

# Annual EEO Public File Report

August 1, 2010 thru July 31, 2011

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT  
Channel 23 Limited Partnership – WWME-CA  
Weigel Broadcasting Co. – WMEU-CA

WCIU-TV Limited Partnership, Channel 23 Limited Partnership and  
Weigel Broadcasting Co. Are Equal Opportunity Employers

## Full Time/Part Time Job Vacancies Filled During Reporting Period

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee(s)	No. of Interviewees Per Source	Hiree Referral Source
1	Account Executive	2/7/11	4	WCIU.com WCIU Internal Referral	1 3	WCIU Internal Referral
2	Associate Producer	8/25/10	4	WCIU.com WCIU Internal Referral TV Jobs.com	1 2 1	WCIU Internal Referral (2) TV Jobs.com (1)
3	Content Editor	3/28/11	3	WCIU Internal Posting Craigslst.com WCIU.com	1 1 1	Craigslst.com
4	Content Producer	3/21/11	6	WCIU Internal Referral TV Jobs.com	5 1	TV Jobs.com (1) WCIU Internal Referral (1)
5	PT Closed Captioning Asst.	10/25/10	3	WCIU.com	3	WCIU.com
6	Executive Producer	10/11/10	2	WCIU Internal Referral TV Jobs.com	1 1	TV Jobs.com
7	Floor Director	9/7/10	4	WCIU.com WCIU Internal Referral	3 1	WCIU.com
8	PT IT Tech Support	1/24/11	12	Craigslst.com Indeed.com Goodwill Industries Job Board WCIU.com	8 1 1 2	WCIU.com
9	Motion Graphics Designer	10/4/10 & 12/6/10	10	WCIU Internal Referral Craigslst.com	2 8	Craigslst.com
10	Operations Supervisor	8/8/10	2	Craigslst.com WCIU Internal Candidate	1 1	WCIU Internal Candidate
11	Sales Assistant	3/7/11	4	WCIU Internal Referral WCIU.com	3 1	WCIU Internal Referral
12	Traffic/Copy Coordinator	11/8/10 & 1/17/11	4	WCIU Internal Referral WCIU.com Craigslst.com	2 1 1	WCIU Internal Referral (2)
13	Program Planner	10/13/10 & 12/6/10	3	WCIU Internal Referral	3	WCIU Internal Referral
14	Sales Assistant	9/7/10	2	WCIU.com Internal Ref.	1 1	WCIU Internal Referral
15	Traffic/Log Editor	6/6/11	10	Industry Referral WCIU Internal Referral WDJT Internal Referral WCIU.com	1 6 1 2	WCIU Internal Referral
Total number of interviewees for all full time/part-time positions: 73						

**There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)**

For position 1, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 40, 15, 14, 44, 51, 50, 17, 18, 52, 53, 20, 23, 24, 25, 27, 28, 30, 31, 33, 43

For position 2, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 3, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 4, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 5, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 6, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 7, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 8, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 9, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 10, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 24, 28, 23, 31, 33, 43

For position 11, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 12, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43, 42

For position 13, WCIU-TV, Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43, 35, 45

For position 14, WCIU-TV, Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43

For position 15, WCIU-TV Limited Partnership, Channel 23, Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 4, 5, 8, 9, 10, 11, 40, 15, 14, 44, 50, 17, 18, 20, 23, 24, 28, 31, 33, 43, 55

There is also attached hereto a description of the station's Supplement EEO Outreach Activities (Attachment B).

**Notice:** *Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. to provide them with information about full-time job openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be sent to WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co., 26 North Halsted St., Chicago, IL 60661. WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. are equal opportunity employers.*

**Attachment A****List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source**

<b>No.</b>	<b>Source</b>	<b>Contact</b>	<b>Address</b>	<b>Telephone</b>	<b>Total No. of Interviewees Referred</b>
1	Ada McKinley Community Services	Cozette Carter	725 S. Wells Ave. Chicago, IL 60607	(312) 554-0600	
2	*Apostolic Church of God	Kathy West	6320 S. Dorchester Ave. Chicago, IL 60637	(773) 256-4153	
3	Asian Human Services	Joyce Mark	4735 N. Broadway Chicago, IL 60640	(773) 728-2235	
4	California Indian Manpower Consortium	Elizabeth McPherson	1630 W. Wilson Chicago, IL 60640	(773) 271-2413	
5	Casa Aztlan	Miguel Valdez	1831 S. Racine Chicago, IL 60608	(312) 243-5440	
6	CEDA	Ira Williams	208 South LaSalle Chicago, IL 60604		
7	Chicago Career Center	Michael Perkins	11000 S. Michigan Ave. Chicago, IL 60628		
8	Coalition of African, Asia & Latino Immigrants of IL	Sonya de la Torre	4300 N. Hermitage Ave. Chicago, IL 60613	(773) 784-2900	
9	Columbia College	Jessie Craney	600 S. Michigan Ave. Chicago, IL 60605 <a href="http://www.columbiaworks.com">www.columbiaworks.com</a>	(312) 344-7281	

