

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 32, 34-35, 37-38, 40-48, 50-56, 58-68, 71-80	34
News Director	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-45, 47-56, 58-68, 70-81	35
News Producer	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-34, 37-38, 40-45, 47-56, 58-68, 70-80	64
News Anchor	1, 3-7, 9, 11-13, 15-19, 21-30, 32-35, 37-38, 40-45, 47-56, 58-68, 70-80	18
Promotions Producer	1, 3-7, 9, 11, 13, 15-19, 21-26, 28-30, 32, 34-35, 37-38, 40-45, 47-48, 50-56, 58-68, 71-80	34
News Photographer	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-41, 43-45, 47-68, 70-80	64
Master Control Operator	1, 3-7, 9, 11, 13, 15-19, 21-26, 28-30, 32, 34-35, 37-38, 40-48, 50-56, 58-69, 71-80	64
Master Control Operator	1, 3-7, 9, 11, 13, 15-19, 21-26, 28-30, 32, 34-35, 37-38, 40-48, 50-56, 58-69, 71-80	18
Multimedia Journalist	1, 3-7, 9-13, 15-19, 21-30, 32-34, 37-38, 40-56, 58-68, 70-80	10
Marketing Coordinator	1, 3-7, 9, 11, 13, 15-19, 21-26, 28-30, 32, 34-35, 37-38, 40-48, 50-56, 58-68, 71-80	35
Multimedia Journalist	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-56, 58-68, 70-80	64
Multimedia Journalist	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-56, 58-68, 70-80	49
News Anchor	1-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-56, 58-68, 70-80	64
Sales Account Executive	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 32, 34, 37-38, 40-48, 50-56, 58-68, 71-80	34
Multimedia Journalist/Reporter	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 32-35, 37-38, 40-56, 58-68, 70-80	64
News Producer	1, 3, 5-7, 9, 11-13, 15-17, 19-21, 23-27, 29-30, 32-35, 37-38, 40-53, 55-56, 58, 60, 62-65, 67-68, 70-80	35

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

I. VACANCY LIST

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News Producer	1, 3, 5-7, 9, 11-13, 15-17, 19-21, 23-27, 29-30, 32-35, 37-38, 40-53, 55-56, 58, 60, 62-65, 67-68, 70-80	20
Creative Services Producer	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 32, 34-35, 37-38, 40-48, 50-56, 58-68, 71-80	35
Accounting Assistant	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 32, 34, 37-38, 40-48, 50-56, 58-68, 71-80	34
Account Executive	1, 3-9, 11, 13, 15-17, 19, 21-26, 28-30, 32, 34, 37-38, 40-48, 50-56, 58-68, 71-80	8
News Producer	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 37-38, 40-56, 58-68, 70-80	64
News Editor	1, 3-7, 9, 11-13, 15-19, 21-30, 33-35, 37-38, 40-56, 58-68, 70-80	18
Multimedia Journalist	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 37-38, 40-56, 58-68, 70-80	70
Multimedia Journalist	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 37-38, 40-56, 58-68, 70-80	35
News Director	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 37-38, 40-56, 58-68, 70-80	35
News Photographer	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 38, 40-46, 48-56, 58-68, 70-80	35
Marketing Consultant	1, 3-7, 9, 11, 13, 15-19, 21-26, 28, 31, 29-30, 34, 36, 38-46, 48, 50-56, 58-68, 71-80	21
Local Sales Manager	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 34-35, 38, 40-46, 48, 50-56, 58-68, 71-80	35
News Producer	1, 3-7, 9, 11-13, 15-17, 19, 21-30, 33-35, 38, 40-46, 48-56, 58-68, 70-80	34
Marketing Consultant	1, 3-7, 9, 11, 13, 15-19, 21-26, 28-30, 34, 38, 40-46, 48, 50-56, 58-68, 71-80	18
Local Sales Assistant	1, 3-7, 9, 11, 13, 15-17, 19, 21-26, 28-30, 34, 38, 40-46, 48, 50-56, 58-68, 71-80	34
News Producer	1, 3-7, 9, 11-17, 19, 21-30, 33-36, 38, 40-46, 48-56, 58-68, 70-80	64

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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News Producer	1, 3-7, 9, 11-17, 19, 21-30, 33-36, 38, 40-46, 48-56, 58-68, 70-80	34
News Producer	1, 3-7, 9, 11-17, 19, 21-30, 33-36, 38, 40-46, 48-56, 58-68, 70-80	35

