

WEEK
EEO PUBLIC FILE REPORT
August 1, 2021 - July 29, 2022

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
Morning Meteorologist	2-5, 11, 13-20, 22, 24-26, 29-32, 34, 40 -51, 53, 55, 60	60
Videographer/Editor	2-5, 11-20, 22, 24-26, 29-32, 34, 41-51, 53-55, 60	60
Videographer/Editor	2-5, 11-20, 22, 24-26, 29-32, 34, 41-51, 53-55, 60	60
Videographer/Editor	2-5, 11-20, 22, 24-26, 29-32, 34, 41-51, 53-55, 60	55
Assistant News Director	1-39, 41-51, 53, 57, 60	60
Sales Account Executive	1-39, 41-51, 53	53
Newscast Producer	1-39, 41-51, 54-57, 59-60	54
Newscast Producer	1-39, 41-51, 54-57, 59-60	59
Newscast Producer	1-39, 41-51, 54-57, 59-60	60
Newscast Producer	1-39, 41-51, 54-57, 59-60	60
Newscast Producer	1-39, 41-51, 54-57, 59-60	56
Newscast Producer	1-39, 41-51, 54-57, 59-60	54
Digital Sales Manager	1-39, 41-51, 57, 60	60
Newscast Director	1-12, 14-33, 35-39, 41-51, 53-55, 58, 60	58
Newscast Director	1-12, 14-33, 35-39, 41-51, 53-55, 58, 60	60
Newscast Director	1-12, 14-33, 35-39, 41-51, 53-55, 58, 60	55
Newscast Director	1-12, 14-33, 35-39, 41-51, 53-55, 58, 60	60
Newscast Director	1-12, 14-33, 35-39, 41-51, 53-55, 58, 60	53
ACCOUNT EXECUTIVE - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36- 38, 42-44, 46-50, 53	53
MULTIMEDIA JOURNALIST - WEEK/GRAY	1-12, 14-21, 23-27, 29-33, 36-38, 42- 44, 46-50, 52, 55, 59	59
MULTIMEDIA JOURNALIST - WEEK/GRAY	1-12, 14-21, 23-27, 29-33, 36-38, 42- 44, 46-50, 52, 55, 59	55
NEWSCAST DIRECTOR (F/T) - WEEK/GRAY	1-12, 14-21, 23-27, 29-33, 36-38, 42- 44, 46-50, 52, 55, 60	55
NEWSCAST DIRECTOR (F/T) - WEEK/GRAY	1-12, 14-21, 23-27, 29-33, 36-38, 42- 44, 46-50, 52, 55, 60	52

WEEK
EEO PUBLIC FILE REPORT
August 1, 2021 - July 29, 2022

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
NEWSCAST DIRECTOR (F/T) - WEEK/GRAY	1-12, 14-21, 23-27, 29-33, 36-38, 42-44, 46-50, 52, 55, 60	60
NEWS ANCHOR (W/END) - WEEK/GRAY	1-12, 14-15, 17-21, 23-27, 29-33, 36-38, 42-44, 46-50, 52, 55, 60	55
IT SUPPORT SPECIALIST/ENGINEER - WEEK/GRAY	1-12, 14-15, 17-21, 23-27, 29-33, 36-38, 42-44, 46-50, 60	60
NEWS ANCHOR (MORNING) - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 52, 55, 60	52
NEWS ANCHOR (MORNING) - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 52, 55, 60	52
NEWS ANCHOR (MORNING) - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 52, 55, 60	52
MORNING NEWS PRODUCER - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 53, 55, 60	60
MORNING NEWS PRODUCER - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 53, 55, 60	60
MORNING NEWS PRODUCER - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 53, 55, 60	55
MORNING NEWS PRODUCER - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 53, 55, 60	53
MORNING NEWS PRODUCER - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50, 53, 55, 60	60
RECEPTIONIST - WEEK/GRAY	1-12, 14-21, 23-27, 29-30, 32-33, 36-38, 42-44, 46-50	14
PRODUCTION SUPERVISOR	55, 60	60

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	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
2	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	0
3	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
4	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
5	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

