

WIFR
EEO PUBLIC FILE REPORT
08/01/19 – 7/31/20

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy ¹	RS Referring Hiree
Multimedia Journalist	1-63,66,70,73	73
Multimedia Journalist	1-63,65,70,73	18, 2
Creative Services Producer	1-63,65,70	70
Producer Digital Content	1-63,66,70,73	17
Producer	1-63,65,70	70
Technical Media Producer	1-63,66,70,73	65
Part Time		
Technical Media Producer (TMP) Part time	1-63, 65, 70	70
Technical Media Producer (Part Time)	1-63,65,70, 77	70, 70
Associate Producer (Part Time)	1-63,65,77	4

¹ Please see Section II for further information concerning when sources became or ceased to become entitled to receive notification of job openings.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
1	Eastern Illinois University Career Services Human Services Center Room 1301 600 Lincoln Ave Charleston, IL 61920 Bobbi Kingery 1-217-581-7462	Y	
2	Southern Illinois University Career Services Mail Code: 4703 Carbondale, IL 62901 Sheila Columbo 1-618-453-2391	Y	1
3	Indiana State University 231 North 6 th Street Terre Haute, IN 47809 Teresa Dwyer 1-812-237-2582	Y	
4	IL State University Career Center Campus Box 2520 Normal, IL 61790-2520 Patricia Heck 1-309-438-5754	Y	
5	Wisconsin BBA Program Wisconsin School of Business 3290 Grainger Hall 975 University Avenue Madison, WI 53706 Contact: Cindy Johnson 1-608-262-2550	Y	
6	Wheaton College Center for Vocation and Career 501 College Avenue Wheaton, IL 60187 Deborah Carlson 1-630-752-5482	Y	
7	Highland College Career Services 2998 W. Pearl City Rd Freeport, IL 61032 Suzanne Miller 1-815-599-3597	Y	
8	Loyola Career Development Center 1032 W. Sheridan Road Chicago, IL 60660 James Connon 1-312-915-8843 or 1-773-508-7716	Y	
9	University Of Wisconsin School of Journalism and Mass Communication 5115 Vilas Hall 821 University Avenue Madison, WI 53706 Pam Garcia-Rivera 1-608-890-1046	Y	
10	Specs Howard School of Media Arts 19900 W Nine Mile Rd Southfield, MI 48075 Brent Carey 1-248-358-9000	Y	

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11	Beloit College Career & Community Engagement 700 College Street Beloit, WI 53511 Emily Sager 1-608-363-2675	Y	
12	Ball State University Career Center 2000 W. University Lucina Hall 220 Muncie, IN 47306 Marisha Harlan or Career Center 1-765-285-1522	Y	
13	Rockford Career College – Job Placement 1130 S. Alpine Road Rockford, IL 61108 Tasha Hunter 1-815-965-8616	Y	
14	Western IL Career Development Center Memorial Hall 125 1 University Circle Macomb, IL 61455 Career Services 1-309-298-1838	Y	
15	Rockford University Career Development 5050 East State Street Rockford, IL 61108 Clayton Duffy 1-815-226-4022	Y	
16	Illinois Department of Employment Security 303 North Main St. Rockford, IL 61101 Scott Haugh 1-815-395-6630	Y	
17	Gray Television, Inc. Career Web Page 4370 Peachtree Road NE Suite 400 Atlanta, GA 30319 1-404-226-8333 Contact: Jobs@gray.tv	N	5
18	Northern Illinois University Reavis Hall 306A Zulauf Hall 912 DeKalb, IL 60115 <u>Jack King 1-815-753-6440</u> Northern Illinois University Career Services Campus Life Building 220 DeKalb, IL 60115 <u>Kathy Zuidema 1-815-753-8344</u> Northern Illinois University Campus Life Building 260 DeKalb, IL 60115 Contact: Cathy Doederlein 1-815-753-7169	Y	4