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 6839 Charter Hills Rd Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : gnewell@602communications.com Graeme Newell	N	0
2	Agency Referral	N	1
3	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : http://www.augustana.edu Email : lisaslater@augustana.edu Lisa Slater	N	0
4	Benedictine University at Springfield 1500 N. 5th St. Springfield, Illinois 62702 Phone : 217-525-1420 Url : http://www.sci.edu Marion Hitchens Manual Posting	N	0
5	Blackburn College 700 College Ave Carlinville, Illinois 62626 Phone : 800-233-2550 Url : http://www.blackburn.edu Email : suzanne.krupica@blackburn.edu Suzanne Krupica	N	0
6	Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : sbgresumes@sbgstv.com Janet Pesek	N	0

WICS / WICD
EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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7	California Chicano News Media 725 W Arizona Ave, Ste 206 Santa Monica, California 90401 Phone : 213-821-0075 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
8	Call In	N	1
9	Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : 217-529-5431 Email : plamantia@caccschool.org Paul LaMantia	N	0
10	Career Fair	N	1
11	Careerbuilder 8401 Greensboro Drive McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
12	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.columbia.edu Email : cujsschool.careers@gmail.com Izabela Rutkowski	Y	0
14	Corporate Recruiter	N	2
15	Danville Area Comm College 2000 E. Main St Danville, Illinois 61832 Phone : 217-443-8753 Url : http://www.dacc.edu Email : joborder@dacc.edu Nancy Boesdorfer	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : http://www.dom.edu Email : careers@dom.edu Keli Wojciechowski	N	0
17	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Email : jastevens2@eiu.edu J Stevens	N	0
18	Employee Referral	N	8
19	Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 888-438-7352 Url : http://www.eureka.edu Email : careerservices@eureka.edu Emily Lee	N	0
20	Former Employee	N	1
21	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	3
22	Greenville College 315 East College Ave Greenville, Illinois 62246 Url : http://www.greenville.edu Kelli Pryor Manual Posting	N	0
23	Heartland Community College 1500 W. Raab Rd Normal, Illinois 61761 Url : http://www.heartland.edu Email : career.services@heartland.edu Sara Baker	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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24	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
25	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
26	Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-942-2139 Email : erinc@ilba.org Fax : 1-618-988-9056 Erin Camfield	N	1
27	Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : http://www.beonair.com Email : dclark@beonair.com Don Clark	N	0
28	Illinois Central College 115 SW Adams St Peoria, Illinois 61602 Phone : 309-694-5422 Url : http://www.icc.edu Career Services Manual Posting	N	0
29	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : http://www.ic.edu Email : sdrake@ic.edu Susie Drake	N	1

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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30	Illinois College 1101 W. College Jacksonville, Illinois 62650 Phone : 217-245-3000 Email : sduester@ic.edu Sheila Duesterhaus	N	0
31	Illinois College 1101 West College Ave. Jacksonville , Illinois 62650 Phone : 217-245-3040 Email : mba@mbaweb.org Fax : 1-217-245-3071 Jennifer Reif	N	1
32	Illinois Department of Employment Security (Joblink) PO Box 3369 Champaign, Illinois 61826 Url : http://www.ides.illinois.gov Email : sbgresumes@sbgstv.com Career Services	N	0
33	Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : http://www.inba.net Email : borowmaq@aol.com Career Services	N	0
34	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	28
35	Internal Candidate	N	29
36	Internet Ad-not directly contacted by SEU	N	2
37	Ithaca College 953 Danby Rd Eloise Green, Park School of Comm Ithaca, New York 14850 Phone : 217-555-5555 Email : eloise@ithaca.edu Eloise Green	Y	0

