

WGN-TV, CHICAGO, ILLINOIS

ANNUAL EEO PUBLIC FILE REPORT

Date: August 1, 2012

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station WGN-TV, Chicago, Illinois.

WGN-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 773/883-3124.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test where applicable. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
2 Staff Accountant	1-11, 13-17, 20-21, 23-28, 31-33, 35-43, 45-53, 55, 57-58, 60-64, 66-77, 79-88	76 (Tribune Company Posting)	11
1 Reporter/Anchor	1-11, 13-17, 19-21, 23-28, 31-33, 35-39, 41, 43, 45-53, 55-56, 58, 60-64, 66-72, 74-77, 79-88	90 (Unsolicited/Word of Mouth/Other)	3
3 Interactive News Producer	1-3, 5-17, 20-28, 31-41, 43, 45-50, 52-58, 60-64, 66-77, 79-88	64 (Northwestern University)	9
6 Chief Financial Officer	1-17, 20-29, 31-43, 45-58, 60-88	90 (Unsolicited/Word of Mouth/Other)	5
4 Account Executive Digital Sales	1-15, 17, 20-29, 31-34, 36-41, 43, 45-50, 52-58, 60-88	85 (WGN-TV Internal Posting)	9
5 Antenna TV & WGN-TV Writer/Producer	1-18, 20-41, 43-50, 52-65, 67-88	90 (Unsolicited/Word of Mouth/Other)	6

Total number of persons interviewed during applicable period: 43

Supplemental Recruitment Measures 8/1/11 - 7/31/12

Activity/Description	Date	Staff Participant	Sponsor
<u>National Association for the Advancement of colored People Professional and Executive Diversity Job Fair ("NAACP")</u> : WGN was a financial sponsor of this event. In addition, our Human Resources Director and Human Resources Representative attended job fair, collected resumes and conducted brief interviews.	9/27/11	Human Resources Director Human Resources Representative	NAACP WGN-TV
<u>Chicago's 11th Annual Diversity Employment Day Career Fair</u> : WGN-TV sponsored this event. Additionally, Human Resources Director and Human Resources Representative attended the career fair collected resumes and conducted brief interviews.	11/9/11	Human Resources Director Human Resources Representative	City Career Fair Productions WGN-TV
<u>DeVry University Chicago Career Fair</u> : WGN-TV Human Resources Director and Human Resources Representative attended job fair, collected resumes and conducted brief interviews.	11/15/11	Human Resources Director Human Resources Representative	DeVry University
<u>Niles High School West Job Shadowing Day</u> : EIC hosted students in an effort to enhance student's knowledge of TV operations. Student visited several areas of the station.	11/29/11	Engineer, Operating Asst. EIC	WGN-TV
<u>National Association for the Advancement of Colored People Regional Diversity Job Fair ("NAACP")</u> : WGN financially sponsored this event. In addition, our Human Resources Director attended job fair, collected resumes and conducted brief interviews.	2/21/12	Human Resources Director Human Resources Representative	NAACP WGN-TV
<u>DeVry University Chicago Career Fair</u> : WGN-TV Human Resources Director and Human Resources Representative attended job fair, collected resumes and conducted brief interviews.	3/6/12	Human Resources Director Human Resources Representative	DeVry University

<p><u>Niles High School West Ask The Expert Day:</u> Career and Academic Exploration Progeram (this initiative is generally intended to demonstrate the direct relationship of the students' curricular subject areas to life skills and career opportunities in the workplace). WGN-TV EIC and Producer/Director were guest speakers.</p>	3/22/12	Engineer, Operating Asst. EIC Producer/Director	WGN-TV
<p><u>Uno Charter School Career Day:</u> Visited Torres Grammar School and met with students and discussed the different job opportunities in the broadcasting industry as well as the job function of each WGN-TV attendee.</p>	5/22/12	HR Representative Production Manager Producer/Editor	Uno Charter School Network
<p><u>National Association for the Advancement of colored People Professional and Executive Diversity Job Fair ("NAACP"):</u> WGN was a financial sponsor of this event. In addition, our Human Resources Director and Human Resources Representative attended job fair, collected resumes and conducted brief interviews.</p>	6/5/12	Human Resources Director Human Resources Representative	NAACP WGN-TV
<p><u>Internship Program:</u> College students spend a semester in a position that gives them hands-on experience in their chosen career field or area of interest. Intern positions are part-time, usually 20 hours per week. WGN-TV hosts approximately 100 interns per year, and students may earn academic credit.</p>	Ongoing	Human Resources Director Human Resources Representative Personnel from Various Depts. (News, Creative Services, Production, HR, Engineering)	WGN-TV
<p><u>News Writing Internship:</u> In conjunction with Northwestern University's Medill School of Journalism, WGN-TV sponsors a graduate student for this program for a three or six-month-long internship as a full-time news writer for our 9pm News. This is executed separately than WGN's regular internship program in that Northwestern University selects the intern, the student completes the internship for credit and under the supervision of a faculty advisor. WGN hosted two News Writing Interns during reporting period.</p>	Ongoing	Assistant News Director Human Resources Representative Executive Producer - 9pm	Northwestern University's Medill School of Journalism WGN-TV
<p><u>News Writing Internship:</u> Three to six-month-long internship as a full-time news writer for our Morning and Midday Show. This is executed separately than WGN's regular internship program in that the students are usually recent graduates. WGN hosted several News Writing Interns during reporting period.</p>	Ongoing	Assistant News Director Human Resources Representative Executive Producers	WGN-TV
<p><u>Daniel A. Cotter Boys & Girls Club Mentoring Program @ WGN-TV:</u> WGN-TV co-sponsors a mentoring program with the Daniel A. Cotter Boys and Girls Club. The mentoring group meets weekly during the school year at WGN studios. As a part of the program employees are invited throughout the school year to speak with the kids about various media careers.</p>	Ongoing	Director Various Station Personnel	WGN-TV Daniel A. Cotter Boys & Girls Club