

WSIL-TV / KPOB-TV
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
Multi-Media Journalist Open Date: 2/21/2019 Hire Date: 12/30/2019	2-7, 9, 13, 18-32, 34-46, 48-61, 63-64, 66-69	41
Multi-Media Journalist Open Date: 2/21/2019 Hire Date: 8/21/2019	2-7, 9, 13, 18-32, 34-46, 48-61, 63-64, 66-69	26
Sales Account Executive Open Date: 3/26/2019 Hire Date: 9/16/2019	3, 9, 15, 19-21, 27-28, 30-32, 34-35, 37 -38, 40, 42-45, 50, 52, 54, 57-61, 63-68	65
Sales Account Executive Open Date: 3/26/2019 Hire Date: 11/14/2019	3, 9, 15, 19-21, 27-28, 30-32, 34-35, 37 -38, 40, 42-45, 50, 52, 54, 57-61, 63-68	65
Weekend Sports Anchor/Reporter Open Date: 7/1/2019 Hire Date: 10/23/2019	2-10, 15, 18-25, 27-32, 34-40, 42-53, 55-61, 63-69	15
Master Control Operator Open Date: 8/12/2019 Hire Date: 8/23/2019	3, 9, 19-21, 26-28, 30-32, 34-35, 37-38, 40, 42-45, 50, 52-53, 57-61, 63-68	65
Sports Director Open Date: 8/12/2019 Hire Date: 11/19/2019	2-9, 11, 17-25, 27-32, 34-40, 42-46, 48- 53, 55-61, 63-69	38
News Director Open Date: 9/4/2019 Hire Date: 11/18/2019	1, 3, 9, 14, 19-21, 27-28, 30-32, 34-35, 37-38, 40, 42-45, 50, 52-53, 57-68	14
Anchor - Weekday Evenings Open Date: 9/19/2019 Hire Date: 12/19/2019	1-9, 18-32, 34-40, 42-46, 48-49, 51-53, 55-61, 63-69	1
MMJ/Weekend Anchor Open Date: 9/19/2019 Hire Date: 1/1/2020	2-9, 14, 18-25, 27-32, 34-46, 48-53, 55- 61, 63-69	14
General Sales Manager Open Date: 10/2/2019 Hire Date: 1/6/2020	2-9, 12, 18-25, 27-32, 34-40, 42-46, 48- 49, 51-53, 55-61, 63-69	12
Operations Manager Open Date: 10/25/2019 Hire Date: 11/4/2019	3, 9, 14, 19-21, 27-28, 30-32, 34-35, 37 -38, 40, 42-45, 50, 52-53, 57-61, 63-68	14
Traffic Coordinator Open Date: 11/4/2019 Hire Date: 11/18/2019	2-5, 7, 9-10, 14, 18-25, 27-32, 34-40, 42-46, 48-49, 51-53, 55-61, 63-69	14
Assistant News Director Open Date: 12/4/2019 Hire Date: 2/10/2020	3, 9, 19-21, 26-28, 30-32, 34-35, 37-38, 40, 42-45, 47, 52-53, 57-61, 63-68	47

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Video Editor Open Date: 12/5/2019 Hire Date: 12/17/2019	3, 9, 19-21, 26-28, 30-32, 34-35, 37-38, 40, 42-45, 52-53, 57-61, 63-68	26
Marketing Manager Open Date: 12/19/2019 Hire Date: 4/7/2020	15, 26, 33	15
Producer Open Date: 12/22/2019 Hire Date: 1/28/2020	33, 47	33
Producer Open Date: 2/11/2020 Hire Date: 2/25/2020	3, 9, 17, 19-21, 27-28, 30-35, 37-38, 40, 42-45, 47, 52-53, 57-61, 63-64, 66- 68	17
Multi-Media Journalist Open Date: 2/11/2020 Hire Date: 7/1/2020	3, 9, 19-21, 27-28, 30-32, 34-35, 37-38, 40-44, 47, 52-53, 57-61, 63-64, 66-68	41
Multimedia Photographer Open Date: 2/11/2020 Hire Date: 2/25/2020	3, 9, 16, 19-21, 27-28, 30-35, 37-38, 40, 42-44, 52-53, 57-61, 63-64, 66-68	16
Master Control Operator Open Date: 5/15/2020 Hire Date: 6/29/2020	3, 9, 13, 19-21, 27-28, 30-32, 34, 37- 38, 40, 42-44, 52-53, 57-60, 63-68	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	4
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
3	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
4	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement	N	0
5	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
6	Cambodian Association of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
7	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
8	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0

