

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

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	TVJobs.com	Mark Halloway	www.tvjobs.com	(760)754-2115	
2	Indeed	N/A	www.indeed.com	(800)475-4361	38
3	Media-Match Magazine	usa-media@media-match.com	www.media-match.com	N/A	
4	Columbia College	Valerie Robbins	https://app.joinhandshake.com/	(312)369-6844	
5	Glassdoor	N/A	www.glassdoor.com	(888)355-9323	1
6	SimplyHired	N/A	www.simplyhired.com	N/A	
7	Facebook	N/A	www.facebook.com	N/A	1
8	LinkUp	N/A	www.linkup.com	(866)359-9360	3
9	WCIU Careers Page	Martin Varghese	www.wciu.com/careers	(312)705-2667	39
10	ABC57 Careers Page	Drew Nurczyk	www.abc57.com/careers	(312)705-2630	
11	CBS58 Careers Page	Cori Haugh	www.cbs58.com/careers	(414)607-8190	
12	DePaul University	Kara Smith	https://app.joinhandshake.com/	(312)362-8000	3
13	Medialine	rich@medialine.com	www.medialine.com	(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	employers.careerservices@asu.edu	http://bit.ly/sundevilcareerlink	(480)965-2350	
17	Columbia University	postjobs@jrn.columbis.edu	http://journalism-columbia-csm.symplicity.com/	N/A	
18	Dice	Dawn Mann	www.dice.com	(515)313-2014	
19	Digiday Careers	Nick Friese	http://careers.digiday.com/		
20	EntertainmentCareers.net	Brad Hall	www.entertainmentcareers.net/employer/	(310)442-0200	
21	Illinois Institute of Technology	careerservices@iit.edu	https://app.joinhandshake.com/	(312)567-6800	
22	Illinois State University	Pamela Cooper	https://illinoisstate-csm.symplicity.com/	(309)438-3245	
23	Journalism Jobs	N/A	www.journalismjobs.com	N/A	
24	Kansas University	Steve	https://ku-	(785)864-7630	

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

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

70	Rick Gevers Newsletter		rick@rickgevers.com	317-635-7912
71	Tvandradiojobs.co m		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

TOTAL INTERVIEWEES: 98

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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:

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

Date of Station Participation:	08/01/2020-07/31/2021
Type of Activity Under EEO Rule:	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
Participating Employees:	Tiara Allen – Human Resources Coordinator Andrew Nurczyk – Human Resources Manager Martin Varghese – VP of Human Resources
Host/Sponsor of Activity:	National Association of Black Journalists

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

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

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

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