WICS / WICD
EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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38	Jewish Vocational Center 216 W. Jackson Blvd Chicago, Illinois 60606 Phone : 847-412-4300 Url : http://www.jvschicago.org Email : sallyyarberry@jvschicago.org Fax : 1-312-553-5544 Sally Yarberry	N	0
39	Job Fair	N	1
40	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
41	Kankakee Community College 100 College Drive Kankakee, Illinois 60901 Phone : 815-802-8575 Url : http://www.kcc.edu Email : careerservices@kcc.edu Takesha Dade	N	0
42	Kaskaskia College 27210 College Rd L109 Centralia, Illinois 62801 Url : http://www.kaskaskia.edu Email : jcoffey@kaskaskia.edu Wendy Blythe	N	0
43	Lake Land College 305 Richmond Ave. East Mattoon, Illinois 61938 Phone : 217-325-2222 Email : sbgresumes@sbgstv.com R Wallace	N	0
44	Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : wplc@llcc.edu Shawn Shures	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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45	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	4
46	MacMurray College 477 East College Avenue Jacksonville, Illinois 62650 Phone : 217-479-7141 Email : careerservices@mac.edu Anne Godman	Y	0
47	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Url : http://www.madisonmedia.com Email : ragnew@mediainstitute.edu Rob Agnew	N	0
48	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
49	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
50	Millikin University 1184 W. Main St. Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Career Center	N	0
51	NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : http://www.naACP.org Email : thaley526@aol.com Teresa Haley	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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52	National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : http://www.nahj.org Email : nahj@nahj.org Career Services	N	0
53	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Career Services	N	0
54	Native American Educ Services 5751 N. Richmond St, #2 Chicago, Illinois 60659 Phone : 773-761-5000 Melanie Cloud Manual Posting	N	0
55	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0
56	Northern Illinois University 220 Campus Life Building Dekalb, Illinois 60115 Email : sbgresumes@sbgstv.com Career Services	N	0
57	On Air Recruitment Ad	N	1
58	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Sally Luzader	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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59	Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org Marjorie McKinnon-Price Manual Posting	N	0
60	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
61	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : http://www.richland.edu Career Services Manual Posting	N	0
62	Robert Morris University 3101 Montvale Dr Springfield, Illinois 62704 Phone : 217-793-2500 Url : http://www.robertmorris.edu Email : aspindel@robertmorris.edu Amanda Spindel	N	0
63	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
64	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	33

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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65	Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : http://www.siu.edu Email : sbgresumes@sbgstv.com career services	Y	1
66	Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Url : http://www.siu.edu Tammy Dugan Manual Posting	N	0
67	Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Nancy Shiner	N	0
68	Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : dharris@springfieldul.org Deloris Harris	N	0
69	Station Website	N	1
70	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Career Services	N	1
71	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Url : http://www.talentzoo.com Email : rookies@talentzoo.com Career Services	N	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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72	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
73	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
74	TV Jobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
75	University of Illinois - Springfield Career Services Bldg. F. Room 50 Springfield, Illinois Phone : 217-206-6508 Email : employerrelations@uis.edu Rosa Bryan	N	1
76	University of Illinois Alumni Association 601 South Lincoln Ave Urbana, Illinois 61801 Url : http://www.uiua.org Email : sbgresumes@sbgstv.com career services	Y	0
77	University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : http://www.uic.edu Email : sbgresumes@sbgstv.com Career Services	Y	0

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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78	US Army Wounded Warrior Project 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
79	Walter Cronkite School of Journalism 555 North Central Avenue Suite 302 Phoenix, Arizona 85004 Phone : . Url : ***'News Only' Email : mike.wong@asu.edu Michael Wong	Y	1
80	Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu Email : careers@wiu.edu Sharon Evans	N	0
81	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			132

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2016	Establishment of an intern program designed to assist members of the community	<p>The station has an internship program as defined below:</p> <p>Program Goal:</p> <p>The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <p>Develop links with technical schools, universities and colleges to promote the station as a prospective employer. Create a symbiotic relationship between interns and station employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements:</p> <p>The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. The applicant must be at least 18 years of age.</p> <p>The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.</p> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility</p>	3	News Director News Director HR Manager

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

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			<p>requirements. Any person interested in internship opportunities should contact the station for more details.</p> <p>WICS had 2 interns located in Springfield, IL: 1. Jeffrey Burnett- University of Illinois Media Professional/Public Affairs Reporting (P.A.R.) Graduate Program 2. Emily Stieren- Western Illinois University, Broadcasting Production</p>		
2	8/1/2016	Participation in other activities designed by the station employment unit	WICS/WICD/WRSP/WCCU/WBUI created a 30 second promotional advertisement that will run on-air to help promote and inform viewers of current job openings within the stations which includes part-time, full-time, seasonal/temporary and internship opportunities. The opportunities that are advertised are current with what is posted on www.sbgnet.net website.	2	Accounting/HR Assistant HR Manager
3	8/2/2016	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to the Adventurous Learning Unlimited Home Daycare located in Springfield, IL. The Adventurous Learning Unlimited Daycare is a privately owned and operated, licensed home daycare facility where children belonging to various developmental stages are cared for. The group consisted of 11 children and 3 staff members who toured the station at 10:00 AM on August 2, 2016. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

