the “Department Heads”). G & A staff and the Department Heads report directly to the General Manager. The Department Heads are responsible for ensuring that EEO policies are enforced in their respective departments, and the General Manager ensures that EEO policies are enforced with respect to G & A staff, the Department Heads, and throughout the Unit.¹⁰

As a practical matter, most external hires and promotions occur in the News Department. The General Manager and News Director communicate on a daily basis, and hiring (and other employment-related issues) and EEO compliance (including widespread recruitment, communicating EEO policies to station employees, and provision of internal training) are common topics of their communication.

The News Director meets frequently with key news staff (daily editorial meetings) and is available at any time on an ad hoc basis to any member of the News Department. While the daily meetings are primarily editorial in nature, hiring and other employment-related issues—including aspects of the Unit’s EEO Program and policies—come up naturally in the course of these meetings on a periodic and as-needed basis. Indeed, opportunities for training and advancement are such integral parts of the Stations’ and newsroom’s culture, that they are frequent topics of discussion, especially with (but not limited to) employees participating in the Associate Producer Training Program.

The Sales, Engineering, Production, and G & A departments are smaller in number than the News department and, therefore, meet on a less routine basis. However, the Department Heads of the Sales, Engineering, Production, and G & A departments communicate EEO policies to their respective staff on an as-needed basis, and, again, the principles underlying the EEO Rule are so well-assimilated into the culture of the Unit that informal discussions about EEO and employment-related topics have become a natural part of the routine.

In addition to meetings and in-person communication from station management, Unit applicants and employees are also informed about EEO policies through written materials. Job vacancy announcements typically include language communicating that the Station is an equal opportunity employer, and Station job applications include the following notice: “This station is an Equal Opportunity Employer. Discrimination based on a person’s race, color, religion, national origin or sex is prohibited. If you feel you have been discriminated against you may contact the appropriate Federal, State or local agency.” Additionally, materials regarding Equal Employment

¹⁰ It should be noted that, outside of the News department, the vast majority of the Unit’s employees have been employed in the same position for a number of years. Due to the longevity of so many of the Unit’s employees, the process of recruiting, hiring, and promoting is infrequent in departments other than News.

Opportunities are prominently posted in a hallway accessible to all employees near the News, Production, and Engineering Departments; these materials are located in close proximity to the traditional OSHA and FLSA posters.

The General Manager and the Department Heads also ensure EEO program and policy enforcement by actively engaging in the recruitment and hiring process. When a vacancy opens within the Unit, the relevant department head discusses with the General Manager the job responsibilities and the qualifications required to fill the position. The General Manager also discusses with the Department Head the need to post and advertise the position widely and the non-discrimination requirement. Vacancy notifications are distributed to the Unit's recruitment sources as directed by the General Manager. As appropriate, the General Manager is involved (along with the relevant Department Head) in the screening of applicants.

Finally, the General Manager, the Department Heads, and staff members participate in the Employment Unit's various outreach initiatives. The General Manager and the Department Heads generally decide together what outreach initiatives to conduct and which station personnel will participate.

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***Audit Data Requested 3(g).** In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

Response: The Employment Unit routinely monitors and analyzes its EEO recruitment program in the normal course. The General Manager and the Department Heads routinely (albeit informally) and on an ongoing basis discuss recruiting initiatives, the quantity and quality of candidates applying for vacancies, and potential recruiting sources that would allow the Employment Unit to better reach the community. As discussed above, the Unit made modifications to the approach used to recruit for Reporter positions over the periods covered by the Public File Reports submitted as Exhibits 1 and 2; such modifications demonstrate the ongoing, actual nature of the self-assessment of the Unit's EEO Program.

Again, as a practical matter, most recruitment occurs in the News Department, which effectively means that the General Manager and News Director most frequently review the success of recruitment and training. While policies are the same across all departments, the Unit's evaluation of its recruitment program is focused most acutely on the News Department.

As discussed elsewhere in this response, the Unit's training programs are a lifeblood for the Stations and for providing real-world opportunities to the Stations' communities. The introduction and training of applicants with minimal experience and offering them a pathway to full-time employment (whether at the Unit or elsewhere) are topics of frequent conversation between the General Manager and News Director and among senior News staff generally. As the Unit tracks the performance and career arcs of trainees (AP Program, CVE Program, and Internship

Program), discussions among Station managers occur naturally and organically as the Unit considers how to better recruit and serve trainees, how to obtain participants from a wider variety of backgrounds, and how to better ensure their success.

The General Manager also works directly with other Department Heads to prepare and review the annual Public File Reports, and the Department Heads actively participate in the recruitment and interview process to ensure compliance with the Employment Unit's EEO program.

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Audit Data Requested 3(h). *In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

Response: *Compensation and Benefit Levels.* The Employment Unit's compensation levels are reviewed on an annual basis during budget preparation by the General Manager and Station ownership (at the corporate headquarters) to ensure the levels provide equal opportunities for all employees and do not have a discriminatory effect.

Pay raises, at any point during the year, are recommended by Department Heads and approved by the General Manager. While pay increases at these small-market Stations are typically associated with an increase in responsibilities, there are no formal policies with respect to increases in compensation. The General Manager and the Department Heads routinely discuss the requirement that compensation levels must not have a discriminatory effect, and the ultimate decision to increase (or not) any employee's compensation is made with that guiding principle in mind.

All full-time employees of the Unit receive benefits. Employee benefits are reviewed periodically by the General Manager, the corporate Comptroller (at the corporate headquarters). The group periodically assesses benefit levels to ensure they do not have a discriminatory effect.

Seniority Practices and Promotions. The Unit has no formal policies related to seniority except that employees receive three weeks of vacation after they reach their five-year employment anniversary with the Unit. The Unit is not a unionized workplace, and there are no union agreements in place.

With the exception of the News department, the vast majority of the Unit's employees have been employed at the Station for many years. Therefore, promotions in departments other than News are uncommon.

The Unit routinely promotes part-time News department employees to full-time status when full-time positions open. These promotions are based on the merit, skill, initiative, and demonstrated performance of the particular employee. In keeping with the FCC's EEO rules, the Unit recruits widely for Associate Producer part-time positions in the News department, using the same recruitment sources and policies that it does for full-time positions. As is described elsewhere in this response (and in the documentation provided in Exhibit 23), candidates for Associate Producer positions frequently have little or no broadcast training. Unit personnel train each Associate Producer over a period of weeks and/or months—if the Associate Producer has demonstrated the required expertise and a position is open, the Associate Producer may apply for and be promoted to full-time employment. The Associate Producer program, therefore, makes broadcast employment open to a wide range of relatively inexperienced candidates and provides the opportunity to receive broadcast training and gain full-time broadcast employment (either at the Unit or elsewhere).

Selection Techniques. After providing notification of job vacancies to the community, the employment selection process is based upon the experience, qualifications, and talents of the candidates. There is no test given in connection with employment. For positions in departments other than G & A, the General Manager and Department Heads consult on each selection.

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The remaining audit data requested is not applicable. The Licensee is not a religious broadcaster, no employees in the Unit are represented by unions, and the stations in the Employment Unit are not brokered stations.

The Employment Unit is uploading a copy of this letter and the attached Exhibits to the online public inspection files of both WSIL-TV and KPOB-TV.

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THE REMAINDER OF THIS PAGE IS INTENTIONALLY BLANK;
SIGNATURE IS ON FOLLOWING PAGE.

If you have any questions regarding this response or need any further information, please contact our attorney Stephen Hartzell at (919) 839-0300 or shartzell@brookspierce.com.

Respectfully submitted,

A handwritten signature in cursive script, reading "Steve Wheeler". The signature is written in dark ink and is positioned above the printed name and title.

Steve Wheeler
General Manager, WSIL-TV, Inc.
Licensee of WSIL-TV and KPOB-TV

WSIL-TV/KPOB-TV
Response to February 24, 2016, EEO Audit Letter

EXHIBIT LIST

Exhibit 1	EEO Public File Report (August 1, 2013 – July 31, 2014)
Exhibit 2	EEO Public File Report (August 1, 2014 – July 31, 2015)
Exhibit 3	Copies of documentation for the position of Reporter (filled 8/12/2013)
Exhibit 4	Copies of documentation for the position of Producer (filled 8/26/2013)
Exhibit 5	Copies of documentation for the position of Sports Reporter (filled 11/4/2013)
Exhibit 6	Copies of documentation for the position of Reporter (filled 11/5/2013)
Exhibit 7	Copies of documentation for the position of Reporter (filled 1/3/2014)
Exhibit 8	Copies of documentation for the position of Account Executive (filled 1/6/2014)
Exhibit 9	Copies of documentation for the position of Director (filled 1/27/2014)
Exhibit 10	Copies of documentation for the position of Reporter (filled 7/2/2014)
Exhibit 11	Copies of documentation for the position of Reporter (filled 7/7/2014)
Exhibit 12	Copies of documentation for the position of Reporter (filled 9/2014)
Exhibit 13	Copies of documentation for the position of Anchor (filled 10/2014)
Exhibit 14	Copies of documentation for the position of Producer (filled 11/2014)
Exhibit 15	Copies of documentation for the position of Engineer (filled 11/2014)
Exhibit 16	Copies of documentation for the position of Reporter (filled 11/2014)
Exhibit 17	Copies of documentation for the position of Reporter (filled 12/2014)
Exhibit 18	Copies of documentation for the position of Photographer (filled 4/2015)
Exhibit 19	Copies of documentation for the position of Meteorologist (filled 6/2015)
Exhibit 20	Copies of documentation for the position of Production Manager (filled 6/2015)
Exhibit 21	Copies of documentation for the position of Account Executive (filled 6/2015)
Exhibit 22	Copies of documents relating to the Employee Training Program (Associate Producer Training Program)
Exhibit 23	Copies of documents relating to the Internship Program
Exhibit 24	Copies of documents relating to other EEO Outreach (Station Tours for Schools and Community Groups)

Exhibit 1

EEO Public File Report (August 1, 2013 – July 31, 2014)

WSIL-TV & KPOB-TV
Annual EEO Public File Report
Date: August 1, 2013 -July 31, 2014

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WSIL-TV, Harrisburg, IL and KPOB-TV, Poplar Bluff, MO. WSIL-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Personnel Director at 618/985-2333. For purposes of the Report, a vacancy was deemed filled when the hire reported for work. A person was deemed interviewed whether he or she was interviewed in person, over the phone, or via e-mail.

Section 1: Vacancy Information

Job Title	Date Hired	Number of Interviews	Recruitment Source of Hire	Recruitment Source of Interviews	Recruitment Source
Reporter	8/12/13	3	14	1,14,14	1-3;5-12;14;19-20
Producer	8/26/13	2	23	19,23	19,23
Sports Reporter	11/4/13	3	14	12;14;14	1-3;5-12;14;19
Reporter	11/5/13	3	23	14,19,23	12;14;19;23
Reporter	1/3/14	3	14	14;14;19	12;14;19
Account Executive	1/6/14	2	20	19,20	1-3;5-11;19;20
Director	1/27/14	2	23	23;23	19;23
Reporter	7/2/14	3	19	14;14;19	12;14;19
Reporter	7/7/14	4	4	12;14;14;19	1-3;5-12;14;19

Section 2: Recruitment Source Information

Source #	Source Name	Contact	Address	Phone	Fax	Email	Requested Notification	Interviews During This Period
1	IL Broadcasters Association	Erin Camfield	200 Missouri Ave Carterville, IL 62918	618/985-5555	618/985-6070	erinc@ilba.org	No	1
2	IDES	Robert Barron	8195 Express Dr. Marion, IL 62959	618/985-6835	618/993-5871	robert.barron@illinois.gov	No	0
3	John A. Logan College	Lisa Hudgens	700 Logan College Rd Carterville, IL 62918	618/985-3741 Ext. 8424	618/985-6610	lisa.hudgens@jalc.edu	No	0
4	Murray State	None	PO Box 9 Murray, KY 42071	270/809-3802	270/809-3516		No	0
5	NPPA Region 5	Mike Borland	1485 Merchant Dr. Algonquin, IL 60102	847/842-2434	N/A	micaelb@mehsi.com	No	0
6	Rend Lake College		468 N Ken Gray Pkwy Ina, IL 62846	618/437-5321	618/437-5403	myers@rlc.edu	No	0
7	SEMO	None	One University Plaza Cape Girardeau, MO	573/651-2583	N/A	careerlinkages@semo.edu	No	0
8	Shawnee Comm College	Leslie Weldon	Rt. 1 Box 53 Ullin, IL 62992	800-481-2242	618/634-3352	lesliec@shawneec.edu	No	0
9	SIU-Carbondale	Missy Houghland	Carbondale, IL 62901	618/453-2391	618/453-1924	postjobs@siu.edu	No	0
10	Southeast Illinois College	Catherine Packard	3575 College Dr. Harrisburg, IL 62946	618/252-5400	N/A	Catherine.packard@sic.edu	No	0
11	University of Evansville	Donna Schmitt	1800 Lincoln Ave. Evansville, IN 47722	812/479-2663	812/479-2156	ds34@evansville.edu	No	0
12	TVJobs.com	Mark Holloway		760/754-8177	N/A	jobs@tvjobs.com	No	2
13	Rick Gevers	Rick Gevers	PO Box 577 Zionsville, IN 46077-0577	317/769-7900		rick@rickgevers.com	No	0
14	Medialine	Ask for Staff	PO Box 51909 Pacific Grove, CA 93950	800-237-8073		www.medialine.com	No	11
15	B-Roll (Photographers)	Kevin Johnson	1623 D St. NE Washington, DC 20002	202/486-8842		www.b-roll.net	No	0
16	IL News	Bob Roberts	1 University Circle			www.inba.net	No	0

	Broadcasters		Macomb, IL 61455			borowmaq@aol.com		
17	Collective Talent	Michael Billie		813/254-9695	813/254-9291	www.collectivetalent.com	No	0
18	The Southern	Sandy Lowell		618/351-5003		sandy.lowell@thesouthern.com	No	0
19	WSIL-TV					www.wsiltv.com	No	6
20	Website						No	1
	Word of Mouth						No	
	Referral						No	
21	In-House Promotion						No	0
22	Internship Prog						No	0
23	Internal Job Posting						No	4
24	Employee Referral						No	0
25	Unsolicited Applicant						No	0
26	Resume on File						No	0
27	Talent Agent						No	0

Section 3: Menu Option Outreach Initiatives

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
Associate Producer Program – The associate producer (AP) program is designed to provide part-time positions with low entry requirements to candidates who lack professional broadcast experience. APs are given significant training at WSIL, both to be able to perform part-time tasks in news and to potentially qualify them for full-time positions here or elsewhere. Many APs are college students studying radio/TV, journalism or communications. Most do not have professional experience. There is an ongoing effort to make these positions available to candidates who have	Ongoing	Mike Snuffer, News Director		8

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
<p>little experience or even little educational background. During this period 18 AP's were hired. All had some educational background, but few or none had professional experience. During this period 6 AP's left the station, and 3 of the 6 obtained a full-time position at broadcast television stations. An additional 4 AP's were promoted to full-time positions at WSIL.</p>				
<p>Station Tours – WSIL conducts frequent station tours for interested groups. Many of these are for young people, school groups, church youth groups, scout groups and others. Tours frequently include information about types of jobs in broadcasting, or about the availability of internships and job shadowing opportunities. During this period WSIL conducted 19 station tours, including tours for high school students attending Radio/TV or Journalism “camps” at Southern Illinois University.</p>	Ongoing	Bethany Tanner, Program Director	Interested community groups, educational institutions, non-profit organizations	16
<p>Internship Program – WSIL accepts interns who are receiving academic credit. Students work in areas of their interests and internships are structured to their needs. During this period WSIL hosted 5 interns.</p>	Ongoing	Mike Snuffer, News Director		5
<p>Job Shadowing – WSIL permits interested high school and college students to shadow a WSIL employee, usually for one day. During this period WSIL had 1 job shadow.</p>	Ongoing	Mike Snuffer, News Director		10
<p>Facilitation of SIU Program Production – During this period WSIL made a \$3,000 cash donation to</p>	Nov 2013	Steve Wheeler, President and	Southern Illinois University	10

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
<p>"River Region News", a program produced by students at Southern Illinois University and aired on WSIU, a PBS station. River Region is a hands-on newsroom experience which, in our opinion, can help directly qualify students for television station positions (especially entry level positions such as our AP positions). Students are enrolled in the College of Mass Communications at SIU. River Region is not fully funded by either the college or the PBS station and is facilitated by our donation. This relationship also helps to sustain the relationship between WSIU and SIU, which helps raise SIU communications students' awareness of WSIU internship, job shadow, and employment opportunities.</p>		General Manager		
<p><u>CVE Program</u> – WSIU works with Carterville and Carbondale High Schools to accept high school students who attend school for a half day and work for a half day. Students are paid by WSIU. They receive high school credit and have a faculty adviser at the school. During this period, WSIU hosted 1 student from Carbondale High School.</p>	Sept –May	General Manager	Carbondale HS	5
<p><u>Illinois Broadcasters Association MIP Program</u> – WSIU works with the Illinois Broadcasters Association on the multi-cultural intern program. Potential interns are identified and interviewed by the IBA, then placed with participating stations. Interns receive a stipend from the IBA. During this period WSIU hosted 1 IBA MIP intern, who worked with WSIU's meteorologists.</p>	July-Aug	Chief Meteorologist	IBA	5, 7

* "Initiative Number" refers to the following outreach activities:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Exhibit 2

EEO Public File Report (August 1, 2014 – July 31, 2015)

Amended, March 2016

WSIL-TV & KPOB-TV

Annual EEO Public File Report

Date: August 1, 2014-July 31, 2015

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WSIL-TV, Harrisburg, IL and KPOB-TV, Poplar Bluff, MO. WSIL-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Personnel Director at 618/985-2333. For purposes of the Report, a vacancy was deemed filled when the hiree reported for work. A person was deemed interviewed whether he or she was interviewed in person, over the phone, or via e-mail.

