

WSIL-TV / KPOB-TV
EEO PUBLIC FILE REPORT
January 15, 2019 - July 31, 2019

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 Content Manager Open Date: 1/21/2019 Hire Date: 3/4/2019	16, 34	34
Technical Director Open Date: 2/21/2019 Hire Date: 5/9/2019	1-2, 5-10, 12-24, 26-33, 35-37	8
General Manager/General Sales Manager Open Date: 2/21/2019 Hire Date: 5/20/2019	1-2, 4-10, 12-33, 35-37	25
Sales Account Executive Open Date: 3/26/2019 Hire Date: 4/22/2019	1-3, 5-7, 9-24, 26-37	3
Weekday Morning Producer Open Date: 4/30/2019 Hire Date: 6/10/2019	1-2, 5-7, 9-24, 26-37	34
Anchor - Weekday Mornings Open Date: 7/1/2019 Hire Date: 7/29/2019	1-2, 5-24, 27-37	8

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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	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
2	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	N	0
3	Employee Referral	N	3
4	Employment Agency	N	2
5	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
6	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
7	Illinois News Broadcasters 1 University Circle Macomb, Illinois 61455 Email : joinus@inba.net Bob Roberts	N	0
8	Internal Candidate	N	4
9	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 Lisa Hudgens	N	0

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10	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0
11	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kclayton@ktiv.com Kathy Clayton	N	0
12	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
13	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
14	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : info@reelmediagroup.com Fax : 1-703-544-7826 Career Services	N	1
15	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
16	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0

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17	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
18	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	N	0
19	SEMO One University Plaza Cape Girardeau, Missouri Phone : 573-651-2583 Email : careerservices@semo.edu Fax : 1-573-651-2532 Daniel Presson	N	0
20	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
21	SIU Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-7712 Email : careerservices@siu.edu Fax : 1-618-452-1924 Career Services	N	0
22	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

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23	The Southern Illinoian 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
24	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	1
25	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	4
26	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
27	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0
28	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0

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29	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
30	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
31	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : msyverud@wkow.com Bonnie Beer	N	0
32	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
33	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : ttruesdale@wrex.com Trista Truesdale	N	0
34	WSIL-TV 1416 Country Aire Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsilv.com Bethany Tanner	N	7
35	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0

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36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
37	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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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	1/18/2019	Establishment of an intern program designed to assist members of the community	WSIL had one intern in the News Department, working a total of 20 hours per month from January 18 - May 12, 2019.	1	News Director
2	2/8/2019	Participation in Job Fairs	Career Fair - Southern Illinois University Cinema Department - News Director Mike Snuffer spoke to high school students from half a dozen schools in Southern Illinois. He discussed broadcast journalism and did a presentation on "Smart Phone Journalism".	1	News Director
3	2/12/2019	Participation in events or programs sponsored by educational institutions	Reporter Dave Davis gave a lecture to students at the SIU School of Communications regarding job opportunities and internships available to future graduates.	1	Reporter
4	2/15/2019	Participation in events or programs sponsored by educational institutions	MCMA Networking & Resource Fair 2019 - SIU's National Association of Black Journalists hosted a resource fair for anyone interested in working in communications and media. The event featured a variety of guest panelists who talked about their career and answered questions. Organizers say it is a great opportunity for those interested in news, television, entertainment, advertising, production, and media. Morning Anchor, Evie Allen, was a speaker at this event.	1	Morning Anchor
5	2/23/2019	Participation in events sponsored by community groups	Black History Month Media Professionals - Bridging the Gap Between the Youth and Young Professionals in the Media - Panel discussions and small groups where kids were taught how to put on a newscast. Morning Anchor Evie Allen and Evening Anchor Carolyn Cerda participated.	2	Morning Anchor Evening Anchor

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6	4/4/2019	Participation in events or programs sponsored by educational institutions	Mt Vernon Safety Day - High school students from the Mt Vernon area, mostly inner city, are gathered together on a farm and given training in weather spotting and severe weather safety. This is an annual event put together by the Mt Vernon High School. Meteorologist John Ross was a presenter at this year's event.	1	Meteorologist
7	5/5/2019	Participation in events sponsored by community groups	Morning Anchor Evie Allen represented WSIL at the Empowerment Project & Empower You Career Fair at the Pavilion in Marion, Illinois. The event was hosted by Girl Scout Troop 8869 with the goal of educating girls 9-18 years of age about new career choices and empowering them to be the strongest and most successful they can be.	1	Morning Anchor
8	5/21/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Jim Rasor was the invited guest for a student and his classmates at Northside School in Herrin, Illinois. Jim spoke about weather, his schooling and safety. Several teachers and administrators were also in attendance.	1	Chief Meteorologist
9	7/10/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Jim Rasor was the presenter at the Crab Orchard National Wildlife Refuge monthly staff safety meeting. He spoke about weather safety, weather spotting and education.	1	Chief Meteorologist