

WEEK
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
DIGITAL SALES MANAGER - WEEK/GRAY	1-8, 10-11, 13-14, 16-17, 19-31, 33-36, 38-44, 46-56, 59	59
MMJ / NEWS ANCHOR (WEEKEND MORNINGS)	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-56, 58, 61-62	58
NEWSCAST DIRECTOR (F/T) - WEEK/GRAY	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-57, 60, 62	62
NEWSCAST DIRECTOR (F/T) - WEEK/GRAY	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-57, 60, 62	60
IT SUPPORT SPECIALIST/ENGINEER - WEEK/GRAY	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-56, 59-60	60
IT SUPPORT SPECIALIST/ENGINEER - WEEK/GRAY	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-56, 59-60	59
NEWS PRODUCER (W/END)	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-57, 62	57
NEWS PRODUCER (W/END)	4-8, 10-11, 13, 16-17, 19, 21-23, 25-27, 29-30, 33-34, 36, 38-44, 46-52, 54-57, 62	62
NEWSCAST DIRECTOR (P/T) - WEEK/GRAY	1-19, 21-27, 29-30, 34-35, 37-44, 46- 52, 54-56	5
MULTIMEDIA JOURNALIST - WEEK/GRAY	1-27, 29-30, 34-35, 37-52, 54-57, 59, 61-62	62
MULTIMEDIA JOURNALIST - WEEK/GRAY	1-27, 29-30, 34-35, 37-52, 54-57, 59, 61-62	59
MORNING NEWS PRODUCER - WEEK/GRAY	1-19, 22-27, 29-30, 32, 34-35, 37-44, 46-52, 54-56, 58-59, 62	62
MORNING NEWS PRODUCER - WEEK/GRAY	1-19, 22-27, 29-30, 32, 34-35, 37-44, 46-52, 54-56, 58-59, 62	32
MORNING NEWS PRODUCER - WEEK/GRAY	1-19, 22-27, 29-30, 32, 34-35, 37-44, 46-52, 54-56, 58-59, 62	59
P/T NEWS EDITOR(EVENING)	1-19, 22-27, 29-30, 34-35, 37-44, 46- 52, 54-56	25
NEWS ANCHOR (MORNING) - WEEK/GRAY	8, 19, 25, 32	32
NEWSCAST DIRECTOR (F/T) - WEEK	1-9, 11-20, 22-27, 29-30, 34-35, 37-44, 46-52, 54-56, 60, 62	60

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Augustana College 639 38th ST Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
2	Aurora University 347 South Gladstone Ave Aurora, Illinois 60506 Phone : 630-8926431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
3	Blackburn College 700 College Ave Carlinville, Illinois 62626 Email : career.services@blackburn.edu Sarah Stover	N	0
4	Blackhawk Technical College 6004 S County Rd G Janesville, Wisconsin 53546 Phone : (608) 758-6900 Url : https://www.blackhawk.edu/ Email : careercenter@blackhawk.edu Alicia Acker	N	0
5	Bradley University Dept of Communications 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2998 Url : http://www.bradley.edu Email : zohoori@bradley.edu Dr. Ali R Zohoori	N	1
6	Bradley University Smith Career Center 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : lhinthorn@bradley.edu Lisa Hinthorn	N	0

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7	Broadcast Employment Service PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Halloway	N	0
8	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
9	Chicago State University 95th Street at King Dr Chicago, Illinois 60628 Email : mba@mbaweb.org Abdule Mahdi	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia College Chicago 600 S Michigan Ave Chicago, Illinois 60605 Phone : (312) 369-1000 Url : https://www.colum.edu/ Email : jhalperin@colum.edu Jennifer Halperin	N	0
12	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-170-209-3176 Dan Walther	N	0

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13	Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : (515) 271-2011 Url : https://www.drake.edu/ Email : Kathleen.Richardson@drake.edu Kathleen Richardson	N	0
14	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : Kagoodwin@eiu.edu Kathy Goodwin	N	0
15	Elmhurst College 190 Prospect Elmhurst, Illinois Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	0
16	Eureka College Career Services 300 E College Ave Eureka, Illinois 61530 Phone : 309-467-6420 Url : http://www.eureka.edu Email : mba@mbaweb.org Fax : 1-309-467-6437 Connie Redmon	N	0
17	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Url : https://franklincollege.edu/ Email : abarton@franklincollege.edu Ann Barton	N	0
18	Governors State University One University Parkway University Park, Illinois 60466 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	0

