

ANNUAL EEO PUBLIC FILE REPORT

WCIA/WCIX-TV

AUGUST 1, 2015 – JULY 31, 2016

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WCIA/WCIX

The information contained in this Report covers the time period beginning August 1, 2015 to and including July 31, 2016 the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from August 1, 2015-July 31, 2016

Station(s) Comprising the Station Employment Unit: WCIA/WCIX

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Hire Date	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Sports Reporter	08/24/15	F	2	A,B,C,F,G
2	Producer-News	08/31/15	X	1	A,B,C,G,X
3	Production Assistant	09/02/15	F	4	A,B,D,E, F,G
4	Anchor-News Morning Show	10/05/15	G	1	B,C,G
5	Producer-News	10/07/15	F	1	A,B,C,F,G
6	Sales Assistant	10/19/15	P	4	AA,B,D,H,P,X
7	Account Executive-Springfield	11/09/15	F	6	A,B,F,G
8	Production Assistant	11/16/15	F	3	A,B,D,E, F,G
9	Reporter-CI Living	12/01/15	B	1	A,B,C,G
10	Sports Director	01/10/16	G	1	A,B,C,D,G,X
11	Reporter/Anchor-New Morning Show	01/28/16	F	1	A,B,C,F,G
12	Producer-On Air Contributor	02/01/16	X	1	A,B,G,X
13	Weekend Anchor-News	02/01/16	G	2	A,B,C,D,E,G,X
14	Weekend Anchor-News	02/07/16	G	2	A,B,C,D,E,G,X
15	Videographer-News	02/07/16	G	2	B,D,E,G,X
16	Reporter/MMJ	03/14/16	C	1	A,B,C,D,E,G,X
17	Master Control Operator	04/24/16	M	1	A,B,D,G,M
18	Production Assistant	05/16/16	G	5	A,B,F,G
19	Producer-Creative Services	05/16/16	F	8	A,AA,B,G,D,F,X
20	Videographer-News	05/16/16	G	1	A,B,C,G
21	Reporter/MMJ	05/23/16	CC	3	A,B,C,CC,G
22	Reporter/Sports-News	05/23/16	CC	3	A,B,C,CC,D,E,G
23	Webmaster Content Manager	05/26/16	X	4	A,AA,B,D,G,X

24	News Director	05/30/16	G	4	A,B,G,T
25	Morning Show Producer	07/21/16	F	2	B,C,F,G

Total Number of Persons Interviewed During Applicable Period: 64

Appendix 2 to Annual EEO Public File Report

Covering the Period from August 1, 2015– July 31, 2016

Station(s) Comprising the Station Employment Unit: WCIA/WCIX-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Illinoishomepage.net	None	509 S. Neil, Champaign Illinois, 61820	217-356-8333	N	-
B	HR Smart/Exponent	Angela Smith	545 E. John Carpenter Freeway, Suite #700 Irving, TX 75062	972-373-8800	N	15
C	TVJobs.com	None	www.tv.jobs.com	800-374-0119	N	10
D	Parkland College	None	www.collegecentral.com	217-353-2637	N	-
E	U of I Alumni	None	www.uiaa.org/careers	217-333-1471	N	-
F	Referral	None	509 S. Neil, Champaign Illinois, 61820	217-356-8333	N	15
G	Internal Posting/Promotion	None	509 S. Neil, Champaign Illinois, 61820	217-356-8333	N	5
H	Craig's List	None	chambana.craigslist.com		N	-
I	Media Recruiter	None	www.mediarecruiter.com	303-400-5150	N	-
J	Champaign News Gazette	Beth Roegner	15 Main St., Champaign, Illinois, 61824	217-351-5252	N	-
K	Spots N Dots	Gene McKay	sales@spotsndots.com	949-892-2928	N	-
L	Internship Program (WCIA)	Andy Miller	amiller@wcia.com	217-356-8333	N	1
M	IDES (IL. Dept. of Employment Security)	Stan White	1307 Mattis, Champaign, Illinois, 61820	217-278-5700	N	1
N	NAACP of Champaign County	None	P.O. Box 403, Champaign, Illinois 61824	None	N	-

O	State Journal Register	Janet Woodard	#1 Copley Plaza, Springfield, Illinois 62701	217-788-1300	N	-
P	On Air Ad-WCIA/WCIX	None	509 S. Neil St., Champaign, IL 61820	217-356-8333	N	3
Q	Decatur Herald & Review	None	herald-review.com	217-422-5555	N	-
R	Medialine.com	None	Medialine.com	None	N	-
S	Walk-In Application Process	Front Desk Receptionist	509 S. Neil St. Champaign, IL 61820	217-356-8333	N	-
T	TV News Check	Steve Stolz	www.tvnewscheck.com	None	N	-
U	Mediarecruiter.com		www.mediarecruiter.com	None	N	-
V	IBA	Erin Camfield	http://ilba.org	618-985-5555	N	2
W	Illinois State University	Bob Carroll	Rcarro3@ilstu.edu	309-438-5481	N	-
X	Eastern Illinois University	Kelly Runyon	krunyon@eiu.edu	217-581-5956	N	5
Y	Champaign Chamber of Commerce		info@champaigncounty.org	217-359-1791	N	-
Z	UIS-PAR Program	Charlie Wheeler	One University Plaza Springfield, IL 62703	217-206-6600	N	-
AA	Indeed	None	Indeed.com	None	N	3
BB	SBE (Society of Broadcast Engineers)	None	Sbejobsonline.com	None	N	-
CC	You Tube Recruitment	None		None	N	2
DD	Stone Creek Church Board	None	2502 S. Race St., Urbana, Illinois	217-344-5455	N	-
EE	Rick Gevers & Associates	None	rick@rickgevers.com	None	N	2
FF	Urban League of Springfield	None	100 N. 11 th St. Springfield, IL 62703	217-789-0830	N	-
GG	Millikin University	None	1184 W. Main, Decatur, IL	217-424-6211	N	-
HH	Northwestern University	Career Placement	601 University Place, Evanston, IL	847-491-3741	N	-
JJ	Lakeland Community College	Career Placement	5001 Lakeland Blvd., Mattoon, IL 61938	217-234-5346	N	-

Covering the Period from August 1, 2015– July 31, 2016

Station(s) Comprising the Station Employment Unit: WCIA/WCIX-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WCIA/WCIX-TV

	Recruitment Initiative	Description
1	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	News Director and HR Coordinator attended the Eastern Illinois Broadcast Journalism Job Fair on March 30, 2016. Chief Meteorologist spoke to students on meteorology and science at Barkstall Elementary on February 9, 2016 and at Thomas Paine Elementary on February 18, 2016.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	During the reporting period, the station maintained an internship program for college students. Students from the following universities have participated in the program: In the Spring Semester of 2016 we hosted University of Illinois (3 students), Parkland College (2 students), Illinois State University (2 students), Eastern Illinois (1 student) University of Georgia (1 student). In the fall of 2015 we hosted Parkland College (3 students) and University of Illinois (1 student)