Section 1: Vacancy Information

Job Title	Date Hired	Number of Interviews	Recruitment Source of Hiree	Recruitment Source of Interviews	Recruitment Source
Reporter	Sept 2014	3	23	1;23;27	1-3;5-12;14;19;23;27
Anchor	Oct 2014	5	19	19;27;27;27;28	1-3;5-12;14;19;27;28
Producer	Nov 2014	1	23	23	1-3;5-12;14;19;21;23
Engineer	Nov 2014	3	20	20;20;20	1-3;5-11;19-20
Reporter	Nov 2014	3	28	14;14;28	1-3;5-12;14;19;28
Reporter	Dec 2014	3	28	12;14;28	1-3;5-12;14;19;28
Photographer	April 2015	1	21	21	1-3;5-11;19;21
Meteorologist	June 2015	1	19	19	1-3;5-12;14;19
Production Manager	June 2015	5	19	19;19;23;23;23	1-3;5-11;19;23
Account Executive	June 2015	2	20	20;23	1-3;5-11;19;20;23
Reporter	July 2015	1	25	25	25

Section 2: Recruitment Source Information

Source #	Source Name	Contact	Address	Phone	Fax	Email	Requested Notification	Interviews During This Period
1	IL Broadcasters Association	D. Gray	200 Missouri Ave Carterville, IL 62918	618/985-5555	618/985-6070	dgray@ilba.org	No	1
2	IDES	Robert Barron	8195 Express Dr. Marion, IL 62959	618/985-6835	618/993-5871	robert.barron@illinois.gov	No	0
3	John A. Logan College	Lisa Hudgens	700 Logan College Rd Carterville, IL 62918	618/985-3741 Ext. 8424	618/985-6610	lisa.hudgens@jalc.edu	No	0
4	Murray State	None	PO Box 9 Murray, KY 42071	270/809-3802	270/809-3516		No	0
5	NPPA Region 5	Mike Borland	1485 Merchant Dr. Algonquin, IL 60102	847/842-2434	N/A	michaelb@mchsi.com	No	0
6	Rend Lake College		468 N Ken Gray Pkwy Ina, IL 62846	618/437-5321	618/437-5403	mvers@rlc.edu	No	0
7	SEMO	None	One University Plaza Cape Girardeau, MO	573/651-2583	N/A	careerlinkages@semo.edu	No	0
8	Shawnee Comm College	Leslie Cornelious-Weldon	8364 Shawnee College Road Ullin, IL 62992	618/634-3337	618/634-3352	lesliec@shawneec.edu	No	0
9	SIU-Carbondale	Matt Purdy	Carbondale, IL 62901	618/453-2391	618/453-1924	postjobs@siu.edu	No	0
10	Southeast Illinois College	Catherine Packard	3575 College Dr. Harrisburg, IL 62946	618/252-5400	N/A	Catherine.packard@sic.edu	No	0
11	University of Evansville	Donna Schmitt	1800 Lincoln Ave. Evansville, IN 47722	812/479-2663	812/479-2156	ds34@evansville.edu	No	0
12	TVJobs.com	Mark Holloway		760/754-8177	N/A	jobs@tvjobs.com	No	1
13	Rick Gevers	Rick Gevers	PO Box 577 Zionsville, IN 46077-0577	317/769-7900		rick@rickgevers.com	No	0
14	Medialine	Ask for Staff	PO Box 51909 Pacific Grove, CA 93950	800-237-8073		www.medialine.com	No	4

15	B-Roll (Photographers)	Kevin Johnson	1623 D St. NE Washington, DC 20002	202/486-8842		www.b-roll.net	No	0
16	IL News Broadcasters	Bob Roberts	1 University Circle Macomb, IL 61455			www.inba.net borowmaq@aol.com	No	0
17	Collective Talent	Michael Billie		813/254-9695	813/254-9291	www.collectivetalent.com	No	0
18	The Southern	Sandy Lowell		618/351-5003		sandy.lowell@thesouthern.com	No	0
19	WSIL-TV Website					www.wsilv.com	No	5
20	Word of Mouth Referral						No	4
21	In-House Promotion						No	1
22	Internship Prog						No	0
23	Internal Job Posting						No	6
24	Employee Referral						No	0
25	Unsolicited Applicant						No	0
26	Resume on File						No	0
27	Talent Agent						No	5
28	Station Contacted Applicant						No	3

Section 3: Menu Option Outreach Initiatives

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
Associate Producer Program – The associate producer (AP) program is designed to provide part-time positions with low entry requirements to candidates who lack professional broadcast experience. APs are given significant training at WSIL, both to be able to perform part-time tasks in news and to potentially qualify them for full-time	Ongoing	Mike Snuffer, News Director		8

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
<p>positions here or elsewhere. Many APs are college students studying radio/TV, journalism or communications. Most do not have professional experience. There is an ongoing effort to make these positions available to candidates who have little experience or even little educational background. During this period 11 AP's were hired. Most had some educational background, but only two or three had professional experience. During this period 7 APs left the station, and 2 of the 7 obtained a full-time position at broadcast television stations. An additional 4 AP's were promoted to full-time positions at WSIL. Also, one full-time employee who started as an AP at WSIL left for another full-time television job.</p>				
<p><u>Station Tours</u> – WSIL conducts frequent station tours for interested groups. Many of these are for young people, school groups, church youth groups, scout groups and others. Tours frequently include information about types of jobs in broadcasting, or about the availability of internships and job shadowing opportunities. During this period WSIL conducted 16 station tours, including tours for high school students attending Radio/TV or Journalism “camps” at Southern Illinois University.</p>	Ongoing	Bethany Tanner, Program Director	Interested community groups, educational institutions, non-profit organizations	16
<p><u>Internship Program</u> – WSIL accepts interns who are receiving academic credit. Students work in areas of their interests and internships are structured to their needs. During this period WSIL hosted 6 interns.</p>	Ongoing	Mike Snuffer, News Director	Southern Illinois University Carbondale High School St. Louis University	5

Activity/Description	Date	Staff Participant	Partners	Initiative Number*
<u>Job Shadowing</u> – W/SIL permits interested high school and college students to shadow a W/SIL employee, usually for one day. During this period W/SIL had 2 job shadows.	Ongoing	Mike Snuffer, News Director	Marion High School Elverado High School	10
<u>Facilitation of SIU Program Production</u> – During this period W/SIL made a \$3,000 cash donation to “River Region News”, a program produced by students at Southern Illinois University and aired on W/SIU, a PBS station. River Region is a hands-on newsroom experience which, in our opinion, can help directly qualify students for television station positions (especially entry level positions such as our AP positions). Students are enrolled in the College of Mass Communications at SIU. River Region is not fully funded by either the college or the PBS station and is facilitated by our donation. This relationship also helps to sustain the relationship between W/SIL and SIU, which helps raise SIU communications students’ awareness of W/SIL internship, job shadow, and employment opportunities.	Nov 2014	Steve Wheeler, President and General Manager	Southern Illinois University	10
<u>Illinois Broadcasters Association MIP Program</u> – W/SIL works with the Illinois Broadcasters Association on the multi-cultural intern program. Potential interns are identified and interviewed by the IBA, then placed with participating stations. Interns receive a stipend from the IBA. During this period W/SIL hosted 1 IBA MIP intern.	July-Aug	Mike Snuffer, News Director	IBA	5, 7

“Initiative Number” refers to the following outreach activities:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Exhibit 3

Copies of documentation for the position of Reporter (filed 8/12/2013)

Posting
Prepared 8/12/13
11/5/13

1, 4

TVJobs.com

Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position Reporter
Reference # TVJ#34216809
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 5/21/2013
Closes 7/20/2013
Time Left 0 Days
DMA #82
Found In News / Talent - General Assignment Reporter



Reporter

WSIL-TV has an opening for a multi-media and broadcast journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications.

Must demonstrate ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how develop a beat and local sources.

You can submit your online video and writing examples to mike.snuffer@wsiltv.com- SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Air, Carterville, IL 62918.

News Director
WSIL
1416 Country Air
Carterville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2016



Supplemental Information

Salary Type	Hourly
Salary Range	\$27,000 to \$33,000
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	Strong Possibility
Start Date	Later this Summer
Probation Period	3 Months
Benefits	Yes - Full Time Only
Benefit Premium	CoPay
401K Plan	Available
Vacation	2 Weeks
Paid Sick Leave	Yes - Full Time Only
Phone Calls	
Agent Phone Calls	Yes
Résumé	Required
Cover Letter	Required
References	Required
Salary History	Preferred
Tape / Reel	Required
Tape Format	Web Link
Tape Return	No
Director's Track	

FAX Résumé	No
TVJobs.com E-Résumé	Yes



Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other WSIL job listings](#)]

Degree Required	Yes
Contract Required	Yes
Contract Length	2 Years
Special Requirements	
Driver's License	
Insurance	
Good Driving Record	Preferred
Heavy Lifting	
Previous Applicants	Please Reapply
Local Apartment Rental	
Moving Expenses	
Union Position	No
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	
Drug Screen	
Proof of Eligibility to work in U.S. Required	
Equal Opportunity Employment	Yes
EOE Data Form	Yes



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

5-22-13

Multi-Media Broadcast Journalist – WSIL has an opening for a Multi-Media Broadcast Journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications. Must demonstrate the ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how to develop a beat and local sources. Please submit your online video and writing examples to: msnuffer@wsiltv.com; SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. EOE

Please post job opening for Multi-Media Broadcast Journalist through 6-30-13.

Brenda Hines

From: Brenda Hines [bhines@wsiltv.com]

Sent: Wednesday, May 22, 2013 4:41 PM

To: 'Erin Camfield'; U of Evansvle; Dr. Catherine Packard; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'

Subject: Multi-Media Broadcast Journalist 5-22-13

Brenda Hines

From: Mail Delivery Subsystem [MAILER-DAEMON@mailbox.wsiltv.com]
Sent: Wednesday, May 22, 2013 4:42 PM
To: bhines@wsiltv.com
Subject: Returned mail: see transcript for details



details.txt (502 B)



Multi-Media
Broadcast Journal...

The original message was received at Wed, 22 May 2013 16:41:03 -
0500 from 64-83-254-50.clearwave.com [64.83.254.50]

----- The following addresses had permanent fatal errors ----- <micaelb@mchsi.com>
(reason: 550 5.1.1 <micaelb@mchsi.com> Suspect mail not accepted for Mediacom domains
or invalid recipient - POL009)

----- Transcript of session follows -----
... while talking to smtp.mchsi.com.:
>>> RCPT To:<micaelb@mchsi.com>
<<< 550 5.1.1 <micaelb@mchsi.com> Suspect mail not accepted for Mediacom domains or
invalid recipient - POL009 550 5.1.1 <micaelb@mchsi.com>... User unknown

Brenda Hines

From: Barron, Robert L. [Robert.Barron@Illinois.gov]
Sent: Wednesday, May 22, 2013 4:42 PM
To: Brenda Hines
Subject: Automatic reply: Multi-Media Broadcast Journalist 5-22-13

I am currently out of the office. I will respond to your e-mail if necessary as soon as possible after I return. If you have something that requires attention immediately please contact my office manager Penny Valentine.
Penny.Valentine@illinois.gov . Thanks---Bob

5/22/2013

Brenda Hines

From: Mike Snuffer [msnuffer@wsiltv.com]

Sent: Tuesday, May 21, 2013 3:29 PM

To: bhines@wsiltv.com

Subject: Reporting Opening

PLEASE POST THIS WITH YOUR REGULAR SOURCES: I have already posted on Medialine and with TVJobs.
Thanks Snuffer

WSIL-TV has an opening for a multi-media-broadcast journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications.

Must demonstrate ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how develop a beat and local sources.

You can submit your online video and writing examples to mike.snuffer@wsiltv.com- SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Air, Carterville, IL 62918.

News Director
WSIL
1416 Country Air
Carterville, IL 62918

Brenda Hines

From: Lisa Hudgens [Lisa.Hudgens@jalc.edu]
Sent: Thursday, May 23, 2013 8:33 AM
To: Brenda Hines
Subject: RE: Multi-Media Broadcast Journalist 5-22-13

We will post the position today.

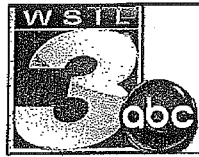
Thanks, Lisa

From: Brenda Hines [mailto:bhines@wsil.tv.com]
Sent: Wednesday, May 22, 2013 4:41 PM
To: 'Erin Camfield'; U of Evansville; Dr. Catherine Packard; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'
Subject: Multi-Media Broadcast Journalist 5-22-13

Exhibit 4

Copies of documentation for the position of Producer (filed 8/26/2013)

2, 7



Please note that **Producer Position (8/26/2013)** and the **Director Position (1/27/2014)** were filled internally. The candidates selected came from the station's Associate Producer (AP) program. The WSIL AP program hires entry level candidates into part-time positions. These hires are typically college students who are majoring in radio/television degrees from area colleges. The AP's receive training and skill development to prepare them for full-time positions with-in the station or at stations in the country.

In this case the two candidates promoted to full-time positions had already received training for these positions and already developed the skills that prepared them for full-time employment with-in the station.

The director and producer positions are somewhat skilled positions that are best filled by internal staff members who are already familiar with the functions of the position in WSIL.

Mike Snuffer
News Director

WSIL-TV

Exhibit 5

Copies of documentation for the position of Sports Reporter (filled 11/4/2013)



3
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709

www.wsiltv.com

Employment Opportunities

9/9/13

Sports Anchor/Reporter – WSIL is seeking a Sports Anchor/Reporter. We are looking for candidates who can produce sports segments with broad appeal and understand how to target non-sports viewers.

Our coverage focuses on local high school sports and Southern Illinois University-Carbondale. SIU is a member of The Missouri Valley Conference, Division 1-AA. WSIL is located in Southern Illinois (81st DMA).

Candidates must be able to shoot and edit on FinalCut Pro. You must understand social media and the role it plays in driving audience to station's broadcast and website.

This position involves anchoring on a regular basis and multiple shows during the day. We are seeking candidates with at least 2 years professional on-air experience. Your schedule will vary according to season. To be considered, please send link to your resume and video samples to: msnuffer@wsiltv.com or non-returnable DVD and resume to: WSIL-TV 3, Sports Search, 1416 Country Aire Dr., Carterville, IL 62918. No phone calls please. EOE

Please post job opening for Sports Anchor/Reporter through 10/31/13.

Calvin 4

Brenda Hines

From: Lisa Hudgens [Lisa.Hudgens@jalc.edu]
Sent: Tuesday, September 10, 2013 10:23 AM
To: Brenda Hines
Subject: RE: Sports Anchor-Reporter 9-9-13
Brenda,

We will post the position today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsilv.com]
Sent: Monday, September 09, 2013 4:34 PM ✓
To: U of Evansville; Dr. Catherine Packard; Erin.Camfield; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'
Subject: Sports Anchor-Reporter 9-9-13

Please post WSIL's job opening for Sports Anchor/Reporter through 9/9/13.

Thank you,
Brenda Hines

Brenda Hines

From: mail@experience.com on behalf of Southern IL Carbondale [notifications@experience.com]
Sent: Wednesday, September 11, 2013 4:43 AM
To: bhines@wsiltv.com
Subject: Your job posting is now open for applications



experie

Dear Brenda:

Your job posting to Southern Illinois University Carbondale Career Services is now open for applications.

Job title: Sports Anchor/Reporter
Apply start date: 9/10/13

If you have any questions, please contact us at careerservices@siu.edu or 618-453-2391.

=====
Experience the largest college recruiting network
<http://www.experience.com>

Copyright © 2013

Two Faneuil Hall Marketplace, Boston, I

Brenda Hines

From: Brenda Hines [bhines@wsiltv.com]

Sent: Monday, September 09, 2013 4:34 PM

To: U of Evansville; Dr. Catherine Packard; Erin Camfield; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'

Subject: Sports Anchor-Reporter 9-9-13

Please post WSIL's job opening for Sports Anchor/Reporter through 9/9/13.

Thank you,
Brenda Hines

Brenda Hines

From: Mike Snuffer [msnuffer@wsiltv.com]
Sent: Friday, September 06, 2013 3:40 PM
To: bhines@wsiltv.com
Subject: Sports Opening Full Time
Brenda

Please post this opening with your sources. I have posted on WSILTV.COM, medialine, and TVjobs.com

Snuffer

WSIL is seeking a **sports anchor/reporter**. We're looking for candidates who can produce sports segments with broad appeal and understand how to target non-sports viewers.

Our coverage focuses on local high school sports and Southern Illinois University- Carbondale. SIU is a member of The Missouri Valley Conference, Division 1-AA. WSIL is located in southern Illinois (81st DMA).

Candidates must be able to shoot and edit on FinalCut Pro. You must understand social media and the role it plays in driving audience to station's broadcast and website.

This position involves anchoring on a regular basis and multiple shows during the day. We're seeking candidates with at least 2-years professional on-air experience. Your schedule will vary according to season. To be considered please send link to your resume and video samples to mike.snuffer@wsiltv.com, or non-returnable DVD and resume to: WSIL News 3 – Sports Search, 1416 Country Aire, Carterville, Illinois 62918. NO phone calls please. EOE

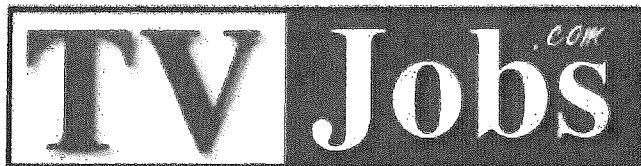
Exhibit 6

Copies of documentation for the position of Reporter (filled 11/5/2013)

POSTING
PREPARED

8/12/13
11/5/13

1, 4



Broadcast Employment Services



WSIL (ABC) Cartersville, Illinois

Position Reporter
Reference # TVJ#34216809
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 5/21/2013
Closes 7/20/2013
Time Left 0 Days
DMA #82
Found In News / Talent - General Assignment Reporter



Reporter

WSIL-TV has an opening for a multi-media and broadcast journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications.

Must demonstrate ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how develop a beat and local sources.

You can submit your online video and writing examples to mike.snuffer@wsiltv.com- SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Air, Cartersville, IL 62918.

News Director
WSIL
1416 Country Air
Cartersville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2016



Supplemental Information

Salary Type	Hourly
Salary Range	\$27,000 to \$33,000
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	Strong Possibility
Start Date	Later this Summer
Probation Period	3 Months
Benefits	Yes - Full Time Only
Benefit Premium	CoPay
401K Plan	Available
Vacation	2 Weeks
Paid Sick Leave	Yes - Full Time Only
Phone Calls	
Agent Phone Calls	Yes
Résumé	Required
Cover Letter	Required
References	Required
Salary History	Preferred
Tape / Reel	Required
Tape Format	Web Link
Tape Return	No
Director's Track	
FAX Résumé	No
TVJobs.com E-Résumé	Yes

 Send Resume

Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other WSIL job listings](#)]

Degree Required	Yes
Contract Required	Yes
Contract Length	2 Years
Special Requirements	
Driver's License	
Insurance	
Good Driving Record	Preferred
Heavy Lifting	
Previous Applicants	Please Reapply
Local Apartment Rental	
Moving Expenses	
Union Position	No
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	
Drug Screen	
Proof of Eligibility to work in U.S. Required	
Equal Opportunity Employment	Yes
EOE Data Form	Yes



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

5-22-13

Multi-Media Broadcast Journalist – WSIL has an opening for a Multi-Media Broadcast Journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications. Must demonstrate the ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how to develop a beat and local sources. Please submit your online video and writing examples to: msnuffer@wsiltv.com; SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. EOE

Please post job opening for Multi-Media Broadcast Journalist through 6-30-13.

Brenda Hines

From: Brenda Hines [bhines@wsiltv.com]

Sent: Wednesday, May 22, 2013 4:41 PM

To: 'Erin Camfield'; U of Evansvle; Dr. Catherine Packard; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'

Subject: Multi-Media Broadcast Journalist 5-22-13

Brenda Hines

From: Mail Delivery Subsystem [MAILER-DAEMON@mailbox.wsiltv.com]
Sent: Wednesday, May 22, 2013 4:42 PM
To: bhines@wsiltv.com
Subject: Returned mail: see transcript for details



details.txt (502 B)



Multi-Media
Broadcast Journal...

The original message was received at Wed, 22 May 2013 16:41:03 -
0500 from 64-83-254-50.clearwave.com [64.83.254.50]

----- The following addresses had permanent fatal errors ----- <micaelb@mchsi.com>
(reason: 550 5.1.1 <micaelb@mchsi.com> Suspect mail not accepted for Mediacom domains
or invalid recipient - POL009)

----- Transcript of session follows -----
... while talking to smtp.mchsi.com.:
>>> RCPT To:<micaelb@mchsi.com>
<<< 550 5.1.1 <micaelb@mchsi.com> Suspect mail not accepted for Mediacom domains or
invalid recipient - POL009 550 5.1.1 <micaelb@mchsi.com>... User unknown

Brenda Hines

From: Barron, Robert L. [Robert.Barron@Illinois.gov]
Sent: Wednesday, May 22, 2013 4:42 PM
To: Brenda Hines
Subject: Automatic reply: Multi-Media Broadcast Journalist 5-22-13

I am currently out of the office. I will respond to your e-mail if necessary as soon as possible after I return. If you have something that requires attention immediately please contact my office manager Penny Valentine.
Penny.Valentine@illinois.gov . Thanks---Bob

5/22/2013

Brenda Hines

From: Mike Snuffer [msnuffer@wsiltv.com]

Sent: Tuesday, May 21, 2013 3:29 PM

To: bhines@wsiltv.com

Subject: Reporting Opening

PLEASE POST THIS WITH YOUR REGULAR SOURCES: I have already posted on Medialine and with TVJobs.
Thanks Snuffer

WSIL-TV has an opening for a multi-media-broadcast journalist. Prefer candidates with one to two years professional newsroom experience and a degree in journalism or mass communications.

Must demonstrate ability to write, shoot and edit under deadline. We are looking for an enterprising reporter who knows how develop a beat and local sources.

You can submit your online video and writing examples to mike.snuffer@wsiltv.com- SUBJECT LINE: WSIL Reporter Search, or send DVD with your on-air reporting samples to: WSIL Reporter Search, WSIL-TV, 1416 Country Air, Carterville, IL 62918.

