

WIFR
EEO PUBLIC FILE REPORT
08/01/2020 – 7/31/2021

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy¹	RS Referring Hiree
Creative Services	1-43, 45	45
Producer (4)	1-43, 45, 46	45, 41, 46, 46
MMJ (2)	1-43, 45, 53	53, 45
MMJ	1-43, 46	46
MMJ / Sports Anchor	1-43, 46	46
Broadcast Information Tech	1-43, 53	53
Assignment Editor	1-43, 46	46
MMJ	1-43	4
Producer	1-43	43
MMJ (2)	1-43	4, 4
Account Executive	1-43, 46	46

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 (MRSL)

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	
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	7
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	

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10	Specs Howard School of Media Arts 19900 W Nine Mile Rd Southfield, MI 48075 Brent Carey 1-248-358-9000	Y	
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	

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18	<p>Northern Illinois University Reavis Hall 306A Zulauf Hall 912 DeKalb, IL 60115 <u>Jack King 1-815-753-6440</u></p> <p>Northern Illinois University Career Services Campus Life Building 220 DeKalb, IL 60115 <u>Kathy Zuidema 1-815-753-8344</u></p> <p>Northern Illinois University Campus Life Building 260 DeKalb, IL 60115 Contact: Cathy Doederlein 1-815-753-7169</p>	Y	
19	<p>North Central College 40 North Brainard Street Naperville, IL 60540 Juli O'Brien 1-630-637-5143</p>	Y	
20	<p>I.D.E.S. 2323 E Lincolnway Sterling, IL 61081 Colleen Neary or Bruce Larson 1-815-625-4006</p>	Y	
21	<p>Rock Valley College Career Services 3301 N Mulford Rd Rockford, IL 61114 Dr. Will Ashford 1-815-921-4285</p>	Y	
22	<p>Chicago South Side NAACP 10540 S. Western Avenue Suite 201 Chicago, IL 60643 Rose Joshua 1-773-429-9830</p>	Y	
23	<p>The Illinois Institute of Art-Schaumburg 1000 N. Plaza Drive Schaumburg, IL 60173 Shannon Delecki 1-847-619-3450</p>	Y	
24	<p>Michigan State University Rm 113 MSU Student Services Building 556 E. Circle Drive East Lansing, MI 48824</p>	Y	1
25	<p>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</p>	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
26	University of Akron Career Center Student Union Bldg. 303 Carroll Street Akron, Ohio 44325 Laura Carey 1-330-972-7747	Y	
27	IL Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Debra Gray 1-618-985-5555	N	
28	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	
29	Columbia University Graduate School of Journalism 2950 Broadway (at 116 th Street) New York, NY 10027 <u>Izabel Rutkowski</u> 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	
30	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Mark Holloway 1-800-374-0119	Y	
31	Columbia College Chicago Career Center 618 S. Michigan Ave. 1 st Floor Chicago, IL 60605 Valerie Robbins 1-312-369-6844	Y	
32	Bradley University 1501 West Bradley Avenue Peoria, IL 61625-0105 Career Services 1-309-677-2510	Y	
33	Madison Media Institute 2702 Agriculture Dr Madison, WI 53718 Ray Ibsen 1-608-663-2000	Y	
34	Milwaukee Area Tech College Student Employment Services 700 W State St Milwaukee, WI 53233 Tennita Magee 1-414-297-6244	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification (Y/N)	No of Interviewees Referred by RS Over Reporting Period
35	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	
36	Knox College Career Center 2 East South Street Box K 232 Galesburg, IL 61401 Terrie Saline 1-309-341-7436	Y	
37	RAMM 3957 N. Mulford Road Unit A Rockford, IL 61114 Dr. H. Cyrus Oates 1-815-637-6400	Y	
38	North Western University Career Development Northwestern University 620 Lincoln St, Evanston, IL 60201 Phone: (847) 491-3700	Y	3
39	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
40	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	
41	WIFR-Web Site WIFR-TV Posted by GDM to our website gdmsupport@gray.tv www.wifr.com	N	3
42	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	
43	Internal Candidate/Posting	N	6

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44	*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	
45	Employee Referral	N	3
46	Non-employee Referral	N	5
47	WIFR Intern	N	
48	Walk In/Self Referral	N	
49	WIFR Commercial	N	
50	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
51	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	
52	Career Fairs See Section III	N	1
53	LinkedIn Mountain View, CA 1-650-687-3555	N	2
54	Google.com Headquarters: 1600 Amphitheatre Parkway Mountain View, CA 94043 1-650-253-0000 Station did not contact source directly	N	

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55	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	
56	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:			38

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	Internship Program or Opportunity	
		Due to Covid Restrictions we had no Internship opportunities available
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers Internship Programs	
	Participate in Job/Career Fair	<u>4/7/2021</u> – News Director attended the Northwestern University with other Gray News Directors for a “Gray Day” career fair held virtually
	Participate in Job/Career Fair	<u>4/14/2021</u> – News Director attended “Gray Day” at Illinois State University in Normal, Illinois.
	Event or Program Sponsored by Educational Institution(s) Relating to Broadcasting Careers	Our News Director is a member of the Alignment Rockford Board of Directors. 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>11/20/2020</u> - Office Manager, Kim Klinger participated in the Webinar: “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” which was presented by Attorney Joan Stewart of Wiley Rein, LLP.
	Management EEO Training	<u>6/10/2021</u> – Office Manager & Operations Manager 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..

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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	News Director Maggie Hradecky participated in a panel to discuss expanding and building the News Broadcasting Curriculum for Rock Valley College. This information was part of an initiative to expand the News Broadcasting educational opportunities at the college.
	Activity designed to help disseminate information about employment opportunities in broadcasting	Ethan Rosuck, Meteorologist visited Conklin Elementary via ZOOM where he discussed Climate, Weather, how news casts are prepared and put together, He provided a power point presentation where he discussed the behind the scenes work as well as provided a virtual tour of the studios and answered questions on working in broadcasting.
	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.
	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.