

WAND-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM AUGUST 1, 1919 TO JULY 31, 2020

Station(s) Comprising Station Employment Unit: WAND-TV

Section I: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of position.)	RS Notified	Recruitment Source of Hiree (Dates indicate date filled)	Total Number of Interviewees From All Sources For This Position
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|---------------------------------------|---|------------------------------|----|
| 1. Meteorologist #1
12/11/18 | 1, 2, 5, 7, 8, 10, 12, 13, 14, 15, 17,
20, 21, 22, 23, 24, 25, 26, 27, 28 | wandtv.com
4/2/20 | 12 |
| 2. Chief Meteorologist
5/23/19 | 1, 8, 10, 12, 17, 20, 22, 23, 24,
25, 26, 27, 28 | Employee Referral
8/16/19 | 5 |
| 3. Assistant News Director
7/11/19 | 1, 8, 10, 12, 17, 20, 22, 23, 24,
25, 26, 27, 28 | Employee Referral
8/12/19 | 1 |
| 4. Reporter
7/29/19 | 1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 15,
17, 20, 21, 22, 23, 24, 25, 26, 27, 28 | TVJobs.com
2/10/20 | 5 |
| 5. Anchor/Reporter #1
7/29/19 | 1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 15,
17, 20, 21, 22, 23, 24, 25, 26, 27, 28 | TVJobs.com
8/29/19 | 6 |
| 6. Sales Account Executive
8/7/19 | 1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 15,
17, 20, 21, 22, 23, 24, 25, 26, 27, 28 | wandtv.com
10/17/19 | 3 |

7. Producer #1 8/7/19	1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 15, 17, 20, 21, 22, 23, 24, 25, 26, 27, 28	wandtv.com 10/21/19	3
8. Producer #2 8/7/19	1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 15, 17, 20, 21, 22, 23, 24, 25, 26, 27, 28	Employee Referral 1/27/20	1
9. Anchor/Reporter #2 1/13/20	1, 2, 5, 7, 8, 10, 12, 13, 14, 15, 17, 20, 21, 22, 23, 24, 25, 26, 27, 28	Employee Referral 6/10/20	7
10. Studio Camera Operator 2/24/20	1, 2, 5, 6, 7, 8, 10, 12, 13, 14, 17, 20, 22, 23, 24, 25, 26, 27, 28	Employee Referral 4/6/20	3
11. Meteorologist #2 4/16/20	1, 2, 5, 7, 8, 10, 12, 13, 17, 20, 22, 23, 24, 25, 27, 28	Employee Referral 5/26/20	7
12. Meteorologist #3 4/16/20	1, 2, 5, 7, 8, 10, 12, 13, 17, 20, 22, 23, 24, 25, 27, 28	Employee Referral 6/10/20	1
13. Producer #3 4/16/20	1, 2, 5, 7, 8, 10, 12, 13, 14, 15, 17, 20, 21, 22, 23, 24, 25, 27, 28	University of Illinois 7/15/20	3

Total Number of Persons Interviewed During Applicable Period: 57

Appendix 2 - RECRUITMENT SOURCE LIST

RS #	RS INFORMATION	# OF INTERVIEWEES PROVIDED BY RS	
		AUGUST 1, 2019- JULY 31, 2020	Total Interviewees Over Reporting Period
	* Entitled to receive notification of job openings		
1	Augustana College handshake.com		
2	Eastern Illinois University handshake.com https://eiu-csm.symplicity.com/employers/careers@eiu.edu		
3	Herald & Review lconnelly@heraldreview.com 800-453-2527		
4	Illinois Institute of Technology handshake.com		
5	Illinois Job Link www.illinoisjoblink.com Crystal Caison Phone: 877-342-7533		
6	Indeed.com		1
7	Lake Land College careerservices@lakeland.cc.il.us 5001 Lake Land Blvd. Mattoon, IL 61938-9366 217-234-LAKE		
8	Lewis University handshake.com		
9	LinkedIn Jobs https://www.linkedin.com/job/home		
10	*Millikin University handshake.com career-center@millikin.edu 217-424-6294 1184 W. Main St. Decatur, IL 62522		
11	NABJ (National Association of Black Journalist) info@nabjcareers.org 626-792-3846		
12	North Central College handshake.com		
13	Northern Illinois University https://niu-csm.symplicity.com/employers/careerservices@niu.edu		
14	Parkland Community College www.collegecentral.com/parkland 217-351-2536		

15	Quincy University liesekr@quincy.edu	
16	Ratemystation.com	
17	*Richland Community College www.collegecentral.com/richlandcc Michael Diggs 217-875-7211 ext. 307 mdiggs@richland.edu Kim Parkinson-Hahn kparkins@richland.edu	
18	Rick Gevers & Associates rick@rickgevers.com	
19	Society of Broadcast Engineers www.SBE.org	
20	Southern Illinois University Carbondale handshake.com careerdevelopment@siu.edu	
21	TVJobs.com Mark C. Holloway admin@tvjobs.com www.tvjobs.com	16
22	University of Illinois handshake.com	1
23	University of Missouri handshake.com Journalism Career Services mujourcareerservices@missouri.edu	
24	University of St. Francis handshake.com mhearn@stfrancis.edu	
25	WAND TV Website www.wandtv.com	8
26	WAND Internal Posting (Bulletin Board)	2
27	WAND Employee Referral	29
28	*Workforce Investment Solutions Larry Peterson lpeterson@mdwis.org 757 W. Pershing Road Decatur, IL 62526 Phone: (217) 875-8767 Fax: (217) 872-5883	
29	Client Referral	
30	Walk-Ins	

Total Number of Persons Interviewed During Applicable Period: 57

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APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM AUGUST 1, 2019 TO JULY 31, 2020

Station(s) Comprising Station Employment Unit: WAND-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WAND-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
8/1/19 Ongoing	Internship Program for college students. College students majoring in Broadcast Journalism or Communications receive credit hours for training. During this reporting period, we have had one intern in the Commercial Production Department. The intern attended and received credit from Millikin University.
8/1/19 Ongoing	Tours of our station are given to college students interested in the broadcast industry. During this reporting period, we gave two tours: 09/10/19: Students studying Broadcast Journalism from Millikin University 11/04/19: Students studying Communications from University of Illinois-Springfield
8/1/19 Ongoing	Our News Director speaks at various high schools and colleges in Decatur, IL about our station and what we do in this industry. During this reporting period, the News Director spoke on two different occasions: 11/15/19: The News Director spoke to students studying Communications at Millikin University 02/08/20: The News Director spoke to students at Warrensburg-Latham High School
11/13/19-11/14/19 11/21/19, 12/4/19	602 Communications conducted training for News Staff to help improve their on-air skills with a focus on urgency and writing effective teases.