News Director
WSIL
1416 Country Air
Carterville, IL 62918

Brenda Hines

From: Lisa Hudgens [Lisa.Hudgens@jalc.edu]
Sent: Thursday, May 23, 2013 8:33 AM
To: Brenda Hines
Subject: RE: Multi-Media Broadcast Journalist 5-22-13

We will post the position today.

Thanks, Lisa

From: Brenda Hines [mailto:bhines@wsil.tv.com]
Sent: Wednesday, May 22, 2013 4:41 PM
To: 'Erin Camfield'; U of Evansville; Dr. Catherine Packard; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'
Subject: Multi-Media Broadcast Journalist 5-22-13

Exhibit 7

Copies of documentation for the position of Reporter (filled 1/3/2014)

Repost 1/3/14

5

TVJobs.com

Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position Morning Live Reporter
Reference # TVJ#34231986
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 11/18/2013
Closes 12/30/2013
Time Left 0 Days
DMA #82
Found In News / Talent - Reporter



Morning Live Reporter

New: Morning Live Reporter
 WSIL-TV ABC News 3 in Southern Illinois is seeking a full-time Morning News Reporter. The AM reporter is responsible for planning live shots for station's 2-hour weekday morning (5-7 a.m.) newscast.

The morning reporter must have a personality to cover light features and breaking stories. The AM reporter is creative, seeks visually appealing stories, has great ad-lib ability and can work under tight deadlines. Candidates with a minimum 2-years professional experience highly desired.

Email your resume and a link of your on-air work to: mike.snuffer@wsiltv.com – Subject line: AM Reporter Search.

Station Address:
 WSIL-TV
 1416 Country Air
 Carterville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2016



Supplemental Information

Salary Type	Hourly
Salary Range	\$27,000 to \$31,000
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	Yes
Start Date	February 1, 2014
Probation Period	
Benefits	Yes
Benefit Premium	Partially Paid By Company
401K Plan	Available
Vacation	2 Weeks
Paid Sick Leave	Yes
Phone Calls	
Agent Phone Calls	Yes - Not During News
Résumé	Required
Cover Letter	Required
References	Required
Salary History	Preferred
Tape / Reel	Required
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	No
TVJobs.com E-Résumé	Yes

 **Send Resume**

Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other WSIL job listings](#)]

Degree Required	Yes - 4 Year
Contract Required	Yes
Contract Length	2 Years
Special Requirements	
Driver's License	Required
Insurance	
Good Driving Record	Absolutely Mandatory
Heavy Lifting	
Previous Applicants	
Local Apartment Rental	
Moving Expenses	Shared
Union Position	No
Union Contract Expires	
Confirmation Letter	
Rejection Letter	
Feedback	No
Drug Screen	
Proof of Eligibility to work in U.S. Required	
Equal Opportunity Employment	Yes
EOE Data Form	Yes

Exhibit 8

Copies of documentation for the position of Account Executive (filled 1/6/2014)



6
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

11/25/13

Account Executive – WSIL-TV is seeking an experienced Account Executive. The successful candidate will have strong presentation and written communication skills, good organization and successful experience in outside and/or media sales.

Send resume and cover letter to:

Dave Cisco, Sales Mgr.
WSIL-TV
1416 Country Aire Dr.
Carterville, IL 62918

Or e-mail to dcisco@wsiltv.com

EOE

Please post job opening for Account Executive through 12/31/13.

Brenda Hines

From: evansville-csm@symplicity.com
Sent: Monday, November 25, 2013 1:34 PM
To: bhines@wsilvtv.com
Subject: Non-OCR Position Approved

Dear Brenda Hines:

The following position has been approved:

Account Executive

If students are interested in applying for this position, they will submit their resume (or other documents as indicated) to you via the instructions given in the posting. If you have any questions about your job posting, please feel free to contact Career Services at (812)488-1083.

Thank you for your interest in recruiting our students!

Best regards,
Career Services and Cooperative Education
University of Evansville
1800 Lincoln Avenue
Evansville, IN 47722
(812)488-1083
<http://careerservices.evansville.edu>

Brenda Hines

From: Brenda Hines [bhines@wsilv.com]

Sent: Monday, November 25, 2013 10:50 AM

To: U of Evansville; Dr. Catherine Packard; Erin Camfield; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'

Subject: Account Executive 11-25-13

Please post WSIL's job opening for Account Executive through 12/31/13.

Thank you,
Brenda Hines

*Subsidiary
my place*

WSIL-TV in Southern Illinois is seeking an experienced account executive.

The successful candidate will have strong presentation and written communication skills, good organization, and successful experience in outside and/or media sales.

Send resume and cover letter to:

Dave Cisco
Sales Manager
WSIL TV
1416 Country Aire Rd.
Carterville, IL 62918
Or
DCisco@WSILTV.com

Brenda Hines

From: Lisa Hudgens [Lisa.Hudgens@jalc.edu]

Sent: Monday, November 25, 2013 11:33 AM

To: Brenda Hines

Subject: RE: Account Executive 11-25-13

We will post it today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsilv.com]

Sent: Monday, November 25, 2013 10:50 AM

To: U of Evansville; Dr. Catherine Packard; Erin Camfield; Leslie Weldon; Lisa Hudgens; Michael Whitney; Mike Borland; Rend Lake College; Robert Barron; SEMO; siu.edu; 'Donna Schmitt'

Subject: Account Executive 11-25-13

Please post WSIL's job opening for Account Executive through 12/31/13.

Thank you,
Brenda Hines

11/25/2013

Exhibit 9

Copies of documentation for the position of Director (filled 1/27/2014)



Please note that **Producer Position (8/26/2013)** and the **Director Position (1/27/2014)** were filled internally. The candidates selected came from the station's Associate Producer (AP) program. The WSIL AP program hires entry level candidates into part-time positions. These hires are typically college students who are majoring in radio/television degrees from area colleges. The AP's receive training and skill development to prepare them for full-time positions with-in the station or at stations in the country.

In this case the two candidates promoted to full-time positions had already received training for these positions and already developed the skills that prepared them for full-time employment with-in the station.

The director and producer positions are somewhat skilled positions that are best filled by internal staff members who are already familiar with the functions of the position in WSIL.

Mike Snuffer

News Director

WSIL-TV

Exhibit 10

Copies of documentation for the position of Reporter (filled 7/2/2014)



8,9
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

6/23/14

WSIL Reporter Opening – WSIL-TV is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting is desired. You will cover in-depth, investigative and political stories. This is not an entry-level position. A degree in journalism is desired. Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-based journalism and FOI requests. This is an immediate opening.

Please send resume and a link to your video-resume to: msnuffer@wsilTV.com with "Reporter Search" in the subject line. Please provide your desired salaried level. Mailing address: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. EOE

Please post job opening for Reporter through 7/31/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsiltv.com>
Sent: Monday, June 23, 2014 1:34 PM
To: bhines@wsiltv.com
Subject: Job posting

Please post this job. I have already posted on Medialine, TVJobs and WSILTV.COM..

Thanks
Snuffer

New:
WSIL Reporter Opening - July 2014

WSIL-TV is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. You'll cover in-depth, investigative, and political stories. This is not an entry-level position. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to:mike.snuffer@wsiltv.com with "Reporter Search" in the subject line. Please provide your desired salaried level.

Mailing Address:

1416 Country Aire

Cartersville, IL 62918

Brenda Hines

From: Brenda Hines <bhines@wsilv.com>
Sent: Monday, June 23, 2014 4:19 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters;
lesliec@shawneec.edu; lisa.hudgens@jalc.edu; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; STU-Carbondale
Subject: Reporter 6-23-14
Attachments: Reporter 6-23-14.docx

Please post WSIL's job opening for Reporter through 7/31/14.

Thank you,
Brenda Hines

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Tuesday, June 24, 2014 8:33 AM
To: Brenda Hines
Subject: RE: Reporter 6-23-14

We will post the position today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Monday, June 23, 2014 4:19 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; lesliec@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Reporter 6-23-14

Please post WSIL's job opening for Reporter through 7/31/14.

Thank you,
Brenda Hines

Brenda Hines

From: mail@experience.com on behalf of Southern IL Carbondale <notifications@experience.com>
Sent: Wednesday, June 25, 2014 3:08 AM
To: bhines@wsiltv.com
Subject: Your job posting is now open for applications



SIU SOUTHERN ILLINOIS UNIVERSITY
CAREER SERVICES
CARBONDALE

experience™

Dear Brenda:

Your job posting to Southern Illinois University Carbondale Career Services is now open for applications.

Job title: Reporter

Apply start date: 6/24/14

If you have any questions, please contact us at careerservices@siu.edu or 618-453-2391.

=====

Experience the largest college recruiting network
<http://www.experience.com>

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Two Faneuil Hall Marketplace, Boston, MA 02109



Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position	Reporter
Station Ownership	WSIL-TV, Inc
Station Slogan	"Southern Illinois News Leader"
Reference #	TVJ#34247384
Type	Television
Full / Part	Full Time - Regular
Experience	2 Years
Posted	6/20/2014
Closes	9/19/2014
Time Left	0 Days
DMA	#81
Found In	News / Talent - General Assignment Reporter



Reporter

WSIL-TV, the ABC affiliate in southern Illinois, is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. You'll cover in-depth, investigative, and political stories. This is not an entry-level position. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to: mike.snuffer@wsil.tv with "Reporter Search" in the subject line. Please provide your desired salaried level.

Mailing Address:
1416 Country Aire
Carterville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com



Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period

Full Time -
Regular

Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave

Phone Calls
Agent Phone Calls

Yes

Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track

FAX Résumé
TVJobs.com E-Résumé

Yes

Degree Required
Contract Required

Exhibit 11

Copies of documentation for the position of Reporter (filled 7/7/2014)



8,9
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

6/23/14

WSIL Reporter Opening – WSIL-TV is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting is desired. You will cover in-depth, investigative and political stories. This is not an entry-level position. A degree in journalism is desired. Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-based journalism and FOI requests. This is an immediate opening.

Please send resume and a link to your video-resume to: msnuffer@wsilTV.com with "Reporter Search" in the subject line. Please provide your desired salaried level. Mailing address: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. EOE

Please post job opening for Reporter through 7/31/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsiltv.com>
Sent: Monday, June 23, 2014 1:34 PM
To: bhines@wsiltv.com
Subject: Job posting

Please post this job. I have already posted on Medialine, TVJobs and WSILTV.COM..

Thanks
Snuffer

New:
WSIL Reporter Opening - July 2014

WSIL-TV is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. You'll cover in-depth, investigative, and political stories. This is not an entry-level position. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to:mike.snuffer@wsiltv.com with ``Reporter Search`` in the subject line. Please provide your desired salaried level.

Mailing Address:

1416 Country Aire

Carterville, IL 62918

Brenda Hines

From: Brenda Hines <bhines@wsilv.com>
Sent: Monday, June 23, 2014 4:19 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslec@shawneec.edu; lisa.hudgens@jalc.edu; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale Reporter 6-23-14
Subject: Reporter 6-23-14
Attachments: Reporter 6-23-14.docx

Please post WSIL's job opening for Reporter through 7/31/14.

Thank you,
Brenda Hines

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Tuesday, June 24, 2014 8:33 AM
To: Brenda Hines
Subject: RE: Reporter 6-23-14

We will post the position today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Monday, June 23, 2014 4:19 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; lesiec@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Reporter 6-23-14

Please post WSI's job opening for Reporter through 7/31/14.

Thank you,
Brenda Hines

Brenda Hines

From: mail@experience.com on behalf of Southern IL Carbondale <notifications@experience.com>
Sent: Wednesday, June 25, 2014 3:08 AM
To: bhines@wsilvtv.com
Subject: Your job posting is now open for applications



SIU SOUTHERN ILLINOIS UNIVERSITY
CAREER SERVICES
CARBONDALE

experience™

Dear Brenda:

Your job posting to Southern Illinois University Carbondale Career Services is now open for applications.

Job title: Reporter

Apply start date: 6/24/14

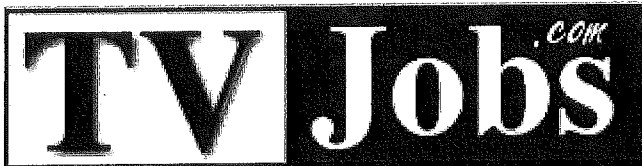
If you have any questions, please contact us at careerservices@siu.edu or 618-453-2391.

=====

Experience the largest college recruiting network
<http://www.experience.com>

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Two Faneuil Hall Marketplace, Boston, MA 02109



Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position	Reporter
Station Ownership	WSIL-TV, Inc
Station Slogan	"Southern Illinois News Leader"
Reference #	TVJ#34247384
Type	Television
Full / Part	Full Time - Regular
Experience	2 Years
Posted	6/20/2014
Closes	9/19/2014
Time Left	0 Days
DMA	#81
Found In	News / Talent - General Assignment Reporter



Reporter

WSIL-TV, the ABC affiliate in southern Illinois, is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. You'll cover in-depth, investigative, and political stories. This is not an entry-level position. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to: mike.snuffer@wsiltv.com with "Reporter Search" in the subject line. Please provide your desired salaried level.

Mailing Address:
1416 Country Aire
Carterville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com



Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour

Full Time -
Regular

Job Type

Hours

Workweek

Scheduled on Holidays

Start Date

Probation Period

Benefits

Benefit Premium

401K Plan

Vacation

Paid Sick Leave

Phone Calls

Agent Phone Calls

Yes

Résumé

Cover Letter

References

Salary History

Tape / Reel

Tape Format

Tape Return

Director's Track

FAX Résumé

TVJobs.com E-Résumé

Yes

Degree Required

Contract Required

Exhibit 12

Copies of documentation for the position of Reporter (filled 9/2014)



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WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

7/22/14

WSIL Weekend Anchor/Reporter – WSIL is seeking a weekend anchor/reporter. This position will anchor two evening shows on Saturday and Sunday and serve as back-up for other morning and evening shifts. We are seeking only experienced broadcast journalists with a minimum two years professional experience. Must have sound editorial judgment and strong producing skills. Weekend anchor also reports three days during the week. A degree in Journalism is desired. Please send link of your website or video channel to mike.snuffer@wsiltv.com. Please put WEEKEND ANCHOR SEARCH in the subject line and indicate where you saw this job opening. WSIL is the ABC Affiliate (8th DMA) in Southern Illinois. Mailing address is: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. No phone calls please. WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for Weekend Anchor/Reporter through 8/31/14.

Brenda Hines

From: Brenda Hines <bhines@wsilv.com>
Sent: Tuesday, July 22, 2014 3:01 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; lisa.hudgens@jalc.edu; micaelb@mchsi.com; myers@ric.edu; robert.barron@illinois.gov; STU-Carbondale
Subject: Weekend Anchor-Reporter 7-22-14
Attachments: Weekend Anchor-Reporter 7-22-14.docx

Please post WSIL-TV's job opening for Weekend Anchor-Reporter through 8/31/14.

Thank you,
Brenda Hines

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsilv.com>
Sent: Tuesday, July 22, 2014 11:12 AM
To: bhines@wsilv.com
Subject: News Dept. Job Openings July 2014 posting

Job Postings
I will put on Medialine and TV Jobs and WSILTV.COM

Please sent to your other contacts.

(internal Notes: This job posting is for Fanna's replacement)

July 22nd – Weekend Anchor/Reporter

WSIL is seeking a weekend anchor/reporter – Anchor two evening shows on Saturday and Sunday and serve as back-up for other morning and evening shifts. Seeking only experienced broadcast journalists with a minimum two years professional experience. Must have sound editorial judgment and strong producing skills. Weekend anchor also reports three days during week. Degree in journalism desired. Please send link of your website or video channel to mike.snuffer@wsilv.com. Please put WEEKEND ANCHOR SEARCH in the subject line and indicate where you saw this job posting. WSIL is the ABC affiliate (81st DMA) in southern Illinois. Mailing address is WSIL-TV, 1416 Country Aire, Carterville, Illinois 62918. No phone calls please.

(internal Notes: This job posting is for Samantha Jones replacement- She's leaving at the end of July)

July 22nd – General Assignment/Political Reporter

WSIL is seeking a general assignment reporter with strong background in political reporting. Seeking only experienced broadcast/digital journalists with a minimum two years professional experience (outside of college). This position also requires skills in shooting and editing. Degree in journalism desired. Please send link of your website or video channel to mike.snuffer@wsilv.com. Please put REPORTER SEARCH in the subject line and indicate where you saw this job posting. WSIL is the ABC affiliate (81st DMA) in southern Illinois. Mailing address is WSIL-TV, 1416 Country Aire, Carterville, Illinois 62918. No phone calls please.

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Wednesday, July 23, 2014 10:05 AM
To: Brenda Hines
Subject: RE: Weekend Anchor-Reporter 7-22-14

Thank you, we will get it printed.

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, July 22, 2014 3:01 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Weekend Anchor-Reporter 7-22-14

Please post WSIL-TV's job opening for Weekend Anchor-Reporter through 8/31/14.

Thank you,
Brenda Hines

Exhibit 13

Copies of documentation for the position of Anchor (filed 10/2014)



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

7/28/14

WSIL – Anchor/Chief Journalist – WSIL News 3 (81st DMA) the most watched local TV News Department in Southern Illinois is expanding. We are seeking an experienced anchor/reporter to join our team of veteran anchors. You will be assigned to anchor various newscasts and will be responsible to produce and report original and enterprise stories. In-depth and investigative reporting is highly desired. Candidates should have at least three to five years professional broadcast journalism experience outside of college. This is a newsroom leadership position, so strong editorial and producing experience is a must. You should be comfortable with making community appearances and representing the station at various public events.

This is a high profile on-air position. WSIL is a highly respected station in Southern Illinois that has won numerous top awards from the Illinois Associated Press and the Illinois Broadcasters Association for best newscasts, best reporting and best spot news coverage. We want a true broadcaster with a passion for serving the local community. Tell us how you can make a difference and why you are the right person for the position. Please express your salary and benefit requirements. E-mail your resume and video samples to: mike.snuffer@wsiltv.com. Please indicate where you saw this posting. Put in the subject line: ANCHOR-REPORTER SEARCH. The mailing address is: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for Anchor/Chief Journalist through 8/31/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsil.tv.com>
Sent: Monday, July 28, 2014 10:55 AM
To: bhines@wsil.tv.com
Subject: Anchor/Reporter Job Posting

Here's another job posting...Anchor/Reporter Search (this is different from the reporter opening) I have posted on [MEDIALINE](#) and [TVJOBS](#) and [WSILTV.COM](#) (station website)

JULY 28, 2014

Anchor/Chief Journalist

WSIL News 3 (81st DMA) the most watch local TV news department in southern Illinois is expanding. We're seeking an experience anchor/reporter to join our team of veteran anchors.

You will be assigned to anchor various newscasts and will be responsible to producing and reporting original and enterprise stories. In-depth and investigative reporting is highly desired. Candidates should have at least three to five professional broadcast journalism experience outside of college. This is a newsroom leadership position, so strong editorial and producing experience is a must. You should be comfortable with making community appearances and representing the station at various public events.

This is a high-profile, on-air position. WSIL is a highly respected station in southern Illinois that has won numerous top awards from the Illinois Associated Press and Illinois Broadcasters Association for best newscasts, best reporting and best spot news coverage. We want a true broadcaster with a passion for serving the local community.

Tell us how you can make a difference and why you're the right person for the position. Please express your salary and benefit requirements. Email your resume and video samples to: mike.snuffer@wsil.tv.com.

Please indicate where you saw this posting. Put in the subject line: ANCHOR-REPORTER SEARCH. The mailing address is:
WSIL-TV, 1416 Country Aire, Cartersville, Illinois, 62948.

Brenda Hines

From: Brenda Hines <bhines@wsil.tv.com>
Sent: Monday, July 28, 2014 11:24 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters;
lesliec@shawneecc.edu; lisa.hudgens@jalc.edu; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Anchor-Chief Journalist 7-28-14
Attachments: Anchor-Chief Journalist 7-28-14.docx

Please post WSIL's job opening for Anchor/Chief Journalist through 8/31/14.

Thank you,
Brenda Hines
WSIL

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Monday, July 28, 2014 1:47 PM
To: Brenda Hines
Subject: RE: Anchor-Chief Journalist 7-28-14

Thank you Brenda, we will post it today.