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19	North Central College 40 North Brainard Street Naperville, IL 60540 Juli O'Brien 1-630-637-5143	Y	
20	AARC at Booker Washington Center 1005 S. Court Street Rockford, IL 61102 Jesse Bates 1-815-962-9117	Y	
21	DeVry University 1200 E. Diehl Rd. Naperville, IL 60563 1-630-652-8606 Contact: Danielle Fortier	Y	
22	U.I.U.C. College of Media 18 Gregory Hall, MC-477 810 S. Wright Street Urbana, IL 61801 Jessica Hogue 1-217-244-4329	Y	
23	University of IL at Springfield One University Plaza, MS SAB 50 Springfield, IL 62703 Doug Brackney 1-217-206-6508	Y	
24	Ignite 308 W. State Street Suite 190 Rockford, IL 61101 Caitlin Pusateri 1-815-316-4337	Y	
25	I.D.E.S. 2323 E Lincolnway Sterling, IL 61081 Colleen Neary or Bruce Larson 1-815-625-4006	Y	
26	Rock Valley College Career Services 3301 N Mulford Rd Rockford, IL 61114 Dr. Will Ashford 1-815-921-4285	Y	
27	Chicago South Side NAACP 10540 S. Western Avenue Suite 201 Chicago, IL 60643 Rose Joshua 1-773-429-9830	Y	
28	The Illinois Institute of Art-Schaumburg 1000 N. Plaza Drive Schaumburg, IL 60173 Shannon Delecki 1-847-619-3450	Y	
29	The Rainbow Push Coalition Placement Office 930 E 50 th Street Chicago, IL 60615 Felicia Neal 1-773-373-3366	Y	

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30	Northeastern Illinois University (NEIU) Career Development 5500 North Saint Louis Avenue, B-119 Chicago, IL 60625 Lynette Correa-Velez, M.Ed. 1-773-442-4680	Y	
31	National Latino Education Institute 2011 W Pershing Rd Chicago, IL 60609 Elvia Estrada/C. Lopez 1-773-247-0707	Y	
32	Illinois Media School (Formerly IL Center for Broadcasting) 455 Eisenhower Lane So. Lombard, IL 60148 <u>TBD 1-630-916-1700</u> Illinois Media School (Formerly Illinois Center for Broadcasting) 530 S. State Street Chicago, IL 60605 Don Clark 1-331-215-4733	Y	
33	Goodwill Industries of Northern Illinois 850 N. Church Street Rockford, IL 61103 Jamie Ruth 1-815-987-6212	Y	
34	University of Akron Career Center Student Union Bldg. 303 Carroll Street Akron, Ohio 44325 Laura Carey 1-330-972-7747	Y	
35	IL Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Debra Gray 1-618-985-5555	N	
36	Ohio Media School (Formerly Ohio/Illinois Center for Broadcasting) 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Houda Crable 1-216-503-5900	Y	
37	Columbia University Graduate School of Journalism 2950 Broadway (at 116 th Street) New York, NY 10027 Izabel Rutkowski 1-212-854-4422 Columbia University- Center for Career Education Columbia University East Campus Building – Lower Level 2960 Broadway, MC 5727 New York, NY 10027 212-854-5609	Y	

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38	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Mark Holloway 1-800-374-0119	Y	
39	Columbia College Chicago Career Center 618 S. Michigan Ave. 1 st Floor Chicago, IL 60605 Valerie Robbins 1-312-369-6844	Y	
40	Job Corps Admission and Placement 303 North Main Street 2 nd Floor Rockford, IL 61101 Toni Thomas 1-815-397-0535	Y	
41	Bradley University 1501 West Bradley Avenue Peoria, IL 61625-0105 Career Services 1-309-677-2510	Y	
42	Madison Media Institute 2702 Agriculture Dr Madison, WI 53718 Ray Ibsen 1-608-663-2000	Y	
43	Milwaukee Area Tech College Student Employment Services 700 W State St Milwaukee, WI 53233 Tennita Magee 1-414-297-6244	Y	
44	Mississippi State University The Career Center and Cooperative Education Program P.O. Box P Mississippi State, MS 39762 Angie Chrestman 1-662-325-3344	Y	
45	Knox College Career Center 2 East South Street Box K 232 Galesburg, IL 61401 Terrie Saline 1-309-341-7436	Y	
46	RAMM 3957 N. Mulford Road Unit A Rockford, IL 61114 Dr. H. Cyrus Oates 1-815-637-6400	Y	
47	Medialine 2515 Sparrow Crest Dr. Katy, TX 77494 Rick Iler 1-913-217-0685	Y	