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19	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	2
20	Illinois Broadcasters Association (TV) 2501 Broadcasters Association 2501 Chatham Road Springfield, Illinois 62704 Email : iba@ilba.org . Recruiting Department	N	0
21	Illinois Center for Broadcasting 55 W. 22nd St #240 Lombard, Illinois 60148 Phone : (872) 241-1131 Url : https://beonair.com/locations/chicago/ Email : placement.chicago@beonair.com Chip Egan	N	0
22	Illinois Central College Placement Service One College Drive Room L-221 E Peoria, Illinois 61635 Phone : 309-694-5321 Url : http://www.icc.edu Email : dgries@icc.edu Dawn Gries	N	0
23	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Email : acampion@aia.edu Ann Campion	N	0
24	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : beonair.com Email : cjackson@beonair.com Carl Jackson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	10
26	Indiana Broadcasters Association 3003 E 98th St. Indianapolis, Indiana 46820 Email : indba@aol.com Gwen Piening	N	0
27	KBJR-TV 246 S. Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9642 Email : jschuldt@kbjr6.com Jennifer Schuldt	N	0
28	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 712-239-2621 Email : kclayton@ktiv.com Kathy Clayton	N	0
29	KTTC-TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
30	KVOA Television P.O. Box 4188 Tucson, Arizona 85703 Phone : 5208844601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
31	KWWL-TV 500 E. Fourth St. Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Sandy Youngblut	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	3
33	LSU School of Mass Communication Journalism Bldg Baton Rouge, Louisiana 70803 Phone : (225) 578-9295 Url : https://www.lsu.edu/manship/index.php Email : msternb@lsu.edu Roxanne Dill	N	0
34	Medill School of Journalism Northwestern University 1845 Sheridan Road Ecanston, Illinois 60208 Phone : 8474671882 Email : consultant@northwestern.edu Consultant Consultant	N	0
35	Millikin University 1184 West Main St Decatur, Illinois 62522 Email : career-center@millikin.edu Pam Haru	N	0
36	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Email : collinsks@missouri.edu Barbara Willis	N	0
37	Monmouth College 770 E. Clinton Avr Monmouth, Illinois 61462 Phone : (309)457-2334 Email : damewood@monmouthcollege.edu Fax : 1-309-457-2363 Mindy Damewood	N	0
38	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Email : mduke@nab.org Michelle Duke	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	National Alliance of State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
40	National Lesbian & Gay Journalists Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : (202) 588-9888 Url : https://www.nlgja.org/ Email : info@nlgja.org Jen Christensen	N	0
41	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Email : dclark@beonair.com Don Clark	N	0
42	Ohio School of Journalism Park Place & Court Street Athens, Ohio 45701 Email : foxr1@ohio.edu Becky Fox	N	0
43	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	0
44	Society of Professional Journalists National Chapter 3909 N Meridian St. Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jroyer@spj.org Jennifer Royer	N	0

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45	The JobFile-Illinois News Broadcasters Assoc. 1 University Circle Macomb, Illinois 61455 Phone : (618)985-5555 Email : borowmaq@aol.com Bob Roberts	N	0
46	University of Iowa School of Journalism & Mass Communication E350E Adler Journalism Building (AJB) Iowa, Iowa 52242 Phone : 319-335-3427 Url : https://journalism.uiowa.edu/ Email : michelle-sillman@uiowa.edu Michelle Sillman	N	0
47	University of Minnesota 111 Murphy Hall 206 Church Street Minneapolis, Minnesota 55455 Phone : (612) 625-1338 Email : sjmc@umn.edu Ken Stone	N	0
48	University of Southern Indiana 8600 University Blvd Evansville, Indiana 47712 Phone : 812-464-1865 Url : https://www.usi.edu/ Email : psdoerte@usi.edu Pamela Doerter	N	0
49	WBNG--TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7215 Email : cgarger@wbngtv.com Kate Garger	N	0
50	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0