From: Brenda Hines [mailto:bhines@wsil.tv.com]
Sent: Monday, July 28, 2014 11:24 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslec@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Anchor-Chief Journalist 7-28-14

Please post WSIL's job opening for Anchor/Chief Journalist through 8/31/14.

Thank you,
Brenda Hines
WSIL

Brenda Hines

From: evansville-csm@symplicity.com
Sent: Thursday, July 31, 2014 2:11 PM
To: bhines@wsilvtv.com
Subject: Non-OCR Position Approved

Dear Brenda Hines:

The following position has been approved:

Anchor/Chief Journalist

If students are interested in applying for this position, they will submit their resume (or other documents as indicated) to you via the instructions given in the posting. If you have any questions about your job posting, please feel free to contact Career Services at (812)488-1083.

Thank you for your interest in recruiting our students!

Best regards,
Career Services and Cooperative Education University of Evansville
1800 Lincoln Avenue
Evansville, IN 47722
(812)488-1083
<http://careerservices.evansville.edu>

TVJobs^{.COM}

Broadcast Employment Services



WSIL (ABC) Cartersville, Illinois

Position Anchor/Reporter
Reference # TVJ#34249618
Type Television
Full / Part Full Time - Regular
Experience 3 to 5 Years
Posted 7/27/2014
Closes 9/26/2014
Time Left 0 Days
DMA #81
Found In News / Talent - Anchor - Reporter



Anchor/Reporter

Anchor/Chief Journalist

WSIL News 3 (81st DMA) the most watch local TV news department in southern Illinois is expanding. We're seeking an experienced anchor/reporter to join our team of veteran anchors.

You will be assigned to anchor various newscasts and will be responsible to producing and reporting original and enterprise stories. In-depth and investigative reporting is highly desired. Candidates should have at least three to five years professional broadcast journalism experience outside of college. This is a newsroom leadership position, so strong editorial and producing experience is a must. You should be comfortable with making community appearances and representing the station at various public events.

This is a high-profile, on-air position. WSIL is a highly respected station in southern Illinois that has won numerous top awards from the Illinois Associated Press and Illinois Broadcasters Association for best newscasts, best reporting and best spot news coverage. We want a true broadcaster with a passion for serving the local community.

Tell us how you can make a difference and why you're the right person for the position. Please express your salary and



Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date This Fall
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé
TVJobs.com E-Résumé Yes
Degree Required
Contract Required

benefit requirements. Email your resume and video samples to: mike.snuffer@wsiltv.com.

Please indicate where you saw this posting. Put in the subject line: ANCHOR-REPORTER SEARCH. The mailing address is: WSIL-TV, 1416 Country Aire, Carterville, Illinois, 62918.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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 **Send Resume**

Annual E-Resumé subscription
or DigitalTalent résumé required.

[[View other WSIL job listings](#)]

Contract Length
Special Requirements
Driver's License
Insurance
Good Driving Record
Heavy Lifting

Previous Applicants
Local Apartment Rental
Moving Expenses

Union Position
Union Contract Expires

Confirmation Letter
Rejection Letter
Feedback
Drug Screen
Proof of Eligibility to work
in U.S. Required
Equal Opportunity
Employment
EOE Data Form

Exhibit 14

Copies of documentation for the position of Producer (filled 11/2014)



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WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

10/8/14

WSIL-TV Morning Producer- Full Time -- WSIL-TV, So IL (81st DMA) has an immediate opening for a full-time producer for News 3 This Morning. The two hour live news broadcast airs weekdays 5A-7A. The ideal candidate is a strong writer who pays attention to detail. You should have at least one year experience of producing daily newscasts. You will work with another producer, two anchors and a morning reporter. This is an ideal job for a smaller market producer looking for a station with more resources and staff. Producers at WSIL have a history of moving on to stations in the top 30 DMA's. Please submit your cover letter, resume and link to your latest show to mike.snuffer@wsiltv.com, subject line "Morning Producer Search". Station location: 1416 Country Aire Dr., Carterville, IL 62918.

WSIL-TV is an Equal Opportunity Employer.

Please post WSIL's job opening for Morning Producer through 11/30/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsiltv.com>
Sent: Thursday, October 02, 2014 2:52 PM
To: bhines@wsiltv.com
Subject: Producer Job Posting.

Will you please post this producer opening. I have it on medialine.com, TVJobs.com, and on the station website

Thanks
Snuffer

Morning Producer - Full Time - Posted Oct. 2, 2014

WSIL-TV, southern, Illinois (81st DMA) has an immediate opening for a full-time producer for News 3 This Morning. The two hour live news broadcast airs weekdays 5 a.m. to 7 a.m. The ideal candidate is a strong writer and pays attention to detail. You should have at least one-year experience of producing daily newscasts. You will work with another producer, two anchors and a morning reporter. This is an ideal job for a smaller market producer looking for a station with more resources and staff. Producers at WSIL have a history of moving on to stations in top 30 DMA's. Please submit your cover letter, resume and link to your latest show to mike.snuffer@wsiltv.com – subject line “Morning Producer Search.” Station location: 1416 Country Aire, Carterville, IL 62918

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Wednesday, October 08, 2014 9:41 AM
To: Brenda Hines
Subject: RE: Morning Producer 10-8-14

Thank you, we will post it today.

Lisa


From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Wednesday, October 08, 2014 9:15 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Morning Producer 10-8-14

Please post WSIL's job opening for Full-Time Morning Producer through 11/30/14.

Thank you,
Brenda Hines

TVJobs.com

Broadcast Employment Services

 **WSIL (ABC) Cartersville, Illinois**

Position Morning Producer
Reference # TVJ#34253710
Type Television
Full / Part Full Time - Regular
Experience 1 Year
Posted 10/2/2014
Closes 11/2/2014
Time Left 0 Days
DMA #81
Found In News - Producers
 News - Producers



Morning Producer

WSIL-TV, southern, Illinois (81st DMA) has an immediate opening for a full-time producer for News 3 This Morning. The two hour live news broadcast airs weekdays 5 a.m. to 7 a.m.

The ideal candidate is a strong writer and pays attention to detail. You should have at least one-year experience of producing daily newscasts.

You will work with another producer, two anchors and a morning reporter. This is an ideal job for a smaller market producer looking for a station with more resources and staff.

Producers at WSIL have a history of moving on to stations in top 30 DMA's. Please submit your cover letter, resume and link to your latest show to mike.snuffer@wsiltv.com - subject line "Morning Producer Search." Mailing address is: WSIL-TV 1416 Country Air, Cartersville, IL 62918.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Supplemental Information

Salary Type Salaried
Salary Range \$28,000 to \$32,000
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes - Full Time Only
Benefit Premium Fully Paid By Company
401K Plan
Vacation Yes
Paid Sick Leave
Phone Calls
Agent Phone Calls
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes

Mike Snuffer

From: Mike Snuffer <mike.snuffer@wsilv.com>
Sent: Thursday, October 02, 2014 2:52 PM
To: 'bhines@wsilv.com'
Subject: Producer Job Posting.

Will you please post this producer opening. I have it on medialine.com, TVJobs.com, and on the station website

Thanks
Snuffer

Morning Producer - Full Time - Posted Oct. 2, 2014

WSIL-TV, southern, Illinois (81st DMA) has an immediate opening for a full-time producer for News 3 This Morning. The two hour live news broadcast airs weekdays 5 a.m. to 7 a.m. The ideal candidate is a strong writer and pays attention to detail. You should have at least one-year experience of producing daily newscasts. You will work with another producer, two anchors and a morning reporter. This is an ideal job for a smaller market producer looking for a station with more resources and staff. Producers at WSIL have a history of moving on to stations in top 30 DMA's. Please submit your cover letter, resume and link to your latest show to mike.snuffer@wsilv.com – subject line "Morning Producer Search." Station location: 1416 Country Aire, Carterville, IL 62918

Exhibit 15

Copies of documentation for the position of Engineer (filled 11/2014)



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WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

9/30/14

WSIL-TV Engineering Technician – WSIL-TV, Carterville, IL is now interviewing for the position of Broadcast Engineer. Responsibilities include, but are not limited to, operation, installation, cleaning, maintenance and repair of WSIL broadcasting equipment including transmitters, RF systems, antennas and receivers, cameras, tripods and recording equipment. Computers, printer's computer networks switchers a plus.

Physical requirements: Would normally be required to lift and carry 50 lbs. Must be able to stand and walk unaided.

Minimum Education requirements: High School or GED and Associates Degree in Electronics (2 Yr. Tech School or Military). Education or experience in computers, computer networking or information technology preferred.

Must have adequate transportation and have good attendance. Must be willing to work nights, late nights, weekends and holidays.

For more information call (618) 985-2333 or send resume to WSIL-TV, Attn: Chief Engineer, 1416 Country Aire Dr., Carterville, IL 62918.

WSIL-TV is an Equal Opportunity Employer.

Please post WSIL's job opening for Engineering Technician through 11/30/14.

13

Brenda Hines

From: Pat Victoria <pvictoria@wsiltv.com>
Sent: Monday, November 03, 2014 9:14 AM
To: Brenda Hines
Subject: Re: danny

Brenda,

I have hired a Person for Danny replacement. John Brookmeyer
He came in from word of mouth from Bob Romonosky the chief at River Radio
I had two people E-mail resume to me and Three phone calls from people that read the post or heard
it on Morning News....
Steve said leave the post up for now....Pat

From: Pat Victoria [mailto:pvictoria@wsiltv.com]
Sent: Wednesday, September 24, 2014 12:19 PM
To: Brenda Hines
Subject: Re: danny

Whenever you get it up will be fine....Pat

----- Original Message -----

From: Brenda Hines
To: 'Pat Victoria'
Sent: Wednesday, September 24, 2014 11:44 AM
Subject: RE: danny

Thanks, Pat. Do you want this posted immediately?

Brenda

From: Pat Victoria [mailto:pvictoria@wsiltv.com]
Sent: Tuesday, September 23, 2014 2:48 PM
To: Brenda Hines
Subject: danny

Brenda,

You may or may not know this already but Danny is retiring in December we will be looking for
another engineer.

Attached is what I came up with to post...Pat

WSIL-TV in Carterville, IL is now interviewing for the position of "Broadcast Engineer".

Job Description: WSIL-TV Engineering Technician

Responsibilities include but are not limited to:

Operation, installation, cleaning, maintenance, and repair of WSIL Broadcasting equipment. Including Transmitters, RF systems, antennas and receivers, cameras, tripods and recording equipment, computers, printer's computer networks switchers a plus.

Qualifications:

Physical requirements: Physical requirements: Would normally require to lift and carry 50 lb. Must be able to stand and walk unaided

Minimum Education requirements: High School or GED and Associates degree in Electronics (2 Yr. Tech. School or Military). (Education or experience in computers, computer networking, or Information Technology preferred)

Must have adequate transportation and have good attendance. Must be willing to work nights, late nights, weekends and holidays.

WSIL-TV is an equal opportunity employer.

For information call (618) 985-2333 or send resume to WSIL-TV,
Attn: Chief Engineer, 1416 Country Aire Dr. Carterville, IL. 62918

*Sent to my Contacts
WSIL Website
9/30/14*



9/29/2014

Employment Opportunities

Engineering Technician WSIL-TV Carterville, IL

WSIL-TV, Carterville, IL is now interviewing for the position of "Broadcast Engineer".

Job Description: WSIL-TV Engineering Technician

Responsibilities include but are not limited to:

Operation, installation, cleaning, maintenance, and repair of WSIL Broadcasting equipment. Including Transmitters, RF systems, antennas and receivers, cameras, tripods and recording equipment, computers, printer's computer networks switchers a plus.

Qualifications:

Physical requirements: Would normally require to lift and carry 50 lb. Must be able to stand and walk unaided.

Minimum Education requirements: High School or GED and Associates degree in Electronics (2 Yr. Tech. School or Military). (Education or experience in computers, computer networking, or Information Technology preferred)

Must have adequate transportation and must be willing to work nights, late nights, weekends and holidays.

WSIL-TV is an equal opportunity employer. For information call (618) 985-2333 or send resume to WSIL-TV, Attn: Chief Engineer, 1416 Country Aire Dr. Carterville, IL. 62918

Brenda Hines

From: Brenda Hines <bhines@wsilv.com>
Sent: Tuesday, September 30, 2014 4:21 PM
To: career@evansville.edu; careerinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters;
lesliec@shawneec.edu; lisa.hudgens@jalc.edu; micaelb@mchsi.com; myers@ric.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Engineering Technician 9-30-14
Attachments: Engineering Technician 9-30-14.docx

Please post WSIL's job opening for Engineering Technician through 11/30/14.

Thank you,
Brenda Hines

Brenda Hines

From: Brenda Hines <bhines@wsiltv.com>
Sent: Tuesday, September 30, 2014 4:23 PM
To: 'mkiesling@wsiltv.com'
Subject: Engineering Technician 9-30-14
Attachments: Engineering Technician 9-30-14.docx

Mark,

Can you help me get our job opening for Engineering Technician on WSIL's Website?

Thanks!
Brenda

Brenda Hines

From: Mark Kiesling <mkiesling@wsiltv.com>
Sent: Wednesday, October 01, 2014 1:26 PM
To: Brenda Hines
Subject: Re: Engineering Technician 9-30-14

Brenda,

I placed the Engineering Tech ad on our website this morning.

Mark

On Sep 30, 2014, at 4:23 PM, Brenda Hines wrote:

Mark,

Can you help me get our job opening for Engineering Technician on WSIL's Website?

Thanks!
Brenda

<Engineering Technician 9-30-14.docx>

Brenda Hines

From: Lust, Danita <Danita.Lust@illinois.gov>
Sent: Wednesday, October 01, 2014 1:24 PM
To: 'bhines@wsilvtv.com'
Subject: Illinois Job Link

Good Afternoon,

I have posted your job opening and I have completed a search for Veterans and referred them to apply per your instructions. You job order will close on 11/30/2014 please let me know if you need to extend or close it prior to this date. We would like to know if you hire any of the referrals from this job posting.

Thank You for using Illinois Job Link.

Sincerely,

Danita Lust
Illinois Department of Employment Security
Business Services Coordinator
1307 North Mattis Avenue
Champaign, Illinois 61821
217-278-5732 fax 217-278-5726
Danita.Lust@illinois.gov

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Wednesday, October 01, 2014 9:32 AM
To: Brenda Hines
Subject: RE: Engineering Technician 9-30-14

We will post the position today. Thank you for contacting John A. Logan College.

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, September 30, 2014 4:21 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Engineering Technician 9-30-14

Please post WSIL's job opening for Engineering Technician through 11/30/14.

Thank you,
Brenda Hines

Exhibit 16

Copies of documentation for the position of Reporter (filled 11/2014)



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

14, 15

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

11/18/14

Anchor-Reporter – WSIL-TV, ABC Affiliate in Southern Illinois, is searching for an experienced Anchor-Reporter. You will be the go to reporter for major stories in addition to co-anchoring a weekday evening newscast. Degree in broadcast journalism and a minimum five years professional broadcast experience is required. We are looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing. To be considered send a cover letter, resume and tell us how you can make a difference in our newsroom. E-Mail a link of your video resume to mike.snuffer@wsiltv.com – subject line: ANCHOR/REPORTER SEARCH, WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918.

WSIL-TV is an Equal Opportunity Employer.

Please post WSIL's job opening for Anchor-Reporter through 12/21/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsilTV.com>
Sent: Monday, November 17, 2014 4:33 PM
To: bhines@wsilTV.com
Subject: Anchor/Reporter Search

Brenda please post this job on your sources. I have placed on Medialine and TV Jobs.
Snuffer

WSIL-TV - ABC affiliate in southern Illinois is searching for an experienced Anchor-Reporter. You'll be the go to reporter for major stories in addition to co-anchoring a weekday evening newscast. Degree in broadcast journalism and a minimum five years professional broadcast experience required. We're looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing. To be considered send a cover letter, resume and a tell us how you can make a difference in our newsroom. Email a link of your video resume to mike.snuffer@wsilTV.com - subject line: ANCHOR/REPORTER SEARCH. WSIL-TV 1416 Country Air, Carterville, IL 62918.

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Tuesday, November 18, 2014 1:32 PM
To: Brenda Hines
Subject: RE: Anchor-Reporter 11-18-14

We will post it today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, November 18, 2014 11:15 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Anchor-Reporter 11-18-14

Please post WSIL-TV's job opening for Anchor-Reporter through 12/21/14.

Thank you,
Brenda Hines
WSIL-TV



Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position Reporter - Nightside
Reference # TVJ#34253215
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 9/24/2014
Closes 10/24/2014
Time Left 0 Days
DMA #81
Found In News / Talent - General Assignment Reporter



Reporter - Nightside

WSIL – TV has an immediate opening for a weekday nightside reporter. You must be a go to journalist who can generate enterprise stories and cover breaking news. Live experience and great adlib ability are requirements for this position.

You'll work with a photographer, but you still must know how to shoot and edit. It's all about producing great content and covering interesting stories.

A degree in journalism and at least two years professional experience is highly desired. We want a news eater and person can develop sources. We're looking at paying a very competitive wage and benefits. Act now!

Send a link a video resume to: mike.snuffer@wsiltv.com.
The mailing address is 1416 Country Aire, Carterville, Illinois 62918.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2015



Supplemental Information

14,15

Salary Type	Salaried
Salary Range	\$34,000 to \$40,000
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	Yes
Start Date	
Probation Period	
Benefits	Yes - Full Time Only
Benefit Premium	Partially Paid By Company
401K Plan	Available
Vacation	2 Weeks
Paid Sick Leave	Yes
Phone Calls	
Agent Phone Calls	
Résumé	Required
Cover Letter	Required
References	Preferred
Salary History	
Tape / Reel	Required
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	No
TVJobs.com E-Résumé	Yes

TVJobs.com

Broadcast Employment Services

WSIL (ABC) Cartersville, Illinois

Position Anchor/Reporter
Station Ownership WSIL-TV, Inc
Station Slogan "Southern Illinois News Leader"
Reference # TVJ#34256570
Type Television
Full / Part Full Time - Regular
Experience 5 Years
Posted 11/17/2014
Closes 1/16/2015
Time Left 0 Days
DMA #81
Found In News / Talent - Anchor - Reporter
 Anchor / Host
 News / Talent - Anchors



Anchor/Reporter

WSIL-TV - ABC affiliate in southern Illinois is searching for an experienced Anchor-Reporter.

You'll be the go to reporter for major stories in addition to co-anchoring weekday 10 p.m. newscasts. Degree in broadcast journalism and a minimum five years professional broadcast experience required.

We're looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing.

WSIL is a locally owned operation. As a member of the anchor team you're involved in story selection, coverage and presentation. In addition to anchoring and reporting the on-air staff also make frequent public appearances at schools and community events.

To be considered send a cover letter, resume and a tell us how you can make a difference in our newsroom. Email a link of your video resume to mike.snuffer@wsil.tv -

Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date March 2, 2015
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé
TVJobs.com E-Résumé Yes
Degree Required

14,15

subject line: ANCHOR/REPORTER SEARCH. WSIL-TV
1416 Country Air, Carterville, IL 62918.

WSIL offers competitive salary, 401k, and health benefits.
Relocation expenses are shared.

When responding to this job ad, please
mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2015

 **Send Resume**

Annual E-Résumé subscription
or DigitalTalent résumé required.

[[View other WSIL job listings](#)]

Contract Required

Contract Length

Special Requirements

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

Proof of Eligibility to work
in U.S. Required

Equal Opportunity
Employment

EOE Data Form



Broadcast Employment Services



WSIL (ABC) Cartersville, Illinois

Position Reporter
Reference # TVJ#34251926
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 9/4/2014
Closes 10/4/2014
Time Left 0 Days
DMA #81
Found In News / Talent - General Assignment Reporter



Reporter

WSIL-TV, the ABC affiliate in southern Illinois, is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to: mike.snuffer@wsiltv.com with "Reporter Search" in the subject line. Please provide your desired salaried level.