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48	All other Gray Stations Postings are sent to Gray Television, Inc. 4370 Peachtree Rd, NE Atlanta, GA 30319 1-404-266-8333 Jobs@gray.tv	N	2
49	Notre Dame - The Center for Career Development 504 Duncan Student Center Notre Dame, Indiana 46556 Mindy Evans 1-574-631-5200 Or 1-574-634-0344	Y	
50	National Assoc. of Black College Broadcasters PO Box 3191 Atlanta, GA 30302-3191 Lo Jelks 1-404-523-6136	Y	
51	Chicago Headline Club Chicago Chapter of Society of Professional Journalists 2125 White Oak Dr. Northbrook, IL 60062 Bob Roberts 1-312-515-3381 *Source also posts some openings at www.inba.net	Y	
52	Medill Career Services Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101 Beverley Stewart 1-847-467-1882 or 1-847-491-2049	Y	
53	Collective Talent 5134 Sandy Beach Ave. Sarasota, FL 34242 1-813-494-4555 Contact: Michael Bille	Y	
54	WIFR-Web Site WIFR-TV Posted by GDM to our website gdmsupport@gray.tv www.wifr.com	N	3
55	Jobs for Wisconsin Grads A consortium of 13 University of Wisconsin System Schools Administrative Assistance through UW-Green Bay, Career Services 2420 Nicolet Drive Green Bay, WI 54311-7001 Linda Peacock-Landrum 1-920-465-2163	N	

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56	Emerson College 120 Boylston Street Boston, MA 02116-4624 Tim MacArthur 1-617-824-8500 Station did not contact this source directly	N	
57	Sauk Valley Community College 173 IL Route 2 Dixon, IL 61021 Contact: Anita Carney 1-815-835-6294	N	
58	Kishwaukee College 21193 Malta Road Malta, IL 60150 Contact: LaCretia Konan 1-815-825-9365	N	
59	Blackhawk Technical College 6004 S. County Road G Janesville, WI 53546-9458 Contact: Colleen Koerth 1-608-757-6329	N	
60	Walter Center for Career Achievement C/O Indiana University Ernie Pyle Hall, 2 nd Floor 940 East 7 th Street Bloomington, IN 47405 Contact: Sarah Cady 1-812-856-8790	N	
61	The Workforce Connection 303 North Main Street Rockford, IL 61101 Contact: John Strandin 1-815-395-6688	N	
62	Wisconsin Technical College System 4622 University Avenue Madison, WI 53705 1-608-266-1207	N	
63	Internal Candidate/Posting	N	2
64	*Illinois News Broadcasters Association 2125 White Oak Dr. Northbrook, IL 60062 Contact: Bob Roberts 1-312-515-3381 www.inba.net Station did not contact this source directly See #51	N	
65	Employee Referral	N	3
66	Non-employee Referral	N	
67	WIFR Intern	N	
68	Walk In/Self Referral	N	2
69	WIFR Commercial	N	

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70	indeed.com 177 Broad Street 6 th Floor Stamford, CT 06901 www.indeed.com or Headquarters: Indeed Inc. (indeed.com) 470 West Ave. Suite 2002 Stamford, CT 06902 USA 1-800-475-4361 Station did not contact source directly	N	5
71	Gray Television, Inc. Recruiting.Corp/Career Fairs Mike Smith Director of Talent Recruitment and Retention 4370 Peachtree Road NE Suite 400 Atlanta, GA 30319 1-404-226-8333 or 1-850-545-9195	N	
72	Career Fairs See Section III	N	
73	LinkedIn Mountain View, CA 1-650-687-3555	N	4
74	Google.com Headquarters: 1600 Amphitheatre Parkway Mountain View, CA 94043 1-650-253-0000 Station did not contact source directly	N	
75	Career Builder Corporate Headquarters 200 N. LaSalle St. Suite 1100 Chicago, IL 60601 1-773-527-3600 www.careerbuilder.com Station did not contact source directly	N	
76	rrstar.com C/O Rockford Register Star 99 E. State Street Rockford, IL 61104 1-815-987-1200 www.rrstar.com Station did not contact source directly	N	
TOTAL INTERVIEWEES REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Internship Programs	<p>WIFR has established an internship program. During this reporting year, the station hosted <u>2</u> interns. Interns may have worked in either the News Department, Production or Operations Department</p> <p>News interns may shadow reporters and producers and help research stories. May learn about writing for newscasts, website, social media/camera operation, etc.</p> <p>Production interns learned the day to day duties of our Master Control Operators and Newscast Directors</p> <p>Creative Service interns shadow Creative Service personnel as they edit and/or shoot spots for the station and its clients</p> <p><u>9/04/19-9/30/19</u> – (1) Intern-Graduate of Rock Valley College in Rockford, IL working toward a mass communications certificate interned in Creative Services & Production</p> <p><u>2/3/20-3/6/20</u> – (1) Intern-Graduate of Rock Valley College in Rockford, IL working toward a mass communications certificate interned in Creative Services & Production</p>
	Participate in Job/Career Fair	<u>9/18/19</u> – Operations Manager attended the Rock Valley College & Rockford University Career & Internship Fair (Fall 2019) held at the Rock Valley College Campus in Rockford, IL
	Participate in Job/Career Fair	<u>2/12/2020</u> – News Director attended “Gray Day” at Illinois State University in Normal, Illinois.
	Participate in Job/Career Fair	<u>2/19/2020</u> – News Director attended the Southern Illinois University Spring 2020 Career fair held at the Campus in Carbondale, IL