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51	Winona State University 110 Gildemeister P.O. Box 5838 Winona, Minnesota 55987 Email : career@winona.edu Vicki Decker	N	0
52	WPTA-TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
53	WREX-TV 10322 Auburn St. Rockford, Illinois 61103 Phone : 800-223-9739 Email : twessel@wrex.com Theresa Wessel	N	0
54	WSIL Television 1416 Country Aire Drive Centerville, Illinois 62918 Phone : 6189569184 Email : btanner@wsilte.com Bethany Tanner	N	0
55	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Audrey Sluss	N	0
56	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	Corporate Recruiter	N	3
58	Current Employee	N	2
59	Employee Referral	N	4
60	Internal Transfer/Promotion	N	3
61	Linked In - Not Directly Contacted by SEU	N	2
62	Station website posting	N	15
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/2/2023	Participation in events or programs sponsored by educational institutions	WEEK's meteorologist conducted a school visit to Putnam Co. Jr. High School, IL 6th grade class on 2/2/2023 to discuss weather & meteorology. The students were able to ask questions and receive informative information directly from a meteorologist. It was a great discussion and learning opportunity with the students.	1	Brian Walder Meteorologist	0.25
2	2/15/2023	Participation in events or programs sponsored by educational institutions	WEEK's News Director and Creative Service Manager toured Eastern IL University (EIU) at Charleston, IL on 2/15/2023 and visited with EIU broadcasting students. Topics of discussion were recruitment, career opportunities, in addition to providing guidance on how to break into the television industry. After discussion there was Q/A time.	2	Leon Hendricks News Director Tim Campbell Creative Services Manager	0.25
3	3/7/2023	Participation in events or programs sponsored by educational institutions	WEEK's News Director, Creative Service Manager, and Operations Supervisor provided station tour to Bradley University students on 3/7/2023 and talked to them about the craft of journalism and gave them a snapshot of broadcasting media. Question and Answer section followed.	3	Leon Hendricks News Director Tim Campbell Creative Services Manager Ross Sommerville Operations Supervisor	0.25
4	3/9/2023	Participation in events or programs sponsored by educational institutions	WEEK's Main Evening Anchor went to Junior Achievement event at Peoria Pere Marquette on 3/9/2023 and emceed and discussed with students the television world and career path opportunities. Many students were able to ask questions and receive informative information directly from a main anchor. Great learning opportunity with the students.	1	Amber Krycka Main Evening Anchor	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	4/5/2023	Participation in events or programs sponsored by educational institutions	WEEK's News Director and Creative Service Manager toured Illinois State University (ISU) on 4/5/2023 and visited with ISU broadcasting students. Topics of discussion were recruitment, career opportunities, in addition to providing guidance on how to break into the television industry. Also met 1-on-1 with students to discuss resume and their future opportunities. After discussion there was Q/A time.	2	Leon Hendricks News Director Tim Campbell Creative Services Manager	0.25
6	4/20/2023	Provision of training to management	WEEK's General Manager and OM/HR Manager participated in an FCC Equal Employment Opportunity Rules training webinar on 4/20/2023 led by Gray Television and presented by Joan Stewart of Wiley Law, LLP. Training included FCC's EEO rules and regulations for recruitment and documentation.	2	Peter Russell Station General Manager Mary Shawgo Office Manager/Human Resources Manager	1.00
7	4/21/2023	Participation in events or programs sponsored by educational institutions	WEEK's Sports Director spoke to three South Pekin Grade school classes at Pekin IL for Career night on 4/21/2023. He explained the many opportunities in the television world which included his love for presenting sports, travel opportunities and career growth in the sport world. Broadcasting and other topics related to production were also discussed.	1	James Mattson Sports Director	0.25
8	4/28/2023	Participation in events or programs sponsored by educational institutions	WEEK's Meteorologist participated in a Science Day Event on 4/28/23 at Lettie Brown Elementary School in Morton, IL to multiple groups of students K-6. He discussed the weather and how meteorologist observe and forecast the weather.	1	Brian Walder Meteorologist	0.25
9	5/5/2023	Participation in events or programs sponsored by educational institutions	WEEK's Main Evening anchor went to Career Day at Dunlap Middle school in Dunlap IL on 5/5/2023 as a guest speaker. He spoke on how news relates to everyday living, career opportunities and how to become a news anchor, how and where a television career could take them in the market and possible wages.	1	Donald Tyler Lopez Evening Anchor	0.25

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10	Ongoing Event	Establishment of an intern program designed to assist members of the community	WEEK-TV offers paid internship program. The purpose of the paid internship program is to offer students in the field of journalism, broadcasting, communication, creative services, and related fields for the opportunity to gain hands-on experience in broadcast television and marketing. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of interns. Each is assigned a mentor and a curriculum for each position. During this reporting period we have/are hosting 4 student internships during the 2023 Spring and Summer. The interns were/are from Bradley University and Michigan State University.	5	Jack McMillan Intern - News Rachel Lord Intern - Creative Services Jaden Hawkins Intern - News Alex Sherley Intern - News	1.00
11	5/25/2023	Provision of training to personnel of unaffiliated non-profit organizations	WEEK's News Director spoke to local leaders of non-profit organizations hosted by the United Way about journalism, internships and career opportunities. There were over 30 community leaders attending who were able to take the informative information back to their organizations to inspire future journalists.	1	Leon Hendricks News Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.00