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

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
6	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
7	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
8	Eureka College Career Services 300 E College Ave Eureka, Illinois 61530 Phone : 309-467-3721 Url : http://www.eureka.edu Email : businessoffice@eureka.edu Business Office Business Office	N	0
9	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Url : https://franklincollege.edu/ Email : abarton@franklincollege.edu Ann Barton	N	0
10	Illinois Center for Broadcasting 210 S Clark Street Suite 1900 Chicago, Illinois 60603 Phone : (872) 241-1131 Url : https://beonair.com/locations/chicago/ Email : cjackson@beonair.com C Jackson	N	0
11	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

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
12	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Email : acampion@aia.edu Ann Campion	N	0
13	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
14	INDEED 7501 N Capital of TX Hwy Building B Austin, Texas 78731 Phone : 1-800-504-1675 Url : www.indeed.com Indeed Team Manual Posting	N	5
15	Indiana Broadcasters Association 3003 E 98th St. Indianapolis, Indiana 46820 Email : indba@aol.com Gwen Piening	N	0
16	KBJR-TV 246 S. Lake Ave Duluth, Minnesota 55802 Phone : 218-720-9642 Email : jschuldt@kbjr6.com Jennifer Schuldt	N	0
17	KTIV-TV 2929 Signal Hill Drive Sioux City, Iowa 51108 Phone : 712-239-2621 Email : kclayton@ktiv.com Kathy Clayton	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
18	KTTC-TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
19	KVOA Television P.O. Box 4188 Tuscon, Arizona 85703 Phone : 5208844601 Email : abetzhald@kvoa.com Angela Betzhald	N	0
20	KWWL-TV 500 E. Fourth St. Waterloo, Iowa 50703 Phone : 319-291-1200 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
21	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
22	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
23	Medill School of Journalism Northwestern University 1845 Sheridan Road Ecanston, Illinois 60208 Phone : 8474671882 Email : consultant@northwestern.edu Consultant Consultant	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
24	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Email : collinsks@missouri.edu Barbara Willis	N	0
25	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Email : mduke@nab.org Michelle Duke	N	0
26	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
27	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
28	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 800-424-3725 Email : circulation@njherald.com Circulation Circulation	N	0
29	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Email : dclark@beonair.com Don Clark	N	0
30	Ohio School of Journalism Park Place & Court Street Athens, Ohio 45701 Email : foxr1@ohio.edu Becky Fox	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
31	Quincy Herald Whig 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3307 Email : nstevens@whig.com Nicole Stevens	N	0
32	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	0
33	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
34	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : (800) 374-0119 Url : https://www.tvjobs.com/ Mark Holloway Manual Posting	N	0
35	University of Colorado Boulder University of Colorado Boulder Boulder, Colorado 80309 Phone : 303-492-5480 Url : https://www.colorado.edu/ Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
36	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 : paul-w-jensen@uiowa.edu Paul Jensen	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

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
37	University of Minnesota 111 Murphy Hall 206 Church Street Minneapolis, Minnesota 55455 Phone : (612) 625-1338 Email : sjmc@umn.edu Ken Stone	N	0
38	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
39	University of Wisconsin-Madison 1305 Linden Drive Suite 205 Madison, Wisconsin 53715 Phone : 608-263-2400 Email : student.employment@finaid.wisc.edu Job Posting Job Posting	N	0
40	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Email : rusta.ault@valpo.edu Rusta Ault	N	0
41	WAOW-TV 1908 Grand Ave. Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Liz Crikelair	N	0
42	WBNG--TV 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7215 Email : cgarger@wbngtv.com Kate Garger	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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
43	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
44	Winona State University 110 Gildemeister P.O. Box 5838 Winona, Minnesota 55987 Email : career@winona.edu Vicki Decker	N	0
45	WKOW-TV 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0
46	WPTA-TV 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
47	WREX-TV 10322 Auburn St. Rockford, Illinois 61103 Phone : 800-223-9739 Email : twessel@wrex.com Theresa Wessel	N	0
48	WSIL Television 1416 Country Aire Drive Centerville, Illinois 62918 Phone : 6189569184 Email : btanner@wsilte.com Bethany Tanner	N	0
49	WVVA-TV 3052 Big Laurel Highway Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Audrey Sluss	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

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
50	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
51	WXOW-WQOW TV PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Thersa Wopat	N	0

