

WSIL-TV / KPOB-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Sales Account Executive Open Date: 2/11/2020 Hire Date: 8/24/2020	2-3, 5, 7-9, 13-17, 19-22, 25-29, 31, 33-34, 36-44, 46-48	5
Multimedia Photographer Open Date: 7/31/2020 Hire Date: 8/24/2020	2-3, 7-9, 11, 13-17, 19, 21-22, 25-28, 33-34, 36-39, 42-44, 46-48	11
Social Media & Digital Content Manager Open Date: 10/16/2020 Hire Date: 2/1/2021	2-3, 7-9, 11, 13-17, 19, 21-22, 25-29, 33-34, 36-39, 42-44, 46-48	11
Anchor - Weekday Evenings Open Date: 10/16/2020 Hire Date: 1/25/2021	1-3, 7-10, 13-17, 19, 21-22, 25-29, 32-34, 36-39, 42-44, 46-48	1
Producer Open Date: 11/5/2020 Hire Date: 12/9/2020	3-4, 7-9, 13-19, 24, 26-30, 33-34, 36-40, 42-46, 48	4
General Sales Manager Open Date: 12/16/2020 Hire Date: 2/9/2021	2-3, 5, 7-10, 13-17, 19, 21-23, 25-29, 33-34, 36-39, 42-44, 46-48	5
Assignment Editor Open Date: 1/7/2021 Hire Date: 2/1/2021	3, 7-9, 11, 13-17, 19, 22, 24, 26-29, 33-40, 42-43, 45-46, 48	11
Producer Open Date: 1/18/2021 Hire Date: 2/8/2021	3, 6-9, 13-17, 19, 22, 24, 26-29, 33-40, 42-43, 45-46, 48	6
Producer Open Date: 2/1/2021 Hire Date: 2/23/2021	3, 7-9, 12-17, 19, 22, 24, 26-29, 31, 33-40, 42-43, 45-46, 48	12
Multimedia Photographer Open Date: 3/25/2021 Hire Date: 5/18/2021	2-3, 7-9, 13-17, 19, 21-22, 25-28, 30, 33-34, 36-39, 42-44, 46-48	30

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	B-Roll (Photogs) 1623 D. St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Email : kev@b-roll.net Kevin Johnson	N	0
3	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	N	0
4	E-mail Inquiry	N	1
5	Employee Referral	N	2
6	Former Employee	N	1
7	IDES 8195 Express Dr. Marion, Illinois 62959 Phone : 618-997-6835 Email : robert.barron@illinois.gov Fax : 1-618-993-5871 Robert Barron	N	0
8	IL Broadcasters Association 200 Missouri Ave. Caterville, Illinois 62918 Phone : 618-985-5555 Email : dgray@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
9	Illinois News Broadcasters 1 University Circle Macomb, Illinois 61455 Email : joinus@inba.net Bob Roberts	N	0
10	Internal Candidate	N	2
11	Internal Posting	N	4
12	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	John A. Logan College 700 Logan College Rd. Carterville, Illinois 62918 Phone : 618-985-2828 Email : lisa.hudgens@jalc.edu Fax : 1-618-985-6610 Beth Stephens	N	0
14	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0
15	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kclayton@ktiv.com Kathy Clayton	N	0
16	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
17	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
18	Linked In	N	1
19	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : info@reelmediagroup.com Fax : 1-703-544-7826 Career Services	N	0

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20	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
21	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0
22	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
23	Recruiter	N	3
24	Rend Lake College 468 N. Ken Gray Kkwy Ina, Illinois 62846 Phone : 618-437-5321 Email : myers@rlc.edu Fax : 1-618-437-5403 Career Services	N	0
25	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	N	0
26	SEMO One University Plaza Cape Girardeau, Missouri Phone : 573-651-2583 Email : careerservices@semo.edu Fax : 1-573-651-2532 Daniel Presson	N	0

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27	Shawnee Comm. College 8364 Shawnee College Rd. Ullin, Illinois 62992 Phone : 800-481-2242 Email : lesliec@shawneecc.edu Fax : 1-618-634-3352 Career Services	N	0
28	SIU Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-7712 Email : rita.medina@siu.edu Fax : 1-618-452-1924 Career Services	N	0
29	Southeast Illinois College 3575 College Dr. Harrisburg, Illinois 62946 Phone : 618-252-5400 Email : catherine.packard@sic.edu Fax : 1-618-252-3062 Catherine Pickard	N	0
30	Station Website	N	4
31	The Southern Illinoisan 710 N. Illinois Ave Carbondale, Illinois 62901 Phone : 618-351-5003 Email : sandy.lowell@thesouthern.com Fax : 1-618-457-2935 Sandy Lowell	N	0
32	Trade Website	N	1
33	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	0
34	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0

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35	University of Evansville 1800 Lincoln Ave. Evansville, Indiana 47222 Phone : 812-488-1083 Email : evansville-csm@simplicity.com Fax : 1-812-479-2156 Ctr for Career Dev	N	0
36	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0
37	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
38	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
39	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
40	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : msyverud@wkow.com Bonnie Beer	N	0
41	Word of Mouth Referral	N	1

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42	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
43	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : ttruesdale@wrex.com Trista Truesdale	N	0
44	WSIL-TV 1416 Country Aire Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsiltv.com Bethany Tanner	N	1
45	WSJV-TV PO Box 28 South Bend, Indiana 46624 Phone : 800-975-8881 Email : hstewart@fox28.com Heather Stewart	N	0
46	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
47	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
48	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	The WSIL Weather Academy is helping educate students about weather that impacts them every day. Through interactive experiments designed to demonstrate the physics of the weather around us WSIL Meteorologists teach science, weather and weather safety to students in area schools. We attended over 23 schools this reporting cycle.	2	Meteorologist/Anchor Meteorologist/Anchor
2	Ongoing Event	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non managers are provided with training appropriate to their relative position.	50	
3	9/22/2020	Participation in Job Fairs	Virtual job fair at Southern Illinois University.	1	Administrative & Human Resource Manager
4	10/27/2020	Participation in events or programs sponsored by educational institutions	Guest Lecturer, SIU Media Writing Course.	1	Anchor
5	2/8/2021	Participation in other activities designed by the station employment unit	SIUC Head Start program	1	Anchor

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6	2/24/2021	Participation in events sponsored by community groups	the Daily Egyptian (SIUC newspaper) sponsored Black History Month celebration.	1	Anchor
7	5/18/2021	Participation in Job Fairs	Rend Lake College 2021 Job Search Party	1	Administrative & Human Resource Manager
8	6/30/2021	Participation in events or programs sponsored by educational institutions	Weather Talk	1	Meteorologist/Anchor