

ANNUAL EEO PUBLIC FILE REPORT
WCIA/WCIX-TV
AUGUST 1, 2013 – JULY 31, 2014

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, 