

# Annual EEO Public File Report

August 1, 2020 thru July 31, 2021

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 Job Vacancies Filled During Reporting Period

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee(s)	Hire Referral Source
1	Copy Coordinator	10/13/2020	2	Indeed	Indeed (2)
2	New Business Development - Account Executive	12/10/2020	3	Indeed, LinkedIn, WCIU Careers Page	LinkedIn
3	Social Media Coordinator (Chicago-based)	12/17/2020	4	Facebook, WCIU Careers Page, Indeed	Facebook
4	Social Media Producer/Editor - Marketing	12/28/2020	9	Indeed, DePaul University, WCIU Careers Page, LinkUp	Indeed
5	Audio Operator (Chicago-based)	3/1/2021	9	WCIU Careers Page, Indeed, Internal Referral	WCIU Careers page
6	Programming Planner	3/26/2021	2	WCIU Careers Page; Internal Candidate	WCIU Careers Page; Internal Candidate
7	Affiliate Relations Coordinator	4/5/2021	2	WCIU Careers Page, Indeed	WCIU Careers Page
8	Copy Coordinator (Chicago-based)	4/13/2021	5	Illinois Skills Match, WCIU Careers Page, Indeed	WCIU Careers Page (2)
9	Editor	5/14/2021	9	Illinois Skills Match, DePaul University, WCIU Careers Page	WCIU Careers Page
10	Media Coordinator	5/14/2021	6	Indeed, WCIU Careers Page, DePaul University	WCIU Careers Page, DePaul University
11	Finishing Producer	5/14/2021	3	Internal Referral, WCIU Careers Page	WCIU Careers Page

12	Associate Producer	5/14/2021	6	WCIU Careers Page, Indeed, Illinois Skills Match	WCIU Careers Page, Indeed
13	Sales Assistant/Marketing Coordinator	5/24/2021	4	WCIU Careers Page, Indeed, LinkUp	WCIU Careers Page, LinkUp
14	Master Control Operator	5/27/2021	12	Indeed, WCIU Careers Page, GlassDoor.com	WCIU Careers Page, Indeed (2)
15	Traffic Log Editor (Chicago-based)	5/27/2021	7	Indeed, WCIU Careers Page, Internal Candidate	WCIU Careers Page, Indeed (2), Internal Candidate
16	Producer	6/29/2021	3	Indeed	Indeed
17	Writer/Producer	6/29/2021	9	WCIU Careers Page, Indeed, Internal Referral	Indeed
18	Social Media Coordinator	7/6/2021	3	Illinois Skills Match, Indeed	Indeed

**There is attached hereto a list of the recruitment sources utilized by the station and a total 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, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 2, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 3, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 13, 25, 31, 32, 36, 42, 50, 53, 56, 57, 58, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 4, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 22, 25, 29, 31, 43, 50, 53, 56, 57, 59, 60, 66, 67, 72 as set forth in Attachment A

For position 5, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 22, 25, 26, 42, 43, 50, 53, 56, 57, 59, 60, 67, 69, 72 as set forth in Attachment A

For position 6, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 7, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 8, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 13, 25, 31, 32, 36, 42, 50, 53, 56, 57, 58, 59, 60, 65, 66, 67, 72 as set forth in Attachment A.

For position 9, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 32, 36, 42, 50, 53, 56, 57, 58, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 10, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 22, 25, 42, 47, 50, 53, 56, 57, 59, 60, 67, 72 as set forth in Attachment A

For position 11, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 24, 25, 26, 32, 33, 41, 42, 43, 50, 53, 56, 57, 59, 60, 67, 69, 72 as set forth in Attachment A

For position 12, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 36, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 13, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 22, 25, 42, 47, 50, 53, 56, 57, 59, 60, 67, 72 as set forth in Attachment A

For position 14, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 13, 20, 21, 25, 31, 43, 50, 53, 56, 57, 59, 60, 65, 67, 72 as set forth in Attachment A

For position 15, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 22, 25, 42, 43, 44, 46, 50, 53, 56, 57, 59, 60, 62, 67, 72 as set forth in Attachment A

For position 16, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 32, 36, 42, 50, 53, 56, 57, 58, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

For position 17, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 69, 72 as set forth in Attachment A

For position 18, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 25, 31, 42, 43, 50, 53, 56, 57, 59, 60, 65, 66, 67, 72 as set forth in Attachment A

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. Sources marked with an \* on Attachment A have requested notice.