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	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>10/30/2019</u> – Students from Concordia Lutheran in Rockford, Illinois toured the station and participated a tour of the station stopping in Engineering, speaking with our Production Supervisor in Master Control and Technical Media Producer in Studio Control before the “23 News @ Noon” program. They then sat through a live viewing. Students also spoke with the Operations Manager who gave an overview, a basic introduction and then answered some of the student’s career questions. Participating Staff: Operations Manager; Production Supervisor; Technical Media Producer; Broadcast Information Technologist.
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>11/7/2019</u> – Students/Teacher from Keith Country Day School in Rockford, Illinois toured the station, visited Studio Control, Master Control and the News Department. They watched a live broadcast of “23 News @ Noon” and were able to ask questions of the anchor and anchor/reporter-weather during the breaks. In the departments they visited, they were given an overview by station personnel in that department and given an opportunity to ask questions as well. Participating Staff: News Director; Production Supervisor; Technical Media Producer; Assignment Editor; Anchor; Anchor/Reporter-Weather
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	<u>11/20/2019</u> – Ladies from the Red Hat Club based out of Rockford, Illinois came in for a tour of the station. They learned the history of the station and visited Studio Control, Master Control and the News Department., they were given an overview by station personnel in each department and given an opportunity to ask questions. Participating Staff: Director of Operations; Technical Media Producer; Anchor; Anchor/Reporter-Weather

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Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	1/28/2020 – The station hosted a group of special needs guests and staff from New Horizons program through the Belvidere Park District in Belvidere, IL. They toured the station, visited Studio Control, Master Control and the News Department and were able to ask questions of the anchor and anchor/reporter-weather during the breaks. In the departments they visited, they were given an overview by station personnel in that department and given an opportunity to ask questions as well. Participating Staff: Director of Operations; Technical Media Producer; Anchor; Anchor/Reporter-Weather
Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	1/29/2020 – Students/Teacher from Flinn Middle School in Rockford, Illinois hosted our Chief Meteorologist and invited him to speak about Weather, Climate and Television. Students were given a detailed breakdown of how weather reporting is conducted and were able to ask questions afterward.
Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	Beginning in 2016, WIFR’s then News Director joined the Alignment Rockford Board of Directors. After his retirement, our current News Director is now on the Board as well. This panel of community leaders provides leadership for the career academies at local high schools and how these groups can connect better with businesses in Rockford. Alignment Rockford has been nationally recognized for its efforts to train young minds to build post-secondary careers.
Management EEO Training	<u>7/09/20</u> - General Manager & News Director participated in course study entitled “Foundations in Diversity, Equity & Inclusion” This is diversity training through the Gray corporate office. All news directors and general managers are required to take this 5-week course. It is held on Thursdays. It is run by Desiree Adaway..
Activity designed to help disseminate information about employment opportunities in broadcasting	Ongoing Project: WIFR has listings of “Examples of Television Broadcast Job Possibilities” posted on our station website.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Activity designed to help disseminate information about employment opportunities in broadcasting	Ongoing Project: WIFR has a permanent display of a television studio located at the Discovery Center Museum in Rockford, IL. It allows visitors/children to interact with the equipment.