Mailing Address:
1416 Country Aire
Cartersville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2015



Supplemental Information

Salary Type Hourly
Salary Range \$33,000 to \$38,000

Starting Salary / Year
Starting Salary / Hour

Job Type Full Time - Regular

Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period

Benefits
Benefit Premium
401K Plan Available
Vacation 2 Weeks
Paid Sick Leave Yes

Phone Calls
Agent Phone Calls

Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track

FAX Résumé No
TVJobs.com E-Résumé Yes

Degree Required

Exhibit 17

Copies of documentation for the position of Reporter (filled 12/2014)



14, 15

WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

11/18/14

Anchor-Reporter – WSIL-TV, ABC Affiliate in Southern Illinois, is searching for an experienced Anchor-Reporter. You will be the go to reporter for major stories in addition to co-anchoring a weekday evening newscast. Degree in broadcast journalism and a minimum five years professional broadcast experience is required. We are looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing. To be considered send a cover letter, resume and tell us how you can make a difference in our newsroom. E-Mail a link of your video resume to mike.snuffer@wsiltv.com – subject line: ANCHOR/REPORTER SEARCH, WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918.

WSIL-TV is an Equal Opportunity Employer.

Please post WSIL's job opening for Anchor-Reporter through 12/21/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsilv.com>
Sent: Monday, November 17, 2014 4:33 PM
To: bhines@wsilv.com
Subject: Anchor/Reporter Search

Brenda please post this job on your sources. I have placed on Medialine and TV Jobs.
Snuffer

WSIL-TV - ABC affiliate in southern Illinois is searching for an experienced Anchor-Reporter. You'll be the go to reporter for major stories in addition to co-anchoring a weekday evening newscast. Degree in broadcast journalism and a minimum five years professional broadcast experience required. We're looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing. To be considered send a cover letter, resume and a tell us how you can make a difference in our newsroom. Email a link of your video resume to mike.snuffer@wsilv.com - subject line: ANCHOR/REPORTER SEARCH. WSIL-TV 1416 Country Air, Carterville, IL 62918.

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Tuesday, November 18, 2014 1:32 PM
To: Brenda Hines
Subject: RE: Anchor-Reporter 11-18-14

We will post it today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsilv.com]
Sent: Tuesday, November 18, 2014 11:15 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; Lisa Hudgens; micalb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: Anchor-Reporter 11-18-14

Please post WSIL-TV's job opening for Anchor-Reporter through 12/21/14.

Thank you,
Brenda Hines
WSIL-TV

TVJobs.com

Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position Reporter - Nightside
Reference # TVJ#34253215
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 9/24/2014
Closes 10/24/2014
Time Left 0 Days
DMA #81
Found In News / Talent - General Assignment Reporter



Reporter - Nightside

WSIL - TV has an immediate opening for a weekday nightside reporter. You must be a go to journalist who can generate enterprise stories and cover breaking news. Live experience and great adlib ability are requirements for this position.

You'll work with a photographer, but you still must know how to shoot and edit. It's all about producing great content and covering interesting stories.

A degree in journalism and at least two years professional experience is highly desired. We want a news eater and person can develop sources. We're looking at paying a very competitive wage and benefits. Act now!

Send a link a video resume to: mike.snuffer@wsilv.com.
 The mailing address is 1416 Country Aire, Carterville, Illinois 62918.

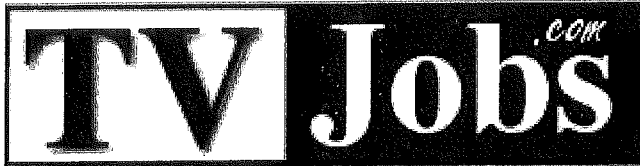
When responding to this job ad, please mention you saw it listed at TVJobs.com

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Supplemental Information

Salary Type Salaried
Salary Range \$34,000 to \$40,000
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays Yes
Start Date
Probation Period
Benefits Yes - Full Time Only
Benefit Premium Partially Paid By Company
401K Plan Available
Vacation 2 Weeks
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls
Résumé Required
Cover Letter Required
References Preferred
Salary History
Tape / Reel Required
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes



Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position	Anchor/Reporter
Station Ownership	WSIL-TV, Inc
Station Slogan	"Southern Illinois News Leader"
Reference #	TVJ#34256570
Type	Television
Full / Part	Full Time - Regular
Experience	5 Years
Posted	11/17/2014
Closes	1/16/2015
Time Left	0 Days
DMA	#81
Found In	News / Talent - Anchor - Reporter Anchor / Host News / Talent - Anchors



Anchor/Reporter

WSIL-TV - ABC affiliate in southern Illinois is searching for an experienced Anchor-Reporter.

You'll be the go to reporter for major stories in addition to co-anchoring weekday 10 p.m. newscasts. Degree in broadcast journalism and a minimum five years professional broadcast experience required.

We're looking for a newsroom leader and journalist who can help shape our daily coverage. You should have the skills to develop sources, generate enterprise stories, great live ability, attention to detail and strong writing.

WSIL is a locally owned operation. As a member of the anchor team you're involved in story selection, coverage and presentation. In addition to anchoring and reporting the on-air staff also make frequent public appearances at schools and community events.

To be considered send a cover letter, resume and a tell us how you can make a difference in our newsroom. Email a link of your video resume to mike.snuffer@wsilTV.com -



Supplemental Information

Salary Type	
Salary Range	
Starting Salary / Year	
Starting Salary / Hour	
Job Type	Full Time - Regular
Hours	
Workweek	
Scheduled on Holidays	
Start Date	March 2, 2015
Probation Period	
Benefits	
Benefit Premium	
401K Plan	
Vacation	
Paid Sick Leave	
Phone Calls	
Agent Phone Calls	Yes
Résumé	
Cover Letter	
References	
Salary History	
Tape / Reel	
Tape Format	
Tape Return	
Director's Track	
FAX Résumé	
TVJobs.com E-Résumé	Yes
Degree Required	

subject line: ANCHOR/REPORTER SEARCH. WSIL-TV
1416 Country Air, Carterville, IL 62918.

WSIL offers competitive salary, 401k, and health benefits.
Relocation expenses are shared.

When responding to this job ad, please
mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2015

 **Send Resume**

Annual E-Resumé subscription
or DigitalTalent resumé required.

[[View other WSIL job listings](#)]

Contract Required

Contract Length

Special Requirements

Driver's License

Insurance

Good Driving Record

Heavy Lifting

Previous Applicants

Local Apartment Rental

Moving Expenses

Union Position

Union Contract Expires

Confirmation Letter

Rejection Letter

Feedback

Drug Screen

**Proof of Eligibility to work
in U.S. Required**

**Equal Opportunity
Employment**

EOE Data Form

TVJobs.com

Broadcast Employment Services



WSIL (ABC) Carterville, Illinois

Position Reporter
Reference # TVJ#34251926
Type Television
Full / Part Full Time - Regular
Experience 2 Years
Posted 9/4/2014
Closes 10/4/2014
Time Left 0 Days
DMA #81
Found In News / Talent - General Assignment Reporter



Reporter

WSIL-TV, the ABC affiliate in southern Illinois, is seeking an experienced broadcast reporter to join our team. Background in hard news and investigative reporting desired. Degree in journalism desired.

Top candidates should demonstrate knowledge and experience in computer assisted reporting, data-base journalism, and FOI requests.

This is an immediate opening. Please send resume and a link to your video-resume to: mike.snuffer@wsilte.com with "Reporter Search" in the subject line. Please provide your desired salaried level.

Mailing Address:
1416 Country Aire
Carterville, IL 62918

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Supplemental Information

Salary Type Hourly
Salary Range \$33,000 to \$38,000
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan Available
Vacation 2 Weeks
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls
Résumé
Cover Letter
References
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required

Exhibit 18

Copies of documentation for the position of Photographer (filled 4/2015)



16
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

8/19/14

WSIL – TV News Photographer – WSIL, the ABC affiliate in Southern Illinois, has an immediate opening for a full-time TV news photojournalist. Experience in shooting and editing with FinalCut Pro highly desired. Candidates must be up to date on new video technology. Photographers post video, photos and stories to the web, social media and broadcasts. Photographers must also have the ability to operate ENG live truck. A valid driver's license and the ability to work any shift is a must. Broadcasting or related degree highly desired. This is an immediate opening. Please send resume and a link of your video resume to: mikesnuffer@wsilTV.com with "Photographer Search" in the subject line. Mailing address is: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918. WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for TV News Photographer through 9/28/14.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsiltv.com>
Sent: Monday, August 18, 2014 3:48 PM
To: bhines@wsiltv.com
Subject: Photographer Job posting Aug. 18, 2014

Brenda

Benjy Jeffords is leaving... So I have a job posting for a photographer. I have placed on the station website and with medialine and TVJobs. Please post on your regular sites.

TV News Photographer Aug. 18, 2014 30 Day posting

WSIL -- the ABC affiliate in southern Illinois -- has an immediate opening for a full-time TV news photojournalist. Experienced in shooting and editing with FinalCut Pro highly desired. Candidates must be up-to-date on new video technology. Photographers post video, photos, and stories to the web, social media and broadcasts. Photographers must also have the ability to operate ENG live truck. A valid driver's license and the ability to work any shift is a must. Broadcasting or related degree highly desired. This is an immediate opening. Please send resume and a link of your video-resume to: mike.snuffer@wsiltv.com with "Photographer Search" in the subject line. Mailing address is: WSIL-TV 1416 Country Air, Carleville, IL 62918.

Brenda Hines

From: Brenda Hines <bhines@wsil.tv.com>
Sent: Tuesday, August 19, 2014 3:30 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters;
lesliec@shawneec.edu; lisa.hudgens@jaic.edu; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: TV News Photographer 8-19-14
Attachments: TV News Photographer 8-19-14.docx

Please post WSIL-TV's job opening for TV News Photographer through 9/28/14.

Thank you,
Brenda Hines
WSIL-TV

Brenda Hines

From: Barron, Robert L. <Robert.Barron@Illinois.gov>
Sent: Tuesday, August 19, 2014 3:35 PM
To: Brenda Hines
Subject: Automatic reply: TV News Photographer 8-19-14

I am currently out of the office. I will respond to your e-mail if necessary as soon as possible. I try to check my emails while out if possible and if you sent a job posting it will be handled ASAP . Thanks---Bob

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Wednesday, August 20, 2014 8:35 AM
To: Brenda Hines
Subject: RE: TV News Photographer 8-19-14

We will post the position today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, August 19, 2014 3:30 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneec.edu; Lisa Hudgens; micaelb@mchsi.com; myers@rlc.edu; robert.barron@illinois.gov; SIU-Carbondale
Subject: TV News Photographer 8-19-14

Please post WSIL-TV's job opening for TV News Photographer through 9/28/14.

Thank you,
Brenda Hines
WSIL-TV

Exhibit 19

Copies of documentation for the position of Meteorologist (filled 6/2015)



17
WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

2/17/15

Meteorologist/MMJ Reporter – WSIL News 3 is seeking candidates for an on-air Staff Meteorologist/MMJ Reporter. A degree in Meteorology or related science degree from accredited college is required for the position. This position involves creating and presenting forecasts for broadcast, online and social media.

Candidates should be familiar with WSI weather system. In addition to forecasting, this position also involves reporting and public appearances. WSIL is the locally owned ABC Affiliate serving Southern Illinois, Southeast Missouri and Western Kentucky (81st DMA). Knowledge of mid-west weather is highly desired.

This is a new position with a start date in late May 2015. The interview process will start in April 2015. To be considered, please provide a link to your broadcast resume reel, cover letter, resume and references. Final candidates will be asked to provide college transcripts and course list. Send to mike.snuffer@wsilTV.com. Put "Meteorologist Search" in the subject line. The mailing address is: WSIL-TV, 1416 Country Aire Dr., Carterville, IL 62918.

WSIL-TV is an Equal Opportunity Employer.

Please post WSIL's job opening for Meteorologist/MMJ Reporter through 5/31/15.

Brenda Hines

From: Mike Snuffer <mike.snuffer@wsilv.com>
Sent: Friday, February 13, 2015 10:19 AM
To: bhines@wsilv.com
Subject: Job posting

Please post this opening with your usual sources.

Thanks
Snuffer

POSTED FEB. 13, 2015

Meteorologist/MMJ reporter

WSIL News 3 is seeking candidates for an on-air staff meteorologist/MMJ reporter. Degree in meteorology or related science degree from an accredited college is required for the position. This position involves creating and presenting forecasts for broadcast, online and social media.

Candidates should be familiar with WSI weather system. In addition to forecasting, this position also involves reporting and public appearances. WSIL is the locally owned ABC affiliate serving southern Illinois, southeast Missouri and western Kentucky (81st DMA). Knowledge of mid-west weather highly desired.

This is a new position with a start date in late May 2015. The interview process will start in April 2015. To be considered please provide a link to your broadcast resume reel, cover letter, resume and references. Final candidates will be asked to provide college transcripts and course list. Send to mike.snuffer@wsilv.com Put in the subject line "Meteorologist Search." The mailing address is: WSIL 1416 Country Air, Carterville, IL 62918.

Brenda Hines

From: Brenda Hines <bhines@wsiltv.com>
Sent: Tuesday, February 17, 2015 2:43 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; lesliec@shawneecc.edu; lisa.hudgens@jalc.edu; Lust, Danita; micaelb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Meteorologist-MMJ Reporter 2-17-15
Attachments: Meteorologist-MMJ Reporter 2-17-15.docx

Please post WSIL-TV's Job Opening for Meteorologist/MMJ Reporter through 5/31/15.

Thank you,
Brenda Hines

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Thursday, February 19, 2015 9:10 AM
To: Brenda Hines
Subject: RE: Meteorologist-MMJ Reporter 2-17-15

We will post it today.

Thank you,

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, February 17, 2015 2:43 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslec@shawneecc.edu; Lisa Hudgens; Lust, Danita; micaelb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Meteorologist-MMJ Reporter 2-17-15

Please post WSIL-TV's Job Opening for Meteorologist/MMJ Reporter through 5/31/15.

Thank you,
Brenda Hines

Brenda Hines

From: Lust, Danita <Danita.Lust@illinois.gov>
Sent: Thursday, February 19, 2015 11:54 AM
To: 'Brenda Hines'
Subject: RE: Meteorologist-MMJ Reporter 2-17-15

Meteorologist (Multi Media Journalist Reporter)
Job# 2525751

I have posted your job openings above. I have done an initial search for Veterans to apply. You will see your listing in Indeed in 48 hours searching by title or company name. I have per your instructions extended the date to reflect 05/31/2015 for closing.
Thank You for using Illinois Job Link.

From: Brenda Hines [mailto:bhines@wsilTV.com]
Sent: Tuesday, February 17, 2015 2:43 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; lisa.hudgens@jalc.edu; Lust, Danita; micaelb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Meteorologist-MMJ Reporter 2-17-15

Please post WSIL-TV's Job Opening for Meteorologist/MMJ Reporter through 5/31/15.

Thank you,
Brenda Hines

Mike Snuffer

From: Mike Snuffer <mike.snuffer@wsiltv.com>
Sent: Friday, February 13, 2015 10:19 AM
To: 'bhines@wsiltv.com'
Subject: Job posting

Please post this opening with your usual sources.

Thanks
Snuffer

POSTED FEB. 13, 2015

Meteorologist/MMJ reporter

WSIL News 3 is seeking candidates for an on-air staff meteorologist/MMJ reporter. Degree in meteorology or related science degree from an accredited college is required for the position. This position involves creating and presenting forecasts for broadcast, online and social media.

Candidates should be familiar with WSI weather system. In addition to forecasting, this position also involves reporting and public appearances. WSIL is the locally owned ABC affiliate serving southern Illinois, southeast Missouri and western Kentucky (81st DMA). Knowledge of mid-west weather highly desired.

This is a new position with a start date in late May 2015. The interview process will start in April 2015. To be considered please provide a link to your broadcast resume reel, cover letter, resume and references. Final candidates will be asked to provide college transcripts and course list. Send to mike.snuffer@wsiltv.com Put in the subject line "Meteorologist Search." The mailing address is: WSIL 1416 Country Air, Carterville, IL 62918.

Exhibit 20

Copies of documentation for the position of Production Manager (filled 6/2015)



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsiltv.com

Employment Opportunities

3/17/15

Production Manager/Creative Services Director – WSIL-TV is seeking a Creative Services Director. This is a department head position responsible for managing all aspects of WSIL's commercial production and overseeing a creative services and master control staff of 10. WSIL is an ABC Affiliate serving Southern Illinois and the Paducah-Cape Girardeau-Harrisburg DMA.

Candidates must be familiar with electronic field production, script writing, final cut editing and graphics software. The Creative Services Director will work closely with clients and station account executives to design and execute advertising campaigns. Previous experience in television creative services or a related field will be required. The successful candidate will have strong communication and people skills.

Send cover letter and resume to:

Steve Wheeler, General Manager
WSIL-TV
1416 Country Aire Dr.
Carterville, IL 62918

Or swheeler@wsiltv.com

WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for Creative Services Director through 4/30/15.



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 · Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

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Candidates must be familiar with electronic field production, script writing, final cut editing and graphics software. The Creative Services Director will work closely with clients and station account executives to design and execute advertising campaigns. Previous experience in television creative services or a related field will be required. The successful candidate will have strong communication and people skills.

Send cover letter and resume to:

Steve Wheeler, General Manager
WSIL-TV
1416 Country Aire Dr.
Carterville, IL 62918

Or swheeler@wsilTV.com

WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for Creative Services Director through 4/30/15.

Sent to my Contacts
WSIL Website

Production manager/Creative Services Director

WSIL is seeking a Creative Services Director. This is a department head position responsible for managing all aspects of WSIL's commercial production and overseeing a creative services and master control staff of 10.

Candidates must be familiar with electronic field production, script writing, final cut editing, and graphics software. The CSD will work closely with clients and station account executives to design and execute advertising campaigns.

Previous experience in television creative services or a related field will be required. The successful candidate will have strong communication and people skills.

Cover letter and resume to

Steve Wheeler

General Manager

WSIL TV

1416 Country Aire Rd.

Carterville IL 62918

Or

Swheeler@wsilTV.com

WSIL is an ABC affiliate serving Southern Illinois and the Paducah-Cape Girardeau-Harrisburg DMA.

WSIL is an Equal Opportunity Employer.

Brenda Hines

From: Brenda Hines <bhines@wsiltv.com>
Sent: Tuesday, March 17, 2015 2:21 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; lesliec@shawneecc.edu; lisa.hudgens@jalc.edu; Lust, Danita; micaelb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Production Manager-Creative Services Director 3-17-15
Attachments: Production Manager-Creative Services Director 3-17-15.docx

Please post our job opening for Production Manager-Creative Services Director through 4/30/15.

Thank you,
Brenda Hines
WSIL-TV

Brenda Hines

From: Mark Kiesling <mkiesling@wsiltv.com>
Sent: Wednesday, March 18, 2015 1:22 PM
To: Brenda Hines
Subject: Re: Production Manager-Creative Services Director 3-17-15

Brenda,

This is now on our website.

Mark

On Mar 17, 2015, at 2:24 PM, Brenda Hines wrote:

Mark,

Can you help in getting our job opening for Production Manager posted on WSIL's website?

Thanks so much!
Brenda

<Production Manager-Creative Services Director 3-17-15.docx>

Brenda Hines

From: Lisa Hudgens <Lisa.Hudgens@jalc.edu>
Sent: Wednesday, March 18, 2015 8:39 AM
To: Brenda Hines
Subject: RE: Production Manager-Creative Services Director 3-17-15

Thank you for contacting John A. Logan College. We will post the position today.

Lisa

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, March 17, 2015 2:21 PM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; lesliec@shawneecc.edu; Lisa Hudgens; Lust, Danita; micalb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Production Manager-Creative Services Director 3-17-15

Please post our job opening for Production Manager-Creative Services Director through 4/30/15.

Thank you,
Brenda Hines
WSIL-TV

Exhibit 21

Copies of documentation for the position of Account Executive (filled 6/2015)



WSIL-TV3
1416 Country Aire Drive
Carterville, IL 62918

Phone (618) 985-2333 • Fax (618) 985-3709
www.wsilTV.com

Employment Opportunities

3/24/15

Account Executive – WSIL-TV, ABC is seeking an Account Executive to sell our on-air and digital assets. Successful candidate will have at least 3 years in media sales experience, be proficient in Microsoft Word and Excel, be a self-starter and possess strong communication skills. This is a full-time commissioned outside sales position.