**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	TVJobs.com	Mark Halloway	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	(760)754-2115	<b>38</b>
2	Indeed	N/A	<a href="http://www.indeed.com">www.indeed.com</a>	(800)475-4361	
3	Media-Match Magazine	<a href="mailto:usa-media@media-match.com">usa-media@media-match.com</a>	<a href="http://www.media-match.com">www.media-match.com</a>	N/A	
4	Columbia College	Valerie Robbins	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(312)369-6844	<b>1</b>
5	Glassdoor	N/A	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	(888)355-9323	
6	SimplyHired	N/A	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	N/A	
7	Facebook	N/A	<a href="http://www.facebook.com">www.facebook.com</a>	N/A	<b>1</b>
8	LinkUp	N/A	<a href="http://www.linkup.com">www.linkup.com</a>	(866)359-9360	<b>3</b>
9	WCIU Careers Page	Martin Varghese	<a href="http://www.wciu.com/careers">www.wciu.com/careers</a>	(312)705-2667	<b>39</b>
10	ABC57 Careers Page	Drew Nurczyk	<a href="http://www.abc57.com/careers">www.abc57.com/careers</a>	(312)705-2630	
11	CBS58 Careers Page	Cori Haugh	<a href="http://www.cbs58.com/careers">www.cbs58.com/careers</a>	(414)607-8190	
12	DePaul University	Kara Smith	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(312)362-8000	<b>3</b>
13	Medialine	<a href="mailto:rich@medialine.com">rich@medialine.com</a>	<a href="http://www.medialine.com">www.medialine.com</a>	(706)364-7564	
14	National Latino Education Institute	Brian Sanchez	2011 W. Pershing Rd. Chicago, IL 60609	(773)247-0707	
15	Spots N Dots	Dai Korba	167 Oakdale Rd. Johnson City, NY 13790	(888)884-2630	
16	Arizona State University	<a href="mailto:employers.careerservices@asu.edu">employers.careerservices@asu.edu</a>	<a href="http://bit.ly/sundevilcareerlink">http://bit.ly/sundevilcareerlink</a>	(480)965-2350	
17	Columbia University	<a href="mailto:postjobs@jrn.columbis.edu">postjobs@jrn.columbis.edu</a>	<a href="http://journalism-columbia-csm.symplicity.com/">http://journalism-columbia-csm.symplicity.com/</a>	N/A	
18	Dice	Dawn Mann	<a href="http://www.dice.com">www.dice.com</a>	(515)313-2014	
19	Digiday Careers	Nick Frieze	<a href="http://careers.digiday.com/">http://careers.digiday.com/</a>		
20	EntertainmentCareers.net	Brad Hall	<a href="http://www.entertainmentcareers.net/employer/">www.entertainmentcareers.net/employer/</a>	(310)442-0200	
21	Illinois Institute of Technology	<a href="mailto:careerservices@iit.edu">careerservices@iit.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(312)567-6800	
22	Illinois State University	Pamela Cooper	<a href="https://illinoisstate-csm.symplicity.com/">https://illinoisstate-csm.symplicity.com/</a>	(309)438-3245	
23	Journalism Jobs	N/A	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	N/A	
24	Kansas University	Steve	<a href="https://ku-">https://ku-</a>	(785)864-7630	