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4	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Corporate Employment Manager Director, News Development News Talent Manager
5	9/23/2016	Participation in Job Fairs	10:00 to 3:00 pm in the Mizzou Arena on September 23, 2016 Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville, KHQA of Quincy and WICS/WRSP/WBUI/WICD/WCCU of Springfield IL. Dena spoke with students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group. Dena informed them how to apply on line for these positions	1	Business Manager
6	10/4/2016	Participation in Job Fairs	Leigh Ann Anderson attended the 2016 Fall Career Fair at Western Illinois University. She was representing WICS/WICD/WRSP/WCCU/WBUI in Champaign-Decatur-Springfield, as well as KRCG in Columbia, MO, KTVO in Kirksville, MO, and KHQA in Quincy, IL. She spoke with students regarding career goals and how to locate and apply for open positions with these stations and Sinclair Broadcast Group.	1	Payroll Coordinator

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

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7	10/14/2016	Participation in Job Fairs	<p>eight Ann and Anderson, Christina Whitaker and Kent Harrell attended the IBA Career Fair held at Illinois State University in conjunction with a one-day conference for college Juniors and seniors interested in a broadcasting or digital media program.</p> <p>The career fair was held from 10-11:30am with the Awards Luncheon following from 11:30a-1:00pm.</p> <p>Afternoon sessions assembled for panel discussions and presentations on various broadcasting topics. Panels were made up of radio, television and digital professionals from around the state.</p> <p>Kent Harrell served on a 2:00pm panel to discuss and address questions about the future of the news industry.</p> <p>Stations represented were: WICS/WICD/WRSP/WCCU/WBUI/KHQA/KTVO/KRCG.</p>	3	Payroll Coordinator Business Office Spec/HR Contact News Director
8	11/2/2016	Participation in Job Fairs	<p>KRCG participated in a Career Job Fair on November 2, 2016 at William Woods University. Dena Blakely was able to speak with students about job openings at KTVO, KHQA, WICD/WICS, WRSP/WCCA, WBUI and KRCG.</p> <p>Dena also directed students to the sbgi.net website for all jobs at Sinclair Broadcasting. The turnout was low for this being there first job fair for communication students.</p>	1	Business Manager
9	11/2/2016	Participation in Job Fairs	<p>On November 2, 2016, Dena Blakely, Business Manager with KRCG-TV, attended the William Woods and Internship Fair in Canton, MO. from 11:00 AM-2:00 PM. Kathy represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU Stations. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. Participants were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.</p>	1	Business Manager