<b>No.</b>	<b>Source</b>	<b>Contact</b>	<b>Address</b>	<b>Telephone</b>	<b>Total No. of Interviewees Referred</b>
10	DePaul University	Kara Smith	55 East Jackson Blvd. Chicago, IL 60604	(312) 362-8000	
11	Hispanic Alliance for Career Enhancement	Maria Elena Medina	25 E. Washington #1500 Chicago, IL 60604	(312) 435-0498	
12	Harry S. Truman College	Beverly Harris	1145 W. Wilson Chicago, IL 60640		
13	Harold Washington College	James W. Sloss	30 East Lake Street Chicago, IL 60601		
14	IL Employment Training Center at Pilsen	Luis Gonzalez	1657 S. Blue Island Chicago, IL 60608	(312) 243-5100	
15	Illinois Center for Broadcasting	John Wassel	455 Eisenhower Ln S Suite 200 Lombard, IL 60148	(630) 916-1700	
16	Illinois Skills Match	Angela Griffin	<a href="http://www.illinoisskillsmatch.com">www.illinoisskillsmatch.com</a>	(312) 814-3469	
17	Jewish Vocational Service	Sally Yarberry	216 W. Jackson #700 Chicago, IL 60606	(312) 673-3400	
18	Korean American Community Svcs.	Grace Yoon	4300 N. California Ave. Chicago, IL 60618	(773) 583-5501	
19	Medialine	Mark Shilstone	<a href="http://www.medialine.com">www.medialine.com</a>	(800) 237-8073	
20	National Black MBS Association	Adella Green	180 N. Michigan Ave Chicago, IL 60601	(312) 236-2622	
21	National Council of Negro Women	Claudette MacFarland	7426 S. Constance Ave. Chicago, IL 60649	(773) 363-0441	

<b>No.</b>	<b>Source</b>	<b>Contact</b>	<b>Address</b>	<b>Telephone</b>	<b>Total No. of Interviewees Referred</b>
22	Native American Educational Svcs.	Tim Murphy	2838 W. Peterson ST. Chicago, IL 60659	(773) 761-5000	
23	Northeastern IL University	Kathy Duffy	5500 N. St. Louis Ave. Chicago, IL 60625	(773) 585-4050	
24	Richard J. Daley College	Demetrius Robinson	7500 S. Pulaski Chicago, IL 60652	(773) 838-7935	
25	Robert Morris College	Bonnie Boersma	401 S. State St. Chicago, IL 60605	(312) 935-4026	
26	Self-Help Jobs Program	Caesar Brown	10858 S. Michigan Ave. Chicago, IL 60628		
27	SER Jobs for Progress	Israel Feliciano	1116 N. Kedzie Chicago, IL 60651	(773) 227-3377	
28	National Latino Education Institute	Elba Aranda-Suh	2011 W. Pershing Rd. Chicago, IL 60609	(773) 247-0707	
29	Spots 'N Dots	Dai Korba	167 Oakdale Rd. Johnson City, NY 13790	(888) 884-2630	
30	Training Alliance of Chicago	Lala Mitchell	11 East Adams #300 Chicago, IL 60603	(312) 913-2150	
31	TV Jobs.com	Mark Halloway	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	(760) 754-2115	3
32	*Yisrael Enterprises, Inc.	Career Placement	5404 W. Division St. Chicago, IL 60651	(773) 261-9664	
33	WCIU Website	Martin Varghese	<a href="http://www.wciu.com">www.wciu.com</a>		16

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
34	Weigel Broadcasting Co. Internal Posting	Martin Varghese	26 N. Halsted St. Chicago, IL 60661	(312) 705-2667	1
35	Graham Newell Marketing Industry Newsletter	Graham Newell	<a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a>		
36	Monster.com	N/A	Monster.com		
37	Tvgigsonline.com	N/A	Tvgigsonline.com		
38	Yahoo.com	N/A	Yahoo.com		
39	Entertainment-careers.net	N/A	Entertainmentcareers.net		
40	Illinois Broadcasters Assoc.	Dennis Lyle	300 N. Pershing St. Energy, IL 62933	(618) 942-2139	
41	Operation PUSH	Fannie Smith	930 E. 50 <sup>th</sup> St. Chicago, IL 60615	(773) 373-3366	
42	Traffic Guild of America	N/A	<a href="http://www.tdga.org">www.tdga.org</a>	(888) 988-9808	
43	Craigslist.com		<a href="http://www.craigslist.com">www.craigslist.com</a>		19
44	IL. Institute of Art	Human Resources	180 N. Wabash Chicago, IL 60601	(312) 777-8561	
45	ProductionHub.com, Inc.	Lauren Memberg	801 W. Fairbanks Ave. Winter Park, FL 32789	(800) 629-4122	
46	Hotjobs.com		<a href="http://www.hotjobs.com">www.hotjobs.com</a>		