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9	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	N	1
10	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
11	Consultant Referral	N	1
12	Corporate Office	N	1
13	Corporate Recruiter	N	3
14	Current Employee/Internal Promotion	N	4
15	Employee Referral	N	8
16	Former Employee	N	1
17	Former Employee Referral	N	2
18	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr.	N	0
19	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
20	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

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21	Illinois News Broadcasters 1 University Circle Macomb, Illinois 61455 Email : joinus@inba.net Bob Roberts	N	0
22	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
23	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
24	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
25	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
26	Internal Posting	N	8
27	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
28	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	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
29	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
30	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kelayton@ktiv.com Kathy Clayton	N	0
31	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
32	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
33	Linked In	N	4
34	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
35	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	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
36	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
37	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0
38	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	2
39	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
40	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	N	0
41	Self Referral	N	6
42	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Shawnee Comm. College 8364 Shawnee College Rd. Ullin, Illinois 62992 Phone : 800-481-2242 Email : leslic@shawneecc.edu Fax : 1-618-634-3352 Career Services	N	0
44	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
45	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
46	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0
47	Station Website	N	7
48	The JobFile - Illinois News Broadcasters Assoc. 1 University Circle Macomb, Illinois 61455 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
49	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0

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50	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
51	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Shivonne Mckissee	N	0
52	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	1
53	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0
54	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
55	Valparaiso University - Career Center 1509 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5005 ext 7101 Url : www.valpo.edu/career-center/ Email : tom.cath@valpo.edu Tom Cath	N	0

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56	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0
57	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Kelly Fuller	N	0
58	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
59	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
60	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
61	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : msyverud@wkow.com Bonnie Beer	N	0
62	Word of Mouth Referral	N	1

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63	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
64	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : ttruesdale@wrex.com Trista Truesdale	N	0
65	WSIL-TV 1416 Country Aire Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsilv.com Bethany Tanner	N	5
66	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
67	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
68	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
69	WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser	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:			60

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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	8/1/2019	Participation in other activities designed by the station employment unit	Station Tour- WSIL conducts frequent station tours for interested groups. Many of these are for young people, school groups, church youth groups, scout groups and others. Tours include information about types of jobs in broadcasting, the education needed and about the availability of internships and job shadowing opportunities. WSIL gave 8 tours to career orientated groups this reporting cycle.	1	Administrative and Human Resources Manager
2	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
3	10/4/2019	Participation in events or programs sponsored by educational institutions	FBLA Fall Carnival - Carbondale High School FBLA event showcasing local businesses and introducing students to various industries.	1	General Manager
4	11/14/2019	Participation in events sponsored by community groups	Holiday Explosion hosted by the Franklin-Williamson County Positive Youth Development Action Team - a resource fair, games & crafts. Free hats, gloves and coats available.	1	Anchor
5	1/7/2020	Participation in events sponsored by community groups	Media Training at the Southern 7 Health Department - The goal of this event was to get the heads of different health departments more comfortable doing interviews and sharing vital information with the media. News Director Jeff Weinrich gave a power point presentation on who WSIL is as a news gathering organization. He also showed off our camera gear and did mock interviews with those in attendance.	1	News Director
6	2/4/2020	Participation in events or programs sponsored by educational institutions	Jim Rasor held a talk at the New Hope Christian Academy about different careers in weather, highlighting opportunities in broadcasting.	1	Chief Meteorologist
7	2/18/2020	Participation in Job Fairs	SIU Job and Internship Fair.	1	Human Resource Manager

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8	2/22/2020	Participation in events or programs sponsored by educational institutions	Black History Month Youth Media Day - employees from WSIL led workshops and participated in a panel discussion highlighting broadcasting career opportunities.	3	News Director Anchor Anchor
9	2/28/2020	Participation in events or programs sponsored by educational institutions	School Talk - Meteorologist Jim Rasor held a talk at Gallatin County High School presenting different weather related job opportunities especially in broadcasting.	1	Chief Meteorologist