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	12/5/2016	Participation in events or programs sponsored by educational institutions	Promotions Producer, Justin Davsko gave a tour of our station to the Hope Institute-CACC located in Springfield, IL. The Hope Vocational Training Center helps prepare students for the world. The program equips students with the skills to allow them to reach their optimal level of independence. The group consisted of 23 students and 7 staff members who toured the station at 9:30 Am on December 5, 2016. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
11	12/9/2016	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to Springfield Supportive Living located in Springfield, IL. Springfield Supportive Living is an assisted living facility that offers apartment style living to those 65 years old + regardless of income. They strive to promote independence while assisting with daily wellness needs. The group consisted of 12 residents, the Activity Director, Amber DeRosear and the Bus Driver who toured the station at 9:30 Am on December 9, 2016. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	12/27/2016	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to a 4-H Club. The group consisted of 18 children and 10 adults who toured the station at 1:00 PM on December 27, 2016. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
13	1/12/2017	Participation in events or programs sponsored by educational institutions	Doug Quick was the keynote speaker at the D.A.R.E. Graduation for Bismark-Henning Middle School. (5th Grade) Doug spoke regarding decision making and how one decision can affect the rest of your life. He also spoke with each individual student after the graduation as well as some of the parents, teachers and administrators.	1	Chief Weather Anchor
14	1/23/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to approximately 160 Kindergarten and Second grade students at North Mac Elementary in Virden, Illinois. Joe read "Cloudy with a Chance Meatballs" to the students and offered age-appropriate severe weather safety tips. Meanwhile, the second graders were studying weather in their science section and he added to their knowledge of forecast concepts by explaining the importance of high and low pressure on weather patterns and offered examples of how warm and cold fronts enhance precipitation chances and contribute to the development of severe thunderstorms and possible tornadoes.	1	Meteorologist
15	1/31/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 19 Kindergarten through 5th grade special needs students at Butler Elementary in Springfield, Illinois. The students were learning basic concepts of the changing seasons of Winter, Spring, Summer and Fall. Joe talked about the seasons and offered age-appropriate severe weather safety with the students.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	2/7/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain was the featured guest for “story time” the morning of February 2, 2017 at the Memorial Medical Center Child Care in Springfield, IL. Memorial Medical Center Child Care is a pre-school/daycare facility for children of MMC employees. Joe read “Cloudy with a Chance of Meatballs” to approximately a hundred 3-5 year olds and offered very basic weather safety advice, such as “When Thunder Roars, Go Indoors” and emphasized the importance of following directions from Mom and Dad and Teachers when there is bad weather.	1	Meteorologist
17	2/9/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about twelve 3rd through 5th grade students at Laketown Elementary's Life Skills Class in Springfield, IL. This class is for students with learning disabilities and higher functioning on the Autism spectrum. Joe offered – in consultation with the teacher – age and skills appropriate weather safety advice, such as “When Thunder Roars, Go Indoors” and emphasized the importance of following directions from Mom and Dad and Teachers when there is bad weather.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	2/16/2017	Participation in Job Fairs	On February 16, 2017, Melissa Billington, HR Coordinator with KTVO-TV, attended the Southern Iowa Career Fair held at Indian Hills Community College located in Ottumwa, IA. The Career Fair was a combined effort between Indian Hills Community College and the IowaWorks-Southern Iowa Division. The job fair was for the Students at the Community College and was open to the public. The Career Fair ran from 10:00 AM-4:00 PM. Melissa represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU Stations. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	1	HR Coordinator
19	2/16/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 130 second grade students at Glenwood Elementary School in Chatham, Illinois. The students were beginning to study weather and the atmosphere in their science class and I spoke to them about basic weather forecast concepts related to high and low pressure, warm and cold fronts and their impacts on the development of severe storms.	1	Meteorologist
20	2/20/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain was the featured guest for "story time" on the morning of February 20, 2017 at Calvary Academy of Springfield, IL. Day Care. He read "Cloudy with a Chance of Meatballs" to approximately 30 3-5 year olds and offered very basic weather safety advice, such as "When Thunder Roars, Go Indoors" and emphasized the importance of following directions from Mom and Dad and Teachers when there is bad weather.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	2/28/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke with 75 third graders at New Berlin Elementary School in New Berlin, IL. about basic forecasting concepts – such as high and low pressure, warm and cold fronts and the upper level jet stream – and answered questions about weather as the students begin their weather section in science class. He also addressed the importance of severe weather safety, including preparing for severe weather and knowing the best places to shelter down in the event of severe weather.	1	Meteorologist
22	2/28/2017	Participation in Job Fairs	On February 28, 2017, Kathy McCarty, HR Coordinator with KHQA-TV, attended the Culver-Stockton College Career and Internship Fair in Canton, MO. from 11:00 AM-2:00 PM. Kathy represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU Stations. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. Participants were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	1	HR Coordinator
23	3/1/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 35 pre-school children between the ages of 3 and 5 at Silverleaf Children's Academy in Southern View, IL. It was "Dr. Suess Week" and Joe was invited to read a couple of Dr. Suess books to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	3/2/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 80 pre-school through third grade children at Cathedral School in Springfield, IL. It was "Dr. Suess Week" and Joe was invited to read a couple of Dr. Suess books to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist
25	3/3/2017	Participation in events or programs sponsored by educational institutions	Promotions Producer, Justin Davsko gave a tour of our station to University of Illinois from Springfield, IL. The group consisted of 15 international students who toured the station at 10:00 AM on March 3, 2017. The students are part of the Intensive English Program for non-native speakers of English with University of Illinois. The program's mission is to provide English language learners the English necessary to succeed in American academic and professional settings. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
26	3/14/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 40 pre-school children between the ages of 3 and 5 at Silverleaf Children's Academy (west side learning center) in Springfield, IL. Joe was invited to read "Cloudy with a Chance of Meatballs" to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	3/16/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to the 46 Kindergarten students at Northwest Elementary in Lincoln, IL. He shared the story "Cloudy with a Chance of Meatballs" and offered age-appropriate severe weather safety tips, such as, "When Thunder Roars, Go Indoors", "Turn Around, Don't Drown" and the importance of following directions from adults on what to do when you have to shelter down in the basement or the lowest level of your home.	1	Meteorologist
28	3/28/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 18 Kindergarten students at South Fork Kincaid Elementary in Kincaid, IL. Joe was invited to read "Cloudy with a Chance of Meatballs" to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	3/29/2017	Participation in Job Fairs	Christina Whitaker and Leigh Ann Anderson attended the Broadcast Industry Fair at Eastern Illinois University on Wednesday, March 29, 2017. The Career Fair was from 11:00 am-1:00 pm in the MLK Jr. University Union/University Ballroom. There were a total of 19 employers who participated in the career fair who are from Broadcast Industry Organizations throughout Illinois. Students were strongly encouraged to attend the event and meet with recruiters face-to-face to explore careers, network and get the inside edge on full-time/part-time job opportunities as well as possible internships and job shadowing. When speaking with students, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Students were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	2	Accounting/HR Assistant HR Manager
30	3/29/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 130 Kindergarten students at Glenwood Elementary in Chatham, Illinois. He was invited to read "Cloudy with a Chance of Meatballs" to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	4/4/2017	Participation in Job Fairs	Christina Whitaker and Leigh Ann Anderson attended The Greater Springfield Chamber Job Fair at the Wyndham City Centre Hotel on Tuesday, April 4, 2017. The Chamber exists to provide members with access to opportunities that will increase their visibility and help them make new connections that lead to the growth of their business. The Chamber provides important business information and resources, marketing opportunities and educational seminars to support member businesses. The Career Fair was from 3:00-6:00pm in the Grand Ballroom which is in the mezzanine level/2nd floor of the hotel. There were a total of 42 employers who participated in the career fair to connect with members of the community. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. When speaking with potential candidates, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Community members were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	2	Accounting/HR Assistant HR Manager
32	4/4/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 48 third grade students at Blessed Sacrament School in Springfield, Illinois. The students were beginning to study weather and the atmosphere in their science class and Joe spoke to them about basic weather forecast concepts related to high and low pressure, warm and cold fronts and their impacts on the development of severe storms.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
33	4/11/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to about 35 pre-school children at Kountry Kids Learning Center in Berlin, Illinois. He was invited to read "Cloudy with a Chance of Meatballs" to the children. He also offered age-appropriate severe weather safety tips, like "When Thunder Roars, Go Indoors!" and the importance of following directions from Mom and Dad and their teachers to stay safe when the weather gets bad.	1	Meteorologist
34	4/20/2017	Participation in Job Fairs	Business Manager, Crystal Amini-Rad and Accounting Assistant, Lisa Lehmann attended the Missouri Job Center and Kirksville Area Chamber of Commerce job fair for Northeast Missouri. The job fair was open to the public to meet with recruiters and see what job opportunities existed in the area. The job fair was held on April 20, 2017 from 11:00 AM-4:00 PM at the Northeast Missouri Fairgrounds located in Kirksville, MO. There were flyers on the table which listed open positions for each of our stations within our DMA of Champaign/Decatur/Springfield, IL to include WICS/WICD/WBUI/WCCU/WRSP. There were also flyers from television stations KTVO and KHQA listing their open positions for which they were currently recruiting for. They spoke with several students about our open positions and about Sinclair as a Company.	2	Local Sales Assistant Business Manager