Send resume and cover letter to B. Hines, 1416 Country Aire Dr., Carterville, IL 62918 or e-mail to: bhines@wsilTV.com.

WSIL is an Equal Opportunity Employer.

Please post WSIL's job opening for Account Executive through 4/30/15.

(

WSIL-TV ABC is seeking an Account Executive to sell our on air and digital assets. Successful candidate will have at least 3 years in Media Sales experience; be proficient in Microsoft Word and Excel; be a self-starter and possess strong communication skills. This is a full time, commissioned outside sales position.

Send resume and cover to B. Hines 1416 country Aire Drive Carterville IL 62918 or email to bhines@wsilTV.com.

7

Brenda Hines

From: Riffert, Liz <el37@evansville.edu>
Sent: Tuesday, March 24, 2015 2:15 PM
To: bhines@wsilv.com; Groves, William
Subject: Account Executive

Brenda,

Thank you for sharing the WSIL Account Executive position with Bill Groves and I have posted the job within our University of Evansville LinkedIn group to promote it towards our University of Evansville alumni.

All the best in finding a great candidate for WSIL!

Liz



Liz Riffert '07

Assistant Director of Alumni and Parent Relations
For Career Development

University of Evansville
(812) 488-2440 (Office)
(812) 760-7505 (Cell)
EL37@evansville.edu (E-Mail)



International | Meaningful | Personal | Accountable | Connected | Transformational

Brenda Hines

From: evansville-csm@symplicity.com
Sent: Tuesday, March 24, 2015 2:28 PM
To: bhines@wsiltv.com
Subject: Non-OCR Position Approved

Dear Brenda Hines:

The following position has been approved:

Account Executive

If students are interested in applying for this position, they will submit their resume (or other documents as indicated) to you via the instructions given in the posting. If you have any questions about your job posting, please feel free to contact the Center for Career Development at (812) 488-1083.

Thank you for your interest in recruiting our students!

Best regards,
Center for Career Development
University of Evansville
1800 Lincoln Avenue
Evansville, IN 47722
(812) 488-1083
<http://evansville.edu/careercenter/>

Brenda Hines

From: Mark Kiesling <mkiesling@wsiltv.com>
Sent: Tuesday, March 24, 2015 11:43 AM
To: Brenda Hines
Subject: Re: Account Executive 3-24-15

Sure can. Is someone leaving or are we adding a position?

On Mar 24, 2015, at 11:15 AM, Brenda Hines wrote:

Hi Mark,

Can you put our job opening for Account Executive on our website?

Thanks!
Brenda

<Account Executive 3-24-15.docx>

Brenda Hines

From: Lust, Danita <Danita.Lust@illinois.gov>
Sent: Wednesday, March 25, 2015 2:01 PM
To: 'Brenda Hines'
Subject: RE: Account Executive 3-24-15

Account Executive
Job# 2618668 | Made Public: 2015-03-25 | Updated: 2015-03-25 | Search Resumes
Views: 0 | Expires: 2015-04-30 | Staff Assistance: Yes | 1 of 30 Referrals

I have posted your job opening and I have done an initial search referring an applicant to apply per your instructions.

From: Brenda Hines [mailto:bhines@wsiltv.com]
Sent: Tuesday, March 24, 2015 11:15 AM
To: career@evansville.edu; careerlinkages@semo.edu; catherine.packard@sic.edu; Erin Camfield IL Broadcasters; leslic@shawneecc.edu; lisa.hudgens@jalc.edu; Lust, Danita; micalb@mchsi.com; myers@rlc.edu; SIU-Carbondale Matt Purdy
Subject: Account Executive 3-24-15

Please post WSIL's job opening for Account Executive through 4/30/15.

Thank you,
Brenda Hines

Brenda Hines

From: evansville-csm@symplicity.com
Sent: Friday, May 01, 2015 3:35 AM
To: bhines@wsilv.com
Subject: Account Executive has expired/closed

May 01, 2015, 4:34 am

Dear Hines:

This communication is to let you know that the Job Posting for Account Executive has been closed. If you wish to re-post the position in UE JobLink, you can contact our office or log in to your account at <http://careerservices.evansville.edu> to renew the posting. The following are instructions on how to renew via your UE JobLink account:

- 1 - Go to <http://evansville-csm.symplicity.com/employer>
- 2- Enter your username (email) & password on (Login screen page)
- 3- You are now on your HOME PAGE
- 4- Click "jobs" on the top menu bar
- 5- Click on ADD NEW button
- 6-Click on SHOW ARCHIVED button
- 7-Select the "archived" job posting by clicking on the down arrow 8-Change the Expiration Date to a future date 9-Click SUBMIT button

If you have any questions, please contact our office at (812)488-1083.

Best regards,

Career Services and Cooperative Education University of Evansville
1800 Lincoln Avenue
Evansville, IN 47722
(812)488-1083
(812)488-2156 fax
<http://careerservices.evansville.edu>

Exhibit 22

Copies of documents relating to the Employee Training Program
(Associate Producer Training Program)

March 28, 2016

What we refer to as the "AP program" at WSIL is a recruitment and training program that is basic to filling a number of positions at WSIL TV.

AP refers to "associate producer", these are part time news employees who go through a training program. Most are college students at the time.

The program is overseen by the News Director. With rare exceptions potential A-P's are interviewed and selected by the news director.

The news department is about half of the full time employees at WSIL, with the other half more or less divided between Sales, Engineering, Administration, and Production.

News has much higher turnover, so while it is half of full time positions it is about 80 % of full time hires (both for this two year period and over other periods of time).

A-P's often go on to full time positions in news. There is enough overlap between news and production that A-P's occasionally move into full time positions in production as well.

The A-P program essentially consists of;

- 1) Organizing the department so that we maintain positions that are available to motivated but inexperienced individuals. These include studio camera operators, floor directors, and desk assistants.
- 2) Routinely train A-P's to run studio camera, do basic editing, make telephone beat checks and help on the assignment desk.
- 3) Make available a training path so that AP's with an interest and aptitude can be trained in more specialized areas and considered for full time employment.
- 4) Give A-P's consideration for available full time positions.

Recruitment for these A-P positions is ongoing, but this is less a recruitment program than a training program that we hope will make recruitment meaningful by enabling us to employ people without professional experience and train them so that they qualify for jobs that would require experience if we filled them directly.

WSIL currently has 63 full time employees. 12 of those were originally hired as part time A-P's.

The attached memo has more detail about the training program specifically. It is written by Mike Snuffer WSIL's News Director.

Steve Wheeler

General Manager

WSIL/KPOB TV



ASSOCIATE PRODUCER TRAINING PROGRAM

WSIL-TV has demonstrated a commitment to recruiting, hiring and training entry level employees in the local community. For the past couple of decades, under the current ownership, WSIL has an on-going "Associate Producer" program. Employees hired as a part-time AP learn the fundamentals of television broadcast operations. They are tasked with running studio cameras and editing video. As their skillsets develop they eventually learn other jobs associated with news gathering and or television production.

The vast majority of the AP employees are students from the surrounding community colleges and universities. The candidates come from different backgrounds and education levels. WSIL identifies those individuals who show interest in learning more about broadcasting, either on the journalism or the technical side.

The AP program can also lead to full-time employment with WSIL or other broadcast stations in the country. An AP has an opportunity to gain valuable skills that allows him or her to apply for full-time openings in the station.

Also in many instances when there is not a full-time opening WSIL managers offer further mentoring and advice that allows AP's to search for positions at other broadcast operations. The news director and other managers in the news department have developed professional contacts that can be used to benefit those AP's are searching for jobs at other operations.

The goal of the AP program at WSIL is identify and train future broadcasters. Many of the AP's who have worked at WSIL go on to work for other broadcast operations all across the country.

AP TRAINING PROGRAM

The following is a training outline that all new associate producers receive after they are hired at WSIL-TV. The training consists of at least 60-hours of hands-on instruction. It typically takes about 4-weeks of training for a new employee to successfully learn the various job duties. The training period could be shorter or longer depending on the skill level. Employees who have had college level TV production classes typically accomplish the training circuit in about two weeks. Employees who have very little or no training in television news production will take a full four to six weeks to successfully learned the required skills.

Week 1

DAY 1 — The new employee is trained on the basic operations of ENPS News Center. This is the main information management system of the news department. The trainee learns about the various forms of stories and the sources of the material such as ABC, Associated Press and CNN. The trainee also receives instruction on Pathfire – the main system used for organizing network video from ABC and CNN.

Once trainees know the basics of the system, they begin receiving assignments to edit- video. Depending on their skill level, they are taken thru the step by step procedure of editing video. This hands-on training helps the trainee retain small details about the process.

DAY 1 (continue) The trainee must learn the various terms used in the editing process such as; VO's, VOSOT's, teases, headlines, briefs, cold opens, national packages, and trapping live truck of satellite feeds. The trainee will also begin observation of the operation of studio cameras.

DAYS 2 –5 - The trainee is assigned more tasks now that they have a better understanding of the tools at their disposal. She should be given at least five days of editing before they are moved to the studio floor. The trainer is responsible for reviewing all work done before moving the product to the broadcast or web.

Week 2

DAYS 1-5 - Once the trainee has learned to edit video she is then moved to the studio floor to begin training on the use operation of studio camera. The trainee must learn studio set-up, cues and camera shots. The trainee will review past shows in order to become familiar with the camera shots. She is also provided a shot sheet that shows how to frame the basic studio shots. Editing and studio camera work are combined for the remainder of the week.

Week 3

DAYS -1-5 - The next phase of the training involves the operation of the video server called "The FORK." The trainee will learn how to organize the video and how to play-out video during a newscast or other production. This training should last 4-to-5 days.

Week 4

By the forth week the trainee should be familiar with all basic operations of the newsroom. At this point the trainee is evaluated on all the past weeks training. If the trainee demonstrates any weaknesses in any of the sequences she will receive further instruction and will be asked to focus on those particular areas.

Exhibit 23

Copies of documents relating to the Internship Program

WSIL-TV3

Internship Information Sheet

Date: _____

Name: _____

Address: _____

Phone: _____

Birthdate: _____

Drivers Lic.: _____

High School/College/University: _____

Major/Degree Studying: _____

Graduation Date: _____

Degree: _____

What department of internship?

News _____ Eng _____

Sports _____ Prod _____

Wx _____ Sales _____

Scheduled days and time of internship: _____

Beginning and End date of internship: _____

Total # of hours: _____

Emergency Information

Name: _____

Relationship: _____

Work Phone: _____ Cell Phone: _____

WSIL-TV3

Internship Information Sheet

Date: 11/15/13

Name: [REDACTED]

Address: [REDACTED]
[REDACTED]

Phone: (224) [REDACTED]

Birthdate: 03/25/93

~~Soc. Sec.~~ [REDACTED]

Drivers Lic. [REDACTED]

High School/College/University: Southern Illinois University

Major/Degree Studying: Radio-Television (major), Journalism (minor)

Graduation Date [REDACTED]

Degree: Bachelors

What department of internship?

News ☒ Eng ☐

Sports ☒ Prod ☐

Wx ☐ Sales ☐

Scheduled days and time of internship: Fridays & Saturdays, 8am-12pm

Beginning and End date of internship: 1-13-14 thru 5-9-14

Total # of hours: 240 15 Hours per week

Emergency Information

Name: [REDACTED]

Relationship: Mother

Work Phone: (847) [REDACTED]

Cell Phone: (224) [REDACTED]

Radio-TV Internships

The Department of Radio, Television, & Digital Media provides credit for internships throughout the year. The internship provides an opportunity for practical learning experience in a cooperating organization outside the university working side-by-side with full-time professionals.

Qualifications:

Interns are important representatives of the Radio, Television, & Digital Media Department, and, therefore, we select from among the top students in the RTD major. To qualify for a departmental internship, you must be enrolled as a Radio, Television, & Digital major and have successfully completed RT 200 and RT 300, and have an overall GPA of 2.5.

Procedures:

If you decide to pursue an internship and meet the qualifications, then you will need to follow a series of steps in order to receive credit for your internship.

1. Pick up an internship application from the Radio, Television, & Digital Media Academic Advisor.
2. Fill out the application completely. This includes the times, days and responsibilities of your internship as well as the signature from your internship site supervisor and a faculty member from the Department of Radio, Television, & Digital Media.
3. Turn the filled out application back into the Radio, Television, & Digital Media Academic Advisor.
4. If you have been approved for the internship, then you will need to register for RTD 395 for the semester that you have applied.

Deadlines

Registrations for the internships are the responsibility of the student and as such, all University deadlines for payment, drops, change in hours, etc. are governed by University policy. **Generally you must have all paperwork, completed and approved no later than the second week of the semester you plan on working at your internship.** Only in rare cases will any paperwork handed in after the second week of the semester be approved for registration for that semester.

No retroactive credit is given for internships.

Credit Hours

An RTD internship can be repeated for up to 6 hours total credit. Each credit hour is based on the number of hours worked during a 16-week Fall or Spring semester or an 8-week Summer semester.

Fall & Spring (16 weeks)

1 credit:	5 hours/week =	80 hours
2 credits:	10 hours/week =	160 hours
3 credits:	15 hours/week =	240 hours
4 credits:	20 hours/week =	320 hours
5 credits:	25 hours/week =	400 hours
6 credits:	30 hours/week =	480 hours

Summer (8 weeks)

1 credit:	10 hours/week =	80 hours
2 credits:	20 hours/week =	160 hours
3 credits:	30 hours/week =	240 hours
4 credits:	40 hours/week =	320 hours
5 credits:	40 hours/week =	400 hours/10 weeks
6 credits:	40 hours/week =	480 hours/ 12 weeks

Grading

In order to receive your grade for the internship, you will need to have a final evaluation completed by your internship site supervisor and you must write a paper which will be an assessment and reflection of your internship experience and how the internship contributed to your learning goals as you stated then in your application. This paper will be graded upon both content and grammar!

Grades for internship are Pass or Fail

Stipulations

1. The Internship Coordinator will only accept internships for credit that have been arranged according to Departmental policy.
2. Internship credit will not be given retroactively for work experiences already received or undertaken (i.e., part-time employment as a disc jockey for WCIL, etc.)
3. A sponsoring internship agency MUST supervise an internship for credit (prior approval) for it to be accepted by the RTD Department and for the work experiences to be legal (credit in lieu of pay).
4. YOU WILL receive a Pass or Fail grade for the internship based on the internship site supervisor's evaluations and your paper.

Department of Radio, Television, & Digital Media
Internship Application (2 pages)
Forms available in hard copy upon request.

Date Submitted _____
Name _____
Address _____
Phone _____ Email _____
Semester you desire an
Internship _____
Grade Point Average (Overall) _____

Courses you have taken related to the potential internship:

Course No./Title	Grade
------------------	-------

Department of Radio, Television, & Digital Media
Internship Application
Page Two: Work Experience

Name _____

Positions Held (Company name/address; employment dates;
supervisor)

Special Skills (Computer, Writing, etc.)

Career Goal(s)

In a paragraph or two, state your purpose in applying for the
Internship Program. Tell us what you hope to gain from such an
experience.

Department of Radio-Television

Internship Contract

Date Submitted 11-15-13

Student's Name [REDACTED]

Internship Site/Firm/Organization WSL TV-3

Site Supervisor Mike Snuffer / Darren Kinnard

Supervisor's Title News Director / Sports Director

Firm Address 1416 Country Nice Drive, Carterville, IL 62918

Firm Phone 618-985-2333

Firm Email MSnuffer@WSLTV.com

Description of Job Requirements and Duties:

Shooting, editing, web site writing

Minimum Hours Schedule (schedule each day - A.M./P.M.)

Monday _____

Tuesday _____

Wednesday _____

Thursday _____

Friday 3-11 pm

Saturday 3-11 pm

Sunday _____

This agreement must be submitted (signed by the student and internship site supervisor) in triplicate before you can be officially enrolled in the Internship. Once signed below, students are expected to retain a copy of this contract and to provide a copy to the site supervisor. The RTD Dept. Coordinator will retain the original.

The undersigned have read and agree to all the conditions set forth.

Student [REDACTED] Date 11-15-2013

Site Supervisor [REDACTED] Date 11-15-2013

Faculty Sponsor [REDACTED] Date _____

SOUTHERN ILLINOIS UNIVERSITY CARBONDALE



SPONSOR'S FINAL EVALUATION OF INTERN

Thank you for sponsoring a student intern from SIUC's College of Mass Communication and Media Arts. This form serves as a comprehensive evaluation of the intern's progress at the end of the internship. This form must be received before your intern's grade for the internship can be recorded. Please complete the form and return it by mail, email, or fax no later than Tuesday, ~~July 30th, 2014~~: May 6th, 2014

Jean Rendleman Kelley, Academic Advisor
Department of Radio/Television, Mailcode 6609
Southern Illinois University Carbondale
Carbondale, Illinois, 62901

Phone: 618-453-6902

Fax: 618-453-6982

Email: jeank@siu.edu

Sponsoring Internship Site: WSIL-TV

Evaluator: Darren Kinnard

Position: Sports Director

Intern's Name: [REDACTED]

Intern's Department or Work Area: Sports

Approximately how many hours did the student intern work during the internship?

240 hrs.

Please rate the intern's performance in each of the following areas:

PROFESSIONAL COMPETENCE:

When the student began the internship, did he/she possess the necessary skills expected from interns?

X Yes

_____ Only to a limited extent

_____ Needed some help in the beginning

_____ Definitely deficient

Comments: Had a basic knowledge/skill set -
needed to learn more and better techniques
for shooting, editing, ^{and} web work.

GENERAL TECHNICAL SKILLS AND KNOWLEDGE:

	Excellent	Good	Fair	Poor	Not Applicable
Job knowledge		X			
Adaptability to varying positions	X				
Quantity of work			X		
Quality of work		X			
Attention to detail		X			
Thoroughness		X			
Accuracy		X			
Critical thinking skills		X			
Completion of assignments on time		X			
Evidence of development and progress			X		

Comments: _____

COMMUNICATION RELATED SKILLS:

	Excellent	Good	Fair	Poor	Not Applicable
Written communication		X			
Oral communication		X			
Listening skills		X			
Communication/relationship with supervisors	X				
Communication/relationship with co-workers	X				
Followed instructions			X		
Asked questions (if need arose)			X		
Cooperated with others		X			
Interaction with clients		X			
Reactions to criticism			X		

Comments: _____

NON-TECHNICAL SKILLS:

	Excellent	Good	Fair	Poor	Not Applicable
Motivation/enthusiasm			X		
Initiative/self-reliance			X		
Dependability		X			
Attendance/punctuality		X			
Creativity/imagination					
Willingness to learn new tasks		X			
Assertiveness			X		
Judgment		X			
Professional/appropriate dress and appearance	X				
Overall attitude		X			

Comments: _____

OVERALL RATING OF INTERN:

	Excellent	Good	Fair	Poor	Not Applicable
Overall rating of intern		X			


Comments: [REDACTED] did a very good job shooting in the field and editing. Her writing for broadcast needs a lot of work.

OTHER COMMENTS:


Please include comments on additional areas not covered above that may apply to your company's internship program:

The way [REDACTED] hours were set up (8 hour days on Friday and Saturday) made it more conducive for field work. I wish we would've had more time to work on writing and storytelling.


What did you consider the intern's major strengths?

 has a good eye for shooting and good camera knowledge. She's not afraid to work hard. She's very smart and has good editorial judgement ~~as~~^{as} far as picking soundbites, etc.

What did you consider the intern's weaknesses?

 needs to show more initiative, rather than waiting to be told to do something. If she wants to pursue on air position, she'll need to come out of her shell - she was very reluctant ~~to~~ to do anything on air while here.

What specific suggestions do you have for the intern's improvement?

 needs to be more aggressive (see above). She needs to work on her writing, especially in a conversational matter for broadcast. She has a great personality - just needs to show it in her work.


Were future opportunities discussed with the intern?

