

WSIL-TV / KPOB-TV
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
Producer Open Date: 6/26/2022 Hire Date: 6/12/2023	3, 5-10, 12-14, 16, 18-24, 26-30, 32-33	6
Producer Open Date: 6/26/2022 Hire Date: 5/30/2023	3, 5-10, 12-14, 16, 18-24, 26-30, 32-33	10
Producer Open Date: 6/26/2022 Hire Date: 8/15/2022	3, 5-10, 12-14, 16, 18-24, 26-30, 32-33	5
Producer Open Date: 6/26/2022 Hire Date: 1/9/2023	3, 5-10, 12-14, 16, 18-24, 26-30, 32-33	5
Technical Media Producer Open Date: 7/10/2022 Hire Date: 10/31/2022	2-3, 5-10, 13-14, 16, 18-24, 26-30, 32-33	24
Multi-Media Journalist Open Date: 8/1/2022 Hire Date: 6/19/2023	2-3, 5, 7-10, 13-14, 16, 18-24, 26-33	31
Multi-Media Journalist Open Date: 8/1/2022 Hire Date: 5/31/2023	2-3, 5, 7-10, 13-14, 16, 18-24, 26-33	26
IT/Engineer Technician Open Date: 8/7/2022 Hire Date: 11/21/2022	3, 5, 7-10, 13-14, 16, 18-23, 26-30, 32-33	5
Anchor - Weekdays Open Date: 8/21/2022 Hire Date: 5/15/2023	1, 3, 5, 7-9, 11, 13-16, 18-23, 26-30, 32-33	1
Creative Services Producer Open Date: 9/26/2022 Hire Date: 11/21/2022	3-4, 7-9, 13-14, 16, 18-23, 26-30, 32-33	4
Sales Account Executive Open Date: 10/31/2022 Hire Date: 12/19/2022	3, 5, 7-10, 13-23, 26-30, 32-33	15
Sales Account Executive Open Date: 10/31/2022 Hire Date: 3/6/2023	3, 5, 7-10, 13-23, 26-30, 32-33	5
Local Sales Assistant Open Date: 1/8/2023 Hire Date: 3/27/2023	3, 7-10, 13-16, 18-23, 26-30, 32-33	15
Creative Services Producer Open Date: 3/5/2023 Hire Date: 5/8/2023	3, 7-9, 12-16, 18-28, 30, 33	15

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Creative Services Producer Open Date: 3/5/2023 Hire Date: 6/5/2023	3, 7-9, 12-16, 18-28, 30, 33	24

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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	Current Employee/Internal Promotion	N	1
5	Employee Referral	N	10
6	Former Employee Referral	N	2
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	Indeed.com	N	9
11	Internet Ad	N	1
12	Job Fair	N	2

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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	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
15	Linked In	N	8
16	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
17	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
18	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
19	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	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
20	SEMO One University Plaza Cape Girardeau, Missouri Phone : 573-651-2583 Email : careerservices@semo.edu Fax : 1-573-651-2532 Daniel Presson	N	0
21	Shawnee Comm. College 8364 Shawnee College Rd. Ullin, Illinois 62992 Phone : 800-481-2242 Email : leslicc@shawneecc.edu Fax : 1-618-634-3352 Career Services	N	0
22	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
23	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
24	Station Website	N	7
25	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	1
27	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0
28	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
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	Word of Mouth Referral	N	1
32	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : ttruesdale@wrex.com Trista Truesdale	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
33	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:			44

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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	8/22/2022	Sponsorship of events in the community designed to increase public awareness	SIH Second Act - meeting of older adults that are introduced to jobs they could pursue after initial retirement.	1	Chief Meteorologist
2	9/21/2022	Participation in Job Fairs	Attended the Southeast Missouri State University Fall Career Expo i Cape Girardeau Missouri	1	Administrative & Human Resource Manager
3	9/27/2022	Participation in Job Fairs	Murray State University Job Fair	2	General Sales Manager Administrative & HR Manager
4	2/21/2023	Participation in Job Fairs	Southern Illinois University All Careers Job Fair	4	VP/General Mangager General Sales Manager News Director Administrative & HR Manager
5	3/15/2023	Participation in Job Fairs	Southeast Community College Career Fair	2	Administrative & Human Resource Manager General Sales Manager
6	3/29/2023	Participation in events or programs sponsored by educational institutions	Eastern Illinois University Media Internship and Job Fair	4	VP/General Mangager General Sales Manager News Director Administrative & HR Manager
7	4/6/2023	Sponsorship of events in the community designed to increase public awareness	Rend Lake College Job Search Party	1	Administrative & Human Resource Manager