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
35	4/21/2017	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to iDuck Network. The group consisted of 12 individuals who toured the station at 10:00 AM on April 21, 2017. The iDuck Network provides opportunities for students to apply their technology and communication skills in a real world setting. The organization provides students with opportunities to use a variety of technology tools and software to increase communication between the school and the community. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
36	4/21/2017	Participation in events sponsored by community groups	On April 21, 2017, Producer, Megan Bedenikovic was invited to join the Springfield Breakfast Optimist Club. HR Manager, Leigh Ann Anderson also joined and sat in as an observer. The Springfield Breakfast Optimist Club hosts majority of their meetings at the Peace Lutheran Church in Springfield, IL. almost every Friday morning. The club has a membership of 16 people from the surrounding area of Springfield, IL. The club will try to have a speaker each time that they meet. The Springfield Optimist Club is a civic/service club and are one of 3,000 similar Optimist Clubs throughout the world. The Optimist motto is "Friend of Youth" and the club dedicates their service activities to aid young people in the community. Megan was invited to speak with the club that morning at 7:00 am. She introduced herself and spoke on her background such as where she is from, her education and experience in the field prior to her current role. Megan then described what job tasks are associated with the role of a Producer at a television station. She explained what she has to do in unusual/rare situations too such as breaking news or a power outage at the station. She also spoke on other positions that exist within the news industry and each of those roles work together to produce the news daily for multiple newscasts. Megan then answered any questions that the members of the club had.	2	Producer HR Manager