WEEK
EEO PUBLIC FILE REPORT

August 1, 2021 - July 29, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
52	Agency Referral	N	9
53	Employee Referral	N	11
54	Indeed.com	N	6
55	Internal Candidate	N	15
56	Internship Program	N	1
57	Linked In	N	3
58	Other Source	N	1
59	Recruiter	N	5
60	Station Website	N	51
TOTAL INTERVIEWS OVER REPORTING PERIOD:			107

WEEK
EEO PUBLIC FILE REPORT
August 1, 2021 - July 29, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/16/2021	Participation in events or programs sponsored by educational institutions	WEEK's Creative Services producer taught the 2021 evening Fall Semester communication 110 Public Speaking course at Illinois Central College, East Peoria, IL to enhance the students communication and presentation skills.	1	Denise Hager Creative Service Producer	0.25
2	11/10/2021	Participation in events or programs sponsored by educational institutions	WEEK's meteorologist conducted an online Q&A at Millersville University, PA on 11/10/2021 with students about broadcast 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
3	11/23/2021	Participation in events or programs sponsored by educational institutions	WEEK's Chief Meteorologist traveled to teach meteorology on a monthly/quarterly basis. On 11/23/21 Chief Meteorologist traveled to Sheridan Elementary in Bloomington and present to the 3rd grad class. They talked about the weather, weather forecasting and severe weather.	1	Chuck Collins Chief Meteorologist	0.25
4	1/18/2022	Participation in events or programs sponsored by educational institutions	WEEK's Creative Services producer taught the 2022 evening Spring semester communication 110 Public Speaking course at Illinois Central College, East Peoria, IL to enhance the students communication and presentation skills.	1	Denise Hager Creative Service Producer	0.25
5	1/19/2022	Participation in events or programs sponsored by educational institutions	WEEK's Creative Services manager taught the 2022 evening Spring semester Advanced Editing course at Bradley University, Peoria, IL to enhance the students editing skills when writing.	1	Tim Campbell Creative Service Manager	0.25
6	2/17/2022	Provision of training to management	WEEK's OM/HR manager participated in an FCC Equal Employment Opportunity Rules trianing webinar led by Gray Television and presented by Joan Seart of Wией Rein, LLP. Training included FCC's EEO rules and regulations for recruitment and documentation.	1	Mary Shawgo OM/HR manager	1.00

WEEK
EEO PUBLIC FILE REPORT
August 1, 2021 - July 29, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	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 hosted 3 student internships during the 2022 Spring and Summer. The interns were/are from Illinois State University.	2	Leon Hendricks News Director Tim Campbell Creative Service Manager	1.00
8	3/8/2022	Participation in events or programs sponsored by educational institutions	WEEK's Sports Director participated in a leadership and community high school council event and spoke at 3 separate sessions. Topics ranged from television sports to broadcasting and other topics related to production.	1	James Mattson Sports Director	0.25
9	3/19/2022	Participation in Job Fairs	WEEK's News Director and Creative Service manager participated in Illinois State University's job fair on March 19, 2022 as a recruiting tool for future employees from the university. They gave juniors and seniors an opportunity to understand how a real broadcast environment works. The efforts resulted in three employees and one internship.	2	Leon Hendricks News Director Tim Campbell Creative Service Manager	0.25
10	4/20/2022	Participation in events or programs sponsored by educational institutions	WEEK's meteorologist traveled to Trinity Lutheran School in Bloomington and presented to 6th grade class about broadcasting the news and weather and the role of a meteorologist.	1	Joe Strus Meteorologist	0.25

WEEK
EEO PUBLIC FILE REPORT
August 1, 2021 - July 29, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
11	5/7/2022	Participation in events or programs sponsored by educational institutions	WEEK's Sports Director presented at Lincoln School Fine Arts in Lincoln IL. He spoke to 4 different classes ranging from 4th grade to 6th grade on how arts media, music relates to the television world. The students were engaged and enjoyed the presentation. The presentation provided information to students that may have never been introduced to the television side.	1	James Mattson Sports Director	0.25
12	5/10/2022	Participation in events or programs sponsored by educational institutions	WEEK's meteorologist spoke to the ICS Georgia students about weather tracking, weather patterns, and meteorologist roles and responsibilities during their career week.	1	Brian Walder Meteorologist	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.50