		Rottinghaus	<a href="http://csm.symplicity.com/">csm.symplicity.com/</a>		
25	LinkedIn.com	N/A	2029 Stierlin Ct Mountain View, CA 94043	N/A	
26	Loyola University	<a href="mailto:loyolaSOC@luc.edu">loyolaSOC@luc.edu</a>	<a href="http://luc-csm.symplicity.com/">http://luc-csm.symplicity.com/</a>	(312)915-6548	
27	Mashable Careers	<a href="mailto:mashablesales@careerscast.com">mashablesales@careerscast.com</a>	<a href="http://jobs.mashable.com/careers/">http://jobs.mashable.com/careers/</a>	N/A	
28	Mediabistro.com	Alexandria Spignesi	<a href="http://www.mediabistro.com">www.mediabistro.com</a>	(212)547-7946	
29	Miami of Ohio University	<a href="mailto:careerservices@miamioh.edu">careerservices@miamioh.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(513)529-3831	
30	University of Missouri	<a href="mailto:services@myinterfase.com">services@myinterfase.com</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(573)882-0373	
31	Northern Illinois University	<a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a>	<a href="https://niu-csm.symplicity.com/">https://niu-csm.symplicity.com/</a>	(815)753-8346	
32	Northwestern University	Jim O'Brien	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N/A	
33	New York University	<a href="mailto:NYUWasserman@csm.symplicity.com">NYUWasserman@csm.symplicity.com</a>	<a href="http://www.nyu.edu/careerdevelopment/">http://www.nyu.edu/careerdevelopment/</a>	(212)998-4730	
34	Ohio University	Christi Lee	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(740)593-1394	
35	Penn State University	<a href="mailto:interviewing@psu.edu">interviewing@psu.edu</a>	<a href="http://psu-csm.symplicity.com/">http://psu-csm.symplicity.com/</a>	(814)865-5131	
36	Production HUB	Anthony Composto	<a href="http://www.productionhub.com">www.productionhub.com</a>	(407)629-2206	
37	Purdue University Northwest	Kristy Virgo	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(219)989-2600	
38	Stack Overflow Careers	N/A	<a href="https://careers.stackoverflow.com/">https://careers.stackoverflow.com/</a>	N/A	
39	Syracuse University	Susan Call	<a href="http://syr-csm.symplicity.com/">http://syr-csm.symplicity.com/</a>	(315)443-9083	
40	University of Arizona	<a href="mailto:crsv-joblink@email.arizona.edu">crsv-joblink@email.arizona.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(520)621-2588	
41	University of Chicago	<a href="mailto:Careeradvancement@uchicago.edu">Careeradvancement@uchicago.edu</a>	<a href="http://uchicago-csm.symplicity.com/">http://uchicago-csm.symplicity.com/</a>	(773)702-7040	
42	University of Illinois at Champaign	<a href="mailto:jrleach@illinois.edu">jrleach@illinois.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(217)244-4329	
43	University of Illinois at Chicago	<a href="mailto:ocs@uic.edu">ocs@uic.edu</a>	<a href="http://UICcareers.com">http://UICcareers.com</a>	(312)996-2300	
44	University of Michigan	<a href="mailto:careercenter@umich.edu">careercenter@umich.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	(734)764-7460	
45	University of Nevada at Reno	<a href="mailto:careers@unr.edu">careers@unr.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(775)682-7114	
46	University of Notre	<a href="mailto:ndcps@nd.edu">ndcps@nd.edu</a>	<a href="https://goirish-">https://goirish-</a>	N/A	