☐ No

☐ Yes, intern was advised to keep in touch for possible opportunities

☐ Yes, intern was invited to do another internship

☒ Yes, intern was offered a job - editor in the news dept.


Evaluator's Signature

May 6, 2014
Date

Weather
Intern

WSIL-TV3

Internship Information Sheet

Date: June 16, 2015

Name: [REDACTED]

Address: [REDACTED]

Harrisburg, IL 62946

Phone: (618) [REDACTED]

email - [REDACTED]@siu.edu

Birthdate: [REDACTED]

Drivers Lic.: [REDACTED]

High School/College/University: Southern Illinois University

Major/Degree Studying: Geography (Climatology focus)

Graduation Date: MAY 2016

Degree: M.S. in Geography & Environmental Resources

What department of internship?

News _____ Eng _____

Sports _____ Prod _____

Wx X Sales _____

Scheduled days and time of internship: Mon-Thurs 2-5:30

Beginning and End date of internship: June 15 - Aug 7, 2015

Total # of hours: 100

Emergency Information

Name: [REDACTED]

Relationship: father

Work Phone: N/A - retired Cell Phone: (618) [REDACTED]

SIUC INTERNSHIP/OFF-CAMPUS LEARNING PARTICIPANT AGREEMENT AND ASSUMPTION OF RISK

The assumption of risk form must be signed by the participant's legal guardian if the participant is not of legal age.

PARTICIPANT INFORMATION

Participant's Name: [REDACTED]

Student ID# [REDACTED]

Permanent Address [REDACTED]

Date of Birth: [REDACTED]

City, State, Zip: Harrisburg, IL 62946

Phone: (618) [REDACTED]

INTERNSHIP/LEARNING SITE INFORMATION

Course: GEOG 480

Name of Organization: WSIL-TV3

Supervisor Name: JIM [REDACTED]

Email: jrasor@wsil-tv.com

Tel #: (618) 985-2333

Start Date: 6/15 End Date: 8/07 Hours per week: 14 Total Hours: 100

MEDICAL EMERGENCY CONTACT

Person to Contact First:

Backup Contact (Relative or Friend):

Name: [REDACTED]

Name: [REDACTED]

Relation to Participant: Father

Relation to Participant: Best Friends

Daytime Phone: (618) [REDACTED]

Daytime Phone: (618) [REDACTED]

Evening Phone: (618) [REDACTED]

Evening Phone: (618) [REDACTED]

Are you allergic to any medications? [REDACTED]

List current prescriptions/medications: N/A

INSURANCE POLICY INFORMATION

☒ Yes ☐ No The above-named participant is covered by health insurance. If yes, provide the following information which is required by Southern Illinois University to expedite treatment and to facilitate the billing process.

Policy Holder's (P.H.) Name: [REDACTED]

P.H.'s Date of Birth: [REDACTED]

Address: [REDACTED]

Relation to Participant: Self

City, State, Zip: Harrisburg, IL 62946

Occupation: [REDACTED]

P.H.'s Employer's Name: Southern Illinois University

Employer Address: FaneK Hall [REDACTED] Carbondale, IL 62901

Insurance Company Name: SIU Student Medical Insurance

Insurance Company Address: SIU mail code [REDACTED] Carbondale, IL 62901

Policy #: [REDACTED]

Plan #: [REDACTED]

ASSUMPTION OF RISK FORM (Attached) [] Yes - I have completed and signed the attached Assumption of Risk Form. I understand this form must be signed prior to participation.

SOUTHERN ILLINOIS UNIVERSITY
INTERNSHIP/OFF-CAMPUS LEARNING ASSUMPTION OF RISK AGREEMENT

Section 1. Request and Agreement to Participate in Internship/Off-Campus Learning

I, [REDACTED] hereinafter "Participant"), a student at Southern Illinois University-Carbondale (hereinafter "University"), voluntarily request and agree to participate in an off-campus learning experience arranged through University's Geography Department as part of an internship/ work experience during Summer semester 2015 at WS11-TV3 (hereinafter "Learning Site").
Print Name
Spring/Summer/Fall
Internship/Learning Site

Section 2. Assumption of Risk

Participant agrees to take part in the aforementioned off-campus learning experience voluntarily and with full knowledge and understanding that participation in the off-campus learning experience may expose Participant to a risk of property damage and/or bodily or personal injury, including but not limited to injury that may prove fatal to Participant and/or others. For the sole consideration of being permitted to enroll in the off-campus learning experience, Participant knowingly assumes all the risks, known, unknown, foreseen and unforeseen, that may arise from participation in the off-campus learning experience, including but not limited to all harm, injury or damage that Participant or Participant's property may incur as a result of participation in the off-campus learning experience.

Section 3. Release of Liability.

For the sole consideration of being permitted to participate in this off-campus learning experience, Participant, personally and on behalf of his or her family, heirs, executors, and assigns, knowingly releases, discharges, and holds harmless the Learning Site and the University, its Board of Trustees, and its agents, officers, officials, employees, and assigns from and against any and all claims, causes of action (in law or in equity), demands, suits, and debts, including but not limited to any claims or causes of action for property damage or loss, personal medical or hospital costs, personal illness or bodily injury, including pain and suffering, emotional distress, or death, future economic impairment and other consequential losses, arising out of any activities Participant performs as a result of his or her participation in the above referenced off-campus learning experience. Participant understands and agrees that he/she shall be solely responsible for any and all debts, damages or injuries arising out of the Participant's activities performed as part of the off-campus learning experience. Participant knowingly makes this release and waiver as an act of his/her own free will, without any promises of favor or gain from University.

Section 4. Compliance with University Policies

Participant agrees to comply with all applicable laws and University policies, including but not limited to the Student Code of Conduct, while engaged in the off-campus learning experience or any travel to or from the off-campus learning experience. Participant further agrees that he/she shall not consume or imbibe any alcoholic beverages or other intoxicating substances while engaged in the Activity or any travel related to the Activity or for a minimum of twelve hours prior to the start of any period of his or her off-campus learning work or any travel related to the off-campus learning work.

Section 5. Compliance with Learning Site Policies

Participant agrees to comply with Learning Site's policies, standards, regulations, and rules of conduct. In addition, the Participant agrees to participate in all training required by the Learning Site; exhibit professional, ethical, and appropriate behavior at the learning site; complete all assigned tasks and responsibilities in a timely and efficient manner; and maintain confidentiality of all information concerning other people, clients, employees, and agencies/ organizations.

Section 6. Use of Personal Property

Participant understands that any personally owned property, including but not limited to automobiles, used in conjunction with this off-campus learning experience are not insured or otherwise covered or indemnified by the University. Participant understands that if she/he utilizes a personally owned automobile she/he is required to carry auto liability insurance as required by law. Further, if Participant agrees to be a passenger in a vehicle that is not owned and/or operated by a University faculty member or representative, Participant hereby assumes any and all risks that may be associated with riding in such vehicle and will hold the University harmless from any and all loss, damage, injury, or liability that may arise from such act.

Section 7. Health Insurance and Medical Treatment

Participant understands that it is her/his responsibility to provide her/his own health and accident insurance. Participant further agrees that the University and/or Learning Site is granted permission to authorize emergency medical treatment, if necessary, and that such action by the University and/or Learning Site shall be subject to the terms of this Agreement. Participant understands and agrees that neither University nor Learning Site assumes responsibility for any injury or damage which might arise out of or in connection with such authorized emergency medical treatment.

Section 8. Quotations, Photography, Video and Sound Recordings

Participant authorizes the use and reproduction, without compensation, of all quotations, photographs, videos and sound recordings taken during this off-campus learning experience for the purpose of promoting off-campus learning activities at the University or Learning Site.

Section 9. Miscellaneous

This Agreement and any disputes arising from it shall be governed by and construed exclusively according to the laws of the State of Illinois without regard for its conflicts of law provisions.

In the event any provision of this Agreement is determined to be invalid or unenforceable, it shall be reformed and construed in such a manner that it will, to the maximum extent practical, be deemed valid, enforceable and reflect the intent of the provision as written.


[SIGNATURE PAGE TO FOLLOW]

BY SIGNING BELOW YOU ARE AGREEING TO COMPLY WITH ALL OF THE
TERMS AND CONDITIONS SET FORTH IN THIS AGREEMENT INCLUDING BUT
NOT LIMITED TO ASSUMING SOLE RESPONSIBILITY FOR ALL RISKS, KNOWN
AND UNKNOWN, THAT MAY ARISE FROM YOUR PARTICIPATION IN THE OFF-
CAMPUS LEARNING EXPERIENCE

IN WITNESS whereof, I understand and have read, reviewed, and executed this
Agreement on this the 30 day of MARCH, 2015


Participant

Signed before me this 30 day of MARCH, 2015.




Signature of Parent or Guardian (if Participant is less than 18 years of age)

Course or Program

Leslie A. Duram

Course or Program Supervisor Printed Name



Course or Program Supervisor Signature

Service-Learning Agreement¹

This agreement ("Agreement") is between the Board of Trustees of Southern Illinois University, a body politic and corporate of the State of Illinois, on behalf of the Department of Geography & Environmental Resources at Southern Illinois University Carbondale ("University") and WSL-TV3 ("Learning Site").

WHEREAS, University has an established course(s) that incorporates practical, hands-on learning experiences for participating students ("the Program"), which said Program(s) is/are listed in Exhibit A hereto; and

WHEREAS, Learning Site has the ability to provide such learning experiences; and

WHEREAS, University and Learning Site desire to enter into an agreement to provide opportunities for participating students to participate in the aforementioned learning experiences.

NOW, THEREFORE, in consideration of the terms, conditions and covenants, mutual or otherwise, as hereinafter set forth, the University and Learning Site (collectively "the parties") agree as follows:

I. Learning Site Responsibilities

- a. Learning Site shall provide supervision for students participating in the Program and shall designate a qualified person to be students' supervisor. The supervisor agrees to meet regularly to facilitate students' learning experiences, provide support, review progress on assigned tasks, verify hours and provide feedback.
- b. Provide an orientation that includes a site tour, introduction to staff, descriptions of characteristics and risks associated with Learning Site's operations, services, and clients, discuss safety policies and emergency procedures, standards of behavior and dress, and how to check into/leave the site.
- c. Provide a written description of students' tasks and responsibilities.
- d. Provide appropriate training, equipment, materials and work area for students.
- e. Inform students of need for a background check, fingerprinting or tuberculosis test and maintain the confidentiality of any results as required by federal and state law.
- f. Evaluate the student if requested by the course instructor.

¹ This document was developed from the Service-Learning Agreement at San Jose State University. San Jose State University has granted Southern Illinois University permission to use this document.

- g. Contact the Course Instructor if the student fails to perform assigned tasks or engages in misconduct.
- h. The Learning Site may dismiss a student if he or she violates its standards, mission or goals. The Learning Site will document its rationale for terminating a student and provide the faculty member and University with a copy of the rationale upon request.
- i. Notify the Course Instructor and University as soon as possible if any injury or illness to student participating in a learning activity at the Learning Site.
- j. Have appropriate liability insurance for volunteers / service-learning student placements as follows:
 - 1. General liability insurance coverage with limits of at least \$1,000,000 per occurrence and a \$3,000,000 general aggregate.
 - 2. In the event the environment in which the student will be working provides services that are professional in nature, including without limitation medical services, Learning Site shall provide professional liability/errors and omissions insurance with limits of at least \$1,000,000 per occurrence and a \$3,000,000 general aggregate.
 - 3. In the event the Student service learner is to be a passenger or driver of a automobile or other motorized vehicle as part of the Service Learning experience, the Learning Site shall provide commercial automobile liability insurance with combined single limits of at least \$1,000,000 per occurrence or limits of \$1,000,000 per occurrence for bodily injury and \$500,000 per occurrence for property damage.
 - 4. Workers compensation insurance with at least the limits set by the jurisdiction in which the Learning Site is located and employer liability coverage of at least \$500,000 per occurrence.

All required insurance may be provided through either commercial policies of insurance or a fully funded program of self-insurance. If commercial policies are utilized to fulfill the obligations imposed by this section, the policies must be placed with an insurance company having a B+: VI or better rating in the current edition of Best's Key Rating Guide. Learning Site agrees to maintain such insurance for the duration of this Agreement. If a policy required under this section is written on a claims-made basis and that policy is not replaced or renewed, or if that policy is cancelled, Learning Site agrees to purchase an extended reporting endorsement of not less than two years or purchase prior acts coverage with a retro date that coincides with or precedes the commencement of this contract to assure coverage for unreported events. If Learning Site is an agency or department of the federal or state government, a program of self-insurance or coverage as provided by the law of the applicable jurisdiction shall be considered adequate.

II. University's Responsibilities

- a. The University shall be responsible for the academic aspects and administration of the Program except as otherwise stated herein.
- b. University shall provide Learning Site with a written description of the Program's goals.
- c. The University will provide an orientation to students in preparation for their work at the learning site. The University will advise the student of their responsibility to:

- i. Participate in all training required by the Learning Site.
 - ii. Exhibit professional, ethical, and appropriate behavior at the learning site.
 - iii. Complete all assigned tasks and responsibilities in a timely and efficient manner.
 - iv. Comply with Learning Site's policies, standards, regulations, and rules of conduct.
 - v. Maintain confidentiality all information concerning other people, clients, employees, and agencies/ organizations.
- d. The university will advise the student that neither the University nor the Learning Site assumes any financial responsibility in the event that she/he is injured or becomes ill as a result of her/his participation in learning activity at the site.
 - e. The University will provide comprehensive general liability insurance coverage for bodily injury liability, including death, property damage liability, and professional liability coverage (if applicable) for all its employees acting within the scope of their appointments, and similarly provide such insurance coverage for any of its enrolled students while acting in the scope of an approved unpaid clinical program, or unpaid service learning experience, for which academic credit or the equivalent may be awarded. This "occurrence" basis coverage for paid employees and unpaid student interns/service learners is provided through the Southern Illinois University Self-Insurance Program, and is limited to \$1,000,000 per occurrence, with a \$3,000,000 aggregate coverage.

III. General Provisions

- a. This agreement will become effective as of the date last written below and continue for a period of 5 years unless terminated by either party after giving the other party 30 days written notice of the intent to terminate. If the Learning Site terminates this Agreement, it will permit any student working at the Learning Site at the time of termination to complete her/his work. At the 5 year termination date the agreement can be renewed once it has been reviewed and updated as applicable and executed by the authorized representatives of the parties.
- b. To the extent permitted by law and, if applicable, not inconsistent with the doctrine of sovereign immunity, the Learning Site and the University agree to indemnify, defend, and hold harmless each other from any and all liability for any claims, suits, damages, or other losses and costs, including but not limited to reasonable attorney fees and defense costs, arising out of the negligence, recklessness, or willful misconduct of their respective officers, employees, agents or volunteers in the performance of this Agreement. This paragraph will survive the termination of this Agreement.
- c. The Learning Site and University will meet upon request or as necessary to resolve any potential conflicts and to facilitate a mutually beneficial experience for all involved.
- d. The Learning Site may dismiss a student if the student violates its standards, mission or goals. The Learning Site will document its rationale for terminating a student and provide the University with a copy of the rationale upon request.
- e. Students participating in a learning activity at the Learning Site are doing so strictly for the educational benefit of the experience and are not to replace the staff of Learning Site. Participating Students are not and shall not be considered officers, employees, agents or volunteers of the University or the Learning Site. Accordingly, such students shall not be entitled to and shall not receive wages, salary or other benefits of employment for their participating in the learning experience.
- f. The Parties acknowledge that Learning Site may receive personally identifiable information from student education records pursuant to this Agreement and that student educational

records and the information contained therein are protected from disclosure or re-disclosure by the Family Educational Rights and Privacy Act of 1974 ("FERPA"). Accordingly, Learning agrees that it shall not release any student records or personally identifiable information from a student record without the prior, written consent of the participating student to whom the record(s) belong and that it shall strictly limit its use of the student record information to the implementation of the terms of this Agreement.

- g. Nothing contained in this Agreement confers on either party the right to use the other party's name without prior written permission, or constitutes an endorsement of any commercial product or service by the University.
- h. This Agreement may not be altered unless both parties agree in writing. The parties agree to follow all applicable federal, state, and local laws and regulations, including but not limited to laws prohibiting discrimination and harassment.
- i. No term or condition or combination of terms and/or conditions of this Agreement shall be considered a waiver, in whole or in part, of sovereign immunity.
- j. Any notices required by this Agreement will be deemed to have been duly given if communicated to the following individuals in writing. Notwithstanding any other term or condition of this Agreement, each party may update this contact information by providing written notification of same to the other party.

Southern Illinois University

Name: Leslie A. Duram
Title: Director, Environmental Studies &
Professor, Geography & Environmental Resources
Telephone: 618.453.6084
Address: Mail Code 4514
Southern Illinois University
Carbondale, Illinois 62901
Email: duram@siu.edu

Learning Site

Name: Jim Rasor
Title: Chief Meteorologist @ WSIL-TV
Telephone Number: (618) 985-2333
Address: 1416 Country Aire Dr
Carterville, IL 62918
Email Address: jrasor@wsil.tv.com

[REMAINDER OF PAGE INTENTIONALLY BLANK-SIGNATURES TO FOLLOW ON NEXT PAGE]

IN WITNESS WHEREOF, This Agreement has been executed by the parties as of the date last written below.

Board of Trustees of Southern Illinois University

by _____ date _____
Susan M. Ford,
For Randy J. Dunn, President
Southern Illinois University

Learning Site

by [Signature] 6/11/15
Authorized signature date

JIM RASOR METEOROLOGIST
Printed name and title

EXHIBIT A

GEOG 480 Internship in Geography

Dr. L. Duram, duram@siu.edu, Faner 4537, 618.453-6084

Prerequisites

- Geography major or Environmental Studies Minor
- minimum of 2.7 GPA

Work

- Non-paid
- Earn course credit
- Work varies by site and semester
- Supervisors determine appropriate tasks for interns

Internship Hours

- 3 credit hours = 100 hours work
- Follows semester schedule
- Specific work schedules set by site supervisor
- Counts toward degree like any 400-level course

Student begin by meeting with Faculty Advisor to get matched with an internship site. Students are then responsible for setting up a meeting with Site Supervisor. At this meeting, the student and Supervisor will determine the tasks to be accomplished during the internship and the work schedule. Students are expected to behave professionally during the internship, including:

- Arrive at internship site on time each work day
- Keep scheduled work times
- Call the Supervisor, if an emergency prohibits students from arriving at Site on time
- Accomplish planned tasks
- Ask questions, if clarification is needed
- Be reliable
- Behave in a professional manner of dress, communication, and responsibility
- Work at least the minimum number of hours for the course credit assigned

Assignments

- Professional poster or 5 page final report is due by the last day of the semester. Turn in to Faculty Advisor and Site Supervisor. Must include:
 - Description of tasks/activities/projects accomplished, and
 - Statement of what student learned from the internship work.

Grades are based on:

- Attending and working appropriate scheduled hours;
- Completion of assigned tasks;
- Assessment by supervisor;
- Completion of internship poster/report; and
- Assessment by faculty advisor.

Exhibit 24

Copies of documents relating to other EEO Outreach
(Station Tours for Schools and Community Groups)

September

2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
		tour 6:30p Tiger Scouts				
22	23	24	25	26	27	28
29	30					

March

2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						71
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
tour 10:30a high school				Tour 10:30a Harrisburg grade school		
23	24	25	26	27	28	29
				tour 11a homeschool group		

May 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
		tour 9:30a Galatia 3rd Grade				
18	19	20	21	22	23	24
	tour 10a Carrier Mills 5th gr			tour 10a 5th & 6th Grade		
25	26	27	28	29	30	31

July

2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
			Tour 10a Home daycare	Tour 5:30p SIU camp		
13	14	15	16	17	18	19
		tour 10a Rainbows End daycare				
20	21	22	23	24	25	26
27	28	29	30	31		

August

2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
		Tour 10a				
		Rainbows End				
		daycare				
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November

2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
				Tour 10:30a school age		
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

January

2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
	tour 10:30a tiger cubs					
25	26	27	28	29	30	31

April 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
		tour 10a Christopher H.S.			tour 10a Murphysboro Pre-K	
26	27	28	29	30		
		tour 10a Christopher H.S.				