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
47	Media Bistro		<a href="http://www.mediabistro.com">www.mediabistro.com</a>		
48	Cynopsis Media		<a href="http://www.cynopsis.com">www.cynopsis.com</a>		
49	Media Week		<a href="http://www.mediaweek.com">www.mediaweek.com</a>		
50	Instituto Del Progreso Latino	Emmanuel Mandujano	2570 S. Blue Island Ave. Chicago, IL 60608	(773) 890-0055	
51	Inside Training Systems	Stanley Martin	4343 W. 123 <sup>rd</sup> Street Alsip, Illinois 60803		
52	Lakeland College	Ken Beno	5001 Lake Land Blvd. Mattoon, Illinois 61938		
53	Malcolm X College	Robert Kelly	1900 W. Van Buren Chicago, Illinois 60612		
54	Mediamatch		Mediamatch.com		
55	DeVry Institute of Technology	Human Resources	3300 N. Campbell Chicago, IL 60618	(602) 216-7700	
<b>Sub-Total</b>					<b>39</b>

*\*Asterisk denotes recruitment sources that requested job notification announcements*



**Other Interview Sources:**

Source	Contact	Address	Telephone	Total No. of Interviewees Referred
Various Broadcasting Industry Referrals				1
WDJT Referral				1
Goodwill Industries Job Board				1
WCIU Internal Referral				29
Indeed.com				1
WCIU Current Employee				1
Sub-Total				34
Total				73

## Annual EEO Public File Report

August 1, 2010 thru July 31, 2011

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT  
Channel 23 Limited Partnership – WWME-CA  
Weigel Broadcasting Co. – WMEU-CA

### Statement of Supplemental EEO Outreach Activities:

<b>Date of Station Participation:</b>	September – August 2011
<b>Type of Activity Under EEO Rule:</b>	Advisory Board
<b>Participating Employees:</b>	Neal Sabin, Executive Vice President
<b>Host/Sponsor of Activity:</b>	Kennedy King College Media Communications Advisory Board

<b>Date of Station Participation:</b>	February 28, 2011
<b>Type of Activity Under EEO Rule:</b>	Career Day
<b>Participating Employees:</b>	Neal Sabin
<b>Host/Sponsor of Activity:</b>	University of Illinois Chicago

<b>Date of Station Participation:</b>	August 1, 2010 through July 31, 2011
<b>Type of Activity Under EEO Rule:</b>	Internship Program
<b>Participating Employees:</b>	Martin Varghese, Internship Coordinator Erika Pollard, Internship Coordinator Molly Kelly, Marketing/Promotion Ashley Cashen, Marketing/Promotion Liz O'Neill, Educational Programming Jim Roche, On-Air Promotion Jim Marketti, This Network Harvey Moshman, First Business Danny Miletic, Sales/Research
<b>Host/Sponsor of Activity:</b>	WCIU-TV/Production Internship (4 positions) – Fall 2010 WCIU-TV/ Ed. Programming Internship (1 position) – Fall 2010 WCIU-TV/On-Air Prom Internship (1 position) – Fall 2010 WCIU-TV/Production Internship (2 positions) – Spring 2011 WCIU-TV/On-Air Promo Internship (1 position) – Spring 2011 <b>WCIU-TV/Ed. Programming Internship</b> (1 position) – Spring 2011 <b>WCIU-TV/Promotions Internship</b> (1 positions) – Spring 2011 WCIU-TV/Production Internship (7 positions) – Summer 2011 WCIU-TV/ Ed. Programming Internship (2 positions) – Summer 2011 WCIU-TV/On-Air Promo Internship (2 positions) – Summer 2011 WCIU-TV/Financial News Internship (1 position) – Summer 2011

<b>Date of Station Participation:</b>	March 9, 2011
<b>Type of Activity Under EEO Rule:</b>	Career Day –
<b>Participating Employees:</b>	Erika Pollard
<b>Host/Sponsor of Activity:</b>	Young Women's Leadership Charter School

<b>Date of Station Participation:</b>	April 13, 2010
<b>Type of Activity Under EEO Rule:</b>	Career Day
<b>Participating Employees:</b>	Sean Long, Program Director
<b>Host/Sponsor of Activity:</b>	Alraby High School

<b>Date of Station Participation:</b>	August 1, 2010- July 31, 2011
<b>Type of Activity Under EEO Rule:</b>	Posting upper level positions with Job Bank whose membership includes substantial numbers of women and minorities
<b>Participating Employees:</b>	Martin Varghese, Corporate Director of Human Resources
<b>Host/Sponsor of Activity:</b>	Illinois Broadcaster's Association