	Dame		<a href="http://csm.symplicity.com/">csm.symplicity.com/</a>		
47	University of Wisconsin at Madison	Greg Iaccarino	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	(608)265-9205	
48	University of Wisconsin at Milwaukee	<a href="mailto:panthers-jobs@uwm.edu">panthers-jobs@uwm.edu</a>	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N/A	
49	Wisconsin Private Colleges	Jessica May	<a href="https://app.purplebriefcase.com">https://app.purplebriefcase.com</a>	(414)382-6406	
50	Illinois Skills Match	<a href="mailto:des.ilsjlsysadmsp@illinois.gov">des.ilsjlsysadmsp@illinois.gov</a>	<a href="https://illinoisjoblink.illinois.gov">https://illinoisjoblink.illinois.gov</a>	(877)342-7533	<b>4</b>
51	Indiana Career Connect	Melissa Gushwa	<a href="https://www.indianacareerconnect.com/">https://www.indianacareerconnect.com/</a>	(547)237-9675	
52	Job Center of Wisconsin	<a href="mailto:WIJobOrders@wd.wisconsin.gov">WIJobOrders@wd.wisconsin.gov</a>	<a href="http://www.jobcenterofwisconsin.com">www.jobcenterofwisconsin.com</a>	N/A	
53	AbilityLinks National	Janice Devall	<a href="http://www.abilitylinks.org">www.abilitylinks.org</a>	(630)909-7443	
54	Association of Black Journalists National	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	<a href="http://www.nabj.org">www.nabj.org</a>	N/A	
55	Association of Hispanic Journalists	N/A	<a href="http://www.nahj.org">www.nahj.org</a>	N/A	
56	Illinois Broadcasters Association	<a href="https://ilba.org">https://ilba.org</a>	200 Missouri Ave Carterville, IL 62918	(618)985--5555	
57	National Hispanic Media Coalition	<a href="http://www.nhmc.org">www.nhmc.org</a>	65 South Grand Ave, Ste 200 Pasadena, CA 91105	(626)792-6462	
58	University of Chicago - Chicago Career Connection	N/A	<a href="https://careeradvancement.uchicago.edu/">https://careeradvancement.uchicago.edu/</a>	N/A	
59	Internal Candidate		Drew Nurczyk	(312)705-2630	<b>3</b>
60	Monster		<a href="http://www.monster.com">www.monster.com</a>	n/a	
61	Stanford University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N/A	
62	Marquette University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N/A	
63	University of Miami - Florida		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N/A	
64	Valparaiso University		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N/A	
65	Staff Me Up		<a href="http://www.staffmeup.com">www.staffmeup.com</a>	N/A	
66	FilmandTVPro.com		<a href="http://www.filmandtvpro.com">www.filmandtvpro.com</a>	N/A	
67	ZipRecruiter		<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N/A	
68	EmploymentCrossing		<a href="http://www.employmentcrossing.com">www.employmentcrossing.com</a>	N/A	
69	Internal Referral		Weigel Broadcasting Employee Referral	N/A	<b>5</b>

70	Rick Gevers Newsletter		rick@rickgevers.com	317-635-7912
71	Tvandradiojobs.com		www.tvandradiojobs.com	N/A
72	Now Hiring Veterans		www.nowhiringveterans.com	N/A
73	Society of Broadcast Engineers	9102 N. Meridian St, Ste 150 Indianapolis, IN 46260	www.sbe.org	317-846-9000

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**TOTAL INTERVIEWEES: 98**



## Annual EEO Public File Report

August 1, 2020 thru July 31, 2021

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>	08/01/2020-07/31/2021
<b>Type of Activity Under EEO Rule:</b>	Training for Existing Staff
<b>Participating Employees:</b>	Weigel Broadcasting Co. Employees
<b>Host/Sponsor of Activity:</b>	Bistrainer – Sexual Harassment Prevention Training

<b>Date of Station Participation:</b>	08/01/2020-07/31/2021
<b>Type of Activity Under EEO Rule:</b>	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
<b>Participating Employees:</b>	Tiara Allen – Human Resources Coordinator Andrew Nurczyk – Human Resources Manager Martin Varghese – VP of Human Resources
<b>Host/Sponsor of Activity:</b>	National Association of Black Journalists

<b>Date of Station Participation:</b>	08/05/2020-08/08/2020
<b>Type of Activity Under EEO Rule:</b>	NABJ/NAHJ Virtual Career Fair
<b>Participating Employees:</b>	Tiara Allen – Human Resources Coordinator Cori Haugh – Human Resources Manager Andrew Nurczyk – Human Resources Manager Martin Varghese – VP of Human Resources
<b>Host/Sponsor of Activity:</b>	NABJ/NAHJ

<b>Date of Station Participation:</b>	08/06/2020
<b>Type of Activity Under EEO Rule:</b>	Panel for Career Development outside practice of Law
<b>Participating Employees:</b>	Martin Varghese – VP of Human Resources
<b>Host/Sponsor of Activity:</b>	South Asian Bar Association

<b>Date of Station Participation:</b>	03/18/2021
<b>Type of Activity Under EEO Rule:</b>	Alumni Career Services Event
<b>Participating Employees:</b>	Michael Gay - General Manager, Digital
<b>Host/Sponsor of Activity:</b>	Full Sail University

<b>Date of Station Participation:</b>	03/18/2021
<b>Type of Activity Under EEO Rule:</b>	Career Development
<b>Participating Employees:</b>	Afua Owusu – Executive Producer
<b>Host/Sponsor of Activity:</b>	Southern Illinois University at Carbondale – The Marmaduke Lecture Series