May

2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
				tour 10:30a 5th grade		
24	25	26	27	28	29	30

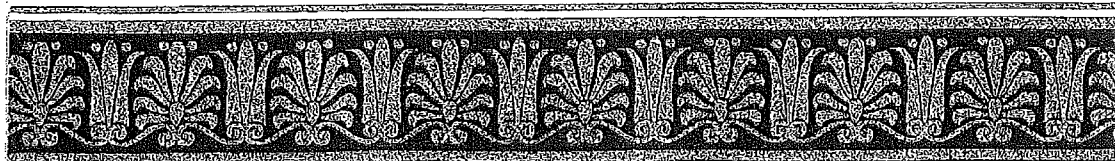
June

2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
				tour 1p girl scouts		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
		tour 4:30p Women's Group				
28	29	30				

July 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
				tour 5:30p Adults		
12	13	14	15	16	17	18
			tour 10a Rainbows End daycare			
19	20	21	22	23	24	25
26	27	28	29	30	31	



June 28, 2015

Dear Bethany, Mark & Staff,

Just a note to thank you & the
WSIL-3 staff and crew for a
delightful & informative tour of your
studios last June 24th (Really the 23rd)

Our P.E.O. members & several spouses
enjoyed the event so much. Thanks
too, for the coffee cups.

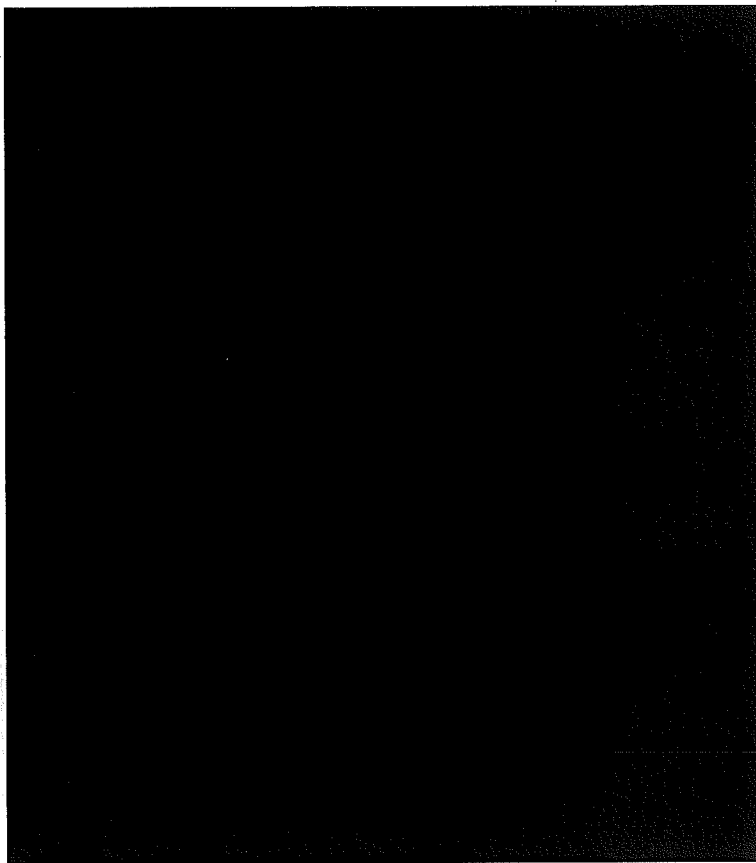
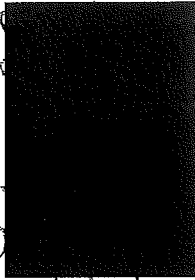
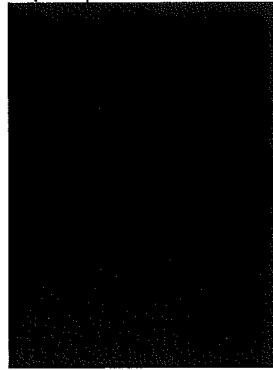
We appreciate your presence in
Southern Illinois. You are important
to all of us.

Sincerely, P.E.O.



Thanks WSL for the
tour for Pack 85 Tigers
from Herrin Scout. The boys
had an amazing experience.
They will remember forever.

Also, thanks for the gifts.



~~Handwritten signature~~

Dear Bethany,

Thank you so much for
the WSHL Channel 3 tour.

We loved it! The students
continue to talk about all
the things they learned.

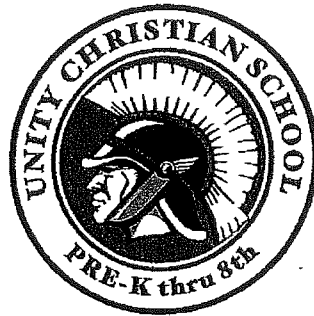
You have helped make
special memories for my
students and I can't thank
you enough!



...for a whole lot of nice!



and the
Students of 2K



***Committed to Excellence
Since 1978***

www.ucswarriors.com

Bethany & WSIL 3,

Thank you so much for allowing
our Kindergarten Classes to come
in for a tour of your facility!

We had a great time and we
learned so much! We appreciate
you taking the time out for us!

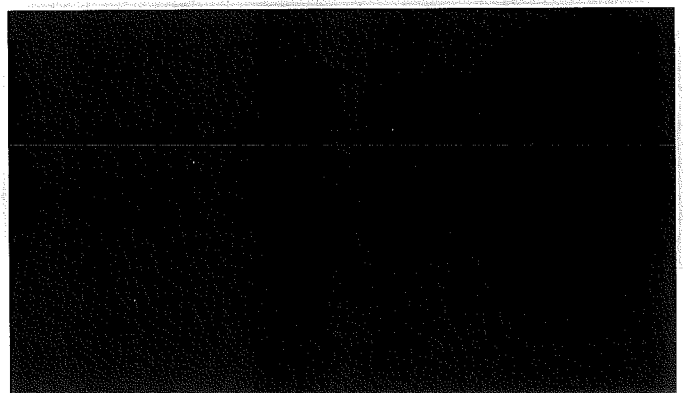
Thank you!

W



Thank you giving
us a lesson & tour
of WSIL. The
kids loved it!

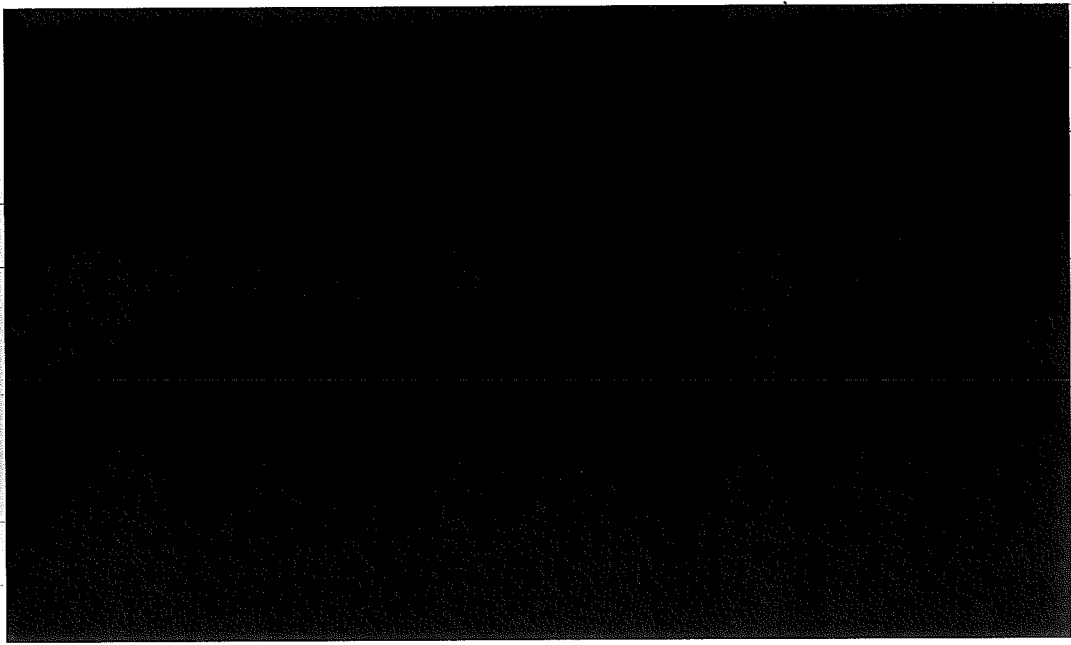
Your kindness is special—
and so are you!



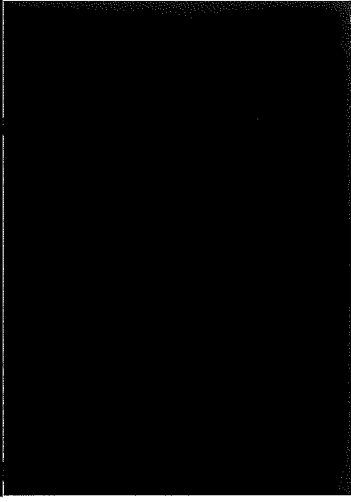
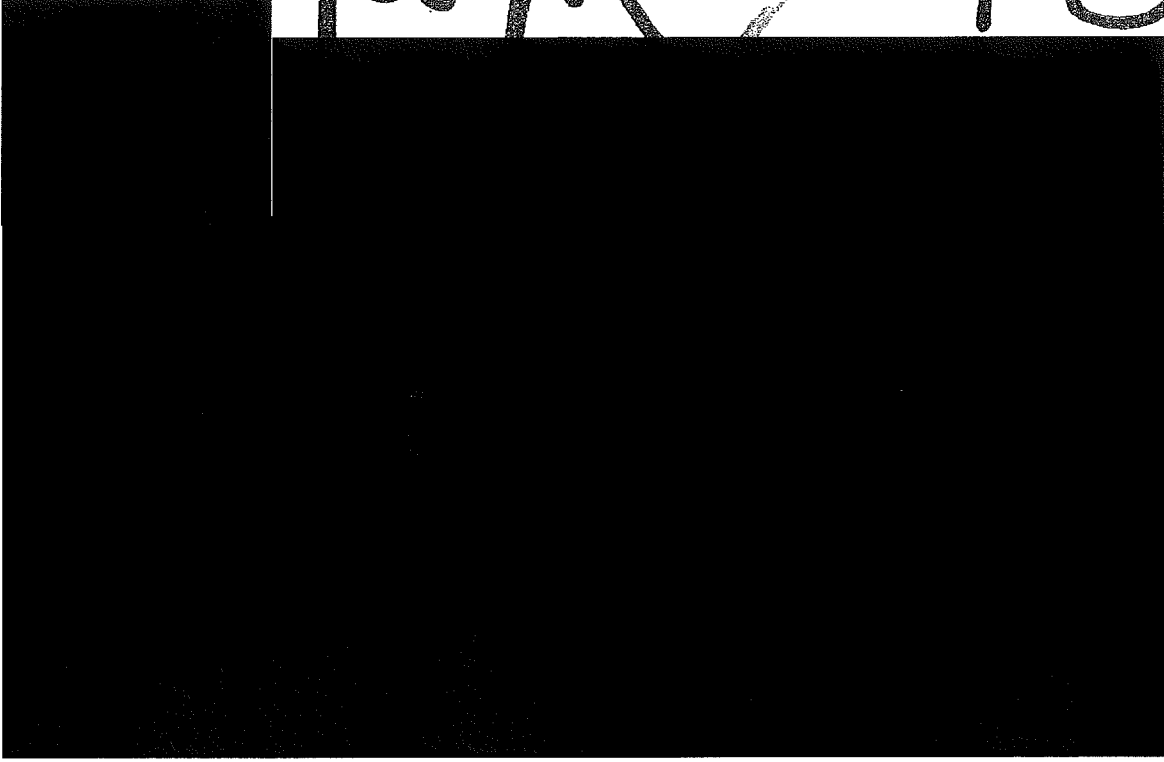
Dear Bethany,

Thank you for showing us around
WSIL! We really enjoyed our
field trip. Our class liked the
green screen and we loved
getting to practice it. We thought
the studio control room floor
was awesome! Thank you for
the lunch boxes. We would like
to come back and visit soon!
Thank you for letting us come
and learn about the news studio!


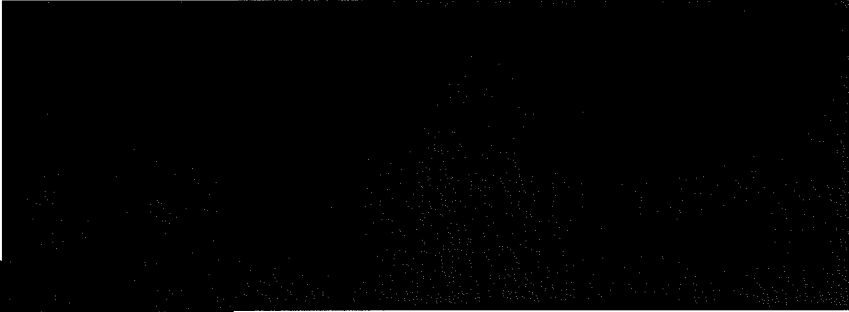
Your friends,
Mrs. [REDACTED]'s 3rd Grade
Crab Orchard Elementary



Thank You



Thank you!
The children are
still talking about
going - Ms. Amy -



for the tour!

67917

may 20th

WSIL

1416 County Air Drive
Carmel, IL 62918

Dear WSIL

→ Thank you for letting

us visit your tv station we really

enjoyed it I enjoy at seeing Gailoth

Gailoth was huge and

the show was so all thanks

Sincerely

Carpenter, K. S., IL
820-17

May 20th

WSEL

1416 Country Aite Drive

Carterville IL 62918

Dear WSEL,

Thank you for inviting us to the WSEL station.

I enjoyed the tour, the green screen, and getting to see Goliath.

I also enjoyed the computer flooring. It was really

cool! Thanks again for letting us do so many fun things
there!

Sincerely,

ALL 6/29/17

May 20
WSTL
1416 Country Aire Drive
Carterville, IL 62918

Dear WSTL

Thank you for the tour it was very interesting
we have learned so much about different rooms and
studios. The green screen was the funnest part of
the tour and it was really tricky to point out the
states. Overall the tour was pretty cool even the
30 year old Gal with the biggest statue there.

Cartier, J. (62918)

May 20th

WSIL

x Dear WSIL

Yesterday our class went to your WSIL

It was really fun

It was really cool how coals were

under the tile, and when we saw goliath

? It was really fun thank you

For having us I hope we could do it again

Someday.

Sincerely

WSIL
country away

DEAR WSIL, THANK YOU FOR GIVING
US A TOP OF THE JEWS STREET
I really liked the green screen
THANKS

Carrier Mill 115 I 1162

May 20th

1416 Contry Aire Drive

Carterville, IL 62918

Dear WSIL, Thank you for inviting us to the station it was fun! It was cool because we learned a lot about the station and we all loved the greenscreen. Thanks again we had A wonderful time. We had fun learning about the station & station.

Sincerely,

J. Sincerely, J. H.

Carrier Mills IL 62917

May 20th

WSIL

1416 Country Aire Drive

Cartersville IL 62918

Dear WSIL, My class and I
visited your studio. It was amazing.
We went and we got to be able to be
on the green screen. I had an
amazing time. Thank you for everything.
I like the lunch boxes. Thank you.

Sincerely,

Cartie Mills, Ill
62917

May 20th, 2014

WSIL ^{TV} 3

1416 Country Aire Drive

Cartersville, Ill, 62918

Dear, WSIL ^{TV} 3

Thank you for letting me & my class
mates come & learn about how you
do work at WSIL ^{TV} 3. It was so much
fun looking, & discovering the green screen,
the News room, & learning about the satellites.
I hope I can come again for another
tour. Also thanks for the Lunch box.

Sincerely,

(Signature)

May 20

WSIL

1416 Carterville IL 62918

Dear WSIL, Thank you for the
tour and letting us see how
things work. I really liked the
green wall and how we look like
we're on TV. Once again, thank you
for the tour!
Sincerely

CHM 4115
62917

may 20
visiting Contingent Drive
Carterville, IL 62918

213 W.E.

Dear Ws'il

My classmates and I had fun to go to the Ws. I FV
station. We had fun because we got to see how to see how
the green screen works. me and my classmates want to
thank you for letting us come and see how it all works.
we all had fun.

Sincerely,

[Redacted Signature]

5/20/14

Carrie M. 115T
62917

May 20th
WSTF
1416 Canbyville Drive
Canterville, IL 62918

Dear WSTF,

Thanks for inviting us to WSTF.
My classmates and I had a great time.
And thank you for a amazing time.

I liked the green screen the most.
My classmate she had a green shirt it was
see thru and I could see the statues.

And that was a great idea too. I had a great
time and everyone else did too.

Sincerely, Sell

Thank you

Carrie Mills, IL
62917

May 20th
WSIL

1416 Country Aire drive
Carterville IL 62918


Dear WSIL :

Thank you for inviting us to your station.

The best part was that we got to see
the green screen and trying it out.

Thank you for inviting us to your station.

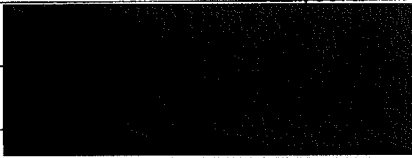
Sincerely


Carrier Mills Il.
62917

WSIL
416 Country Aire Drive
Carterville Il.
62918

S-20-14

Dear WSIL, Me and my class mate
) visited your studio yesterday. Thank you
for your tour at your work. I had a
really good time. Thank you so much.

Sincerely,


Corner Mills, IL 60291

May 20th
WSI

1416 Corn Drive
Carterville, IL 60013

Dear [redacted],

Thank you for inviting
My Class mates and me. We enjoyed our
time there. My favorite part was the
Weather screen. That was so fun.
I loved my time at WSI. Hopefully
I can come again.

Sincerely,
[redacted]

Carterville
IL 62917

May 20

WSIL

1416 Country Aire Drive

Carterville, IL 62918

Dear WSIL, I visited your station with my class yesterday and I wanted to Thank You for letting us come. We enjoyed visiting there, seeing Edith, getting to be on the green screen and seeing all of the weather producers. Thanks again for letting us come, it was a wonderful tour of the building.

Sincerely,

[Redacted Signature]

[Redacted Address]

Carrier Mills (2017)

May 20th

WSIL


1416 Country Air Drive

Carterville, IL 62912

Dear WSIL,

Thank you for having us to WSIL. We enjoyed the tour and I think everybody liked the green soccer! The tour was the best part. My favorite part was when we saw when the floor came up from the ground. I really loved the green soccer when we had to jump at the statue. My classmates and I had a really fun time and we loved the lunch boxes too!

Sincerely,


Carrier Mills, IL 62917

May 20th


WSIL

1416 Country Aire Drive
Carterville, IL 62918

Dear WSIL,

My classmates and I were invited to WSIL.

We enjoyed having a great time at your organized facility. We had fun in front of the Green Screen!

My classmates and I had a wonderful time at your WSIL TV  station!

Sincerely,



May 20th

Wail

1416 Country Acre Drive

Carterville, FL 62918

Dear Wail,

My classmates and I visited your station yesterday and we wanted to thank you for that. It was so fun because we got to see all different things I've ever seen before, and I liked the green screen alot. Thanks again for letting us come to your station, it was so much fun.

Sincerely,

[Redacted Signature]

62917

5/20/14

1416 country drive drive

62918

Dear Will

I hope for the love I really
like it.

I really enjoy you showing
us around building especially
the green screen.

But thank you for showing
us around the building

Sincerely,

WORKS MUSE 6247

MAY 20

WSIL

1416 canty diso fine

Kanawila IL 6248

SHED WSIL

Thargy for ensue us to WSIL
IL liked the old man and the best Thargy
for litig us all the place

Pine valley

Carrie Miller IL,

62917

May 28th, 2014

WSIL

1916 Country Aire Drive
Carterville IL 62933

Dear WSIL,

My name is [REDACTED] and I would like to thank you for
inviting my class to your TV station facility. My favorite part of the
tour was learning how the green screen works. You only have
to move the camera to move the person in front of the green screen.
Once again, thank you for letting us visit your facility.

Sincerely,

[REDACTED]