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
37	4/26/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 78 first graders at Cantrall Elementary part of Athens Community Unit School District #213. He shared the story “Cloudy with a Chance of Meatballs” and offered age-appropriate severe weather safety tips, such as, “When Thunder Roars, Go Indoors”, “Turn Around, Don’t Drown” and the importance of following directions from adults on what to do when you have to shelter down in the basement or the lowest level of your home.	1	Meteorologist
38	4/27/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 5 Harvard Park Elementary students who take part in the weekly “Compass for Kids” after school program at the First Church of the Brethren. Joe spoke about career goals and hard work leading to success. He shared the skill sets necessary for being a TV Meteorologist – science, math, geography, as well as writing, grammar and public speaking. Compass offers after-school and summer programs to support at-risk children and youth in Springfield School District 186 in Springfield, Illinois.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
39	5/1/2017	Establishment of training programs for station personnel	Sinclair Broadcast Group established a series of regional workshops with Shift to help improve Sales Leader Effectiveness. Shift is a company that assists businesses build leaner, tighter, focused and efficient processes. The 2 day workshops were held at various locations to include Dallas, TX. , Detroit, MI., Las Vegas, NV., Pittsburgh, PA., Charlotte, NC. and Baltimore, MD.between the dates of 5/1/17-6/20/17. The intended outcomes of the workshops are to amplify employee performance, gain actionable insights into leadership tendencies and blind spots, hone into the ability to get more from employee talent using the Role Excellence Profile and create a ready-now leadership play book that will enable you to get even more from your team as a manager.	9	Director of Sales General Manager Local Sales Manager Local Sales Manager
40	5/4/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 22 third grader students at Waverly Elementary School in Waverly, Illinois. It was "Career Week" for the third graders and they were exploring different career opportunities with special guests and field trips. Joe talked about his experiences as a radio and television broadcaster and broadcast meteorologist and shared with the students the skills and education required to be broadcasting and meteorology, such as science, math, geography, grammar, writing and public speaking. He also emphasized the importance of arriving on time for work, following directions, dressing appropriately for the workplace and treating others as you want to be treated.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
41	5/9/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke to 39 fourth grade students at Washington-Monroe Elementary in Lincoln, Illinois. This visit with the school would be Joe's 12th year of visiting the fourth graders at Washington-Monroe. He talked about basic weather forecasting concepts like high and low pressure; warm and cold fronts; storm tracking with radar and satellite technology. He also shared with the students the skills and education required to do Broadcasting and Meteorology, such as science, math, geography, grammar, writing and public speaking.	1	Meteorologist
42	5/10/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke with 29 fourth and fifth grade students at St. Aloysius Elementary School in Springfield, Illinois. The students were beginning to study weather and the atmosphere in their science class and Joe spoke to them about basic weather forecast concepts related to high and low pressure, warm and cold fronts and their impacts on the development of severe storms. He also talked about severe weather safety and the best places to shelter down in the event a severe storm impacts our community.	1	Meteorologist
43	5/16/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke with 54 third grade students at Enos Elementary School in Springfield, Illinois part of Springfield District 186. The students are beginning to study weather and the atmosphere in their Science class and Joe spoke to them about basic weather forecast concepts related to high and low pressure, warm and cold fronts and their impacts on the development of severe storms. He also talked about severe weather safety and the best places to shelter down in the event a severe storm impacts our community.	1	Meteorologist

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
44	5/23/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Joe Crain spoke with 88 first grade students at Williamsville CUSD #15 in Sherman, Illinois. Joe read the book "Cloudy with a Chance of Meatballs" and shared age-appropriate weather safety tips such as, "When thunder roars, go Indoors", "Turn Around, Don't Drown" and the importance of following directions from adults on what to do when you have to take shelter in the basement or the lowest level of your home.	1	Meteorologist
45	6/1/2017	Participation in events or programs sponsored by educational institutions	Promotions Producer, Justin Davsko gave a tour of our station to Lucky Birds 4-H Club. The group consisted of 17 children between the ages of 8-18 years old. The group was chaperoned by Carol Rosentreter who is a North Mac Elementary Special Education Teacher who toured the station at 4:00 PM on June 1, 2017. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
46	6/8/2017	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to Lincoln Terrace which consisted of 9 community members and 2 staff members at 10:00 AM on June 8, 2017. Lincoln Terrace is an assisted living facility located in Lincoln, IL. Lincoln Terrace offers activities at their location for residents which allows residents to maintain healthy lifestyles by encouraging movement and socializing with peers. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
47	6/15/2017	Participation in events or programs sponsored by educational institutions	Promotions Producer, Justin Davsko gave a tour of our station to The Fantastic Fours 4-H Club. The group consisted of 27 individuals who toured the station at 10:00 AM on June 15, 2017. The Fantastic Fours 4-H Club is a club of a mix of teens and younger youth that make group decisions about community service, hear presentations from guest speakers and other 4-H members, and learn about leadership, citizenship and public speaking. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
48	6/20/2017	Participation in events sponsored by community groups	Marketing Coordinator, JD Mayes escorted a 14 year old Boy Scout from Troop 210 in Springfield, IL. around the station. The Boy Scout is currently working toward his Movie Making Merit Badge through Boy Scouts. As a requirement, he needed to visit a television production studio and watch how production is done. He was also required to speak with someone about 3 career opportunities and find out about the education, training and experience needed for these professions. JD gave a tour of the station to the Boy Scout as well as his parents. He introduced the student to several employees at the station and different departments that exist within the industry. They watched employees in the Production Control and Master Control room organize for the 5:00 PM newscast. JD discussed what duties are associated with a Master Control Operator, Director and Producer. He described what skills and education are typically required for these roles. He also answered several questions that the Boy Scout had.	1	Marketing Coordinator

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
49	6/20/2017	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to Silverleaf Children's Academy. The group consisted of 26 students with 2 chaperones who toured the station at 10:00 AM on June 20, 2017. The Silverleaf Children's Academy is a licensed educational childcare provider for the central Illinois area for multiple locations in Rochester and Springfield, IL. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer
50	6/22/2017	Participation in events sponsored by community groups	Promotions Producer, Justin Davsko gave a tour of our station to Silverleaf Children's Academy. The group consisted of 25 students with 2 chaperones who toured the station at 10:00 AM on June 22, 2017. The Silverleaf Children's Academy is a licensed educational childcare provider for the central Illinois area for multiple locations in Rochester and Springfield, IL. Justin toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. Justin described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Promotions Producer

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
51	6/22/2017	Participation in Job Fairs	On June 22, 2017, Kathy McCarty, HR Coordinator with KHQA-TV, attended the IDHS/Division of Rehabilitation Services career fair located in Quincy, IL. The career fair ran from 10:00 AM-12:00 PM. Kathy represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU Stations. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	1	HR Coordinator
52	6/27/2017	Participation in events sponsored by community groups	Marketing Coordinator, JD Mayes gave a tour of our station to UIS- Cox Children's Center Summer Camp. The group consisted of 19 children between the ages of 5-9 years old with 3 adults who toured the station at 10:00 AM on June 27, 2017. The UIS summer camp is designed for children between the ages of 5-12 to have an enjoyable summer and engage in various activities/organizations within the community. JD toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. JD described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Marketing Coordinator

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EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
53	6/29/2017	Participation in events sponsored by community groups	Marketing Coordinator, JD Mayes gave a tour of our station to United Cerebral Palsy Land of Lincoln in Springfield, IL. United Cerebral Palsy Land of Lincoln is a nonprofit agency dedicated to providing quality services, programs and advocacy to individuals with all types of disabilities. The group consisted of 10 members who toured the station at 10:00 AM on June 29, 2017. JD toured the entire building to include departments: News, Creative Services, SASO and Engineering/On-Air Operations. JD described what each department is responsible for relating to television operation then answered any questions that the group had.	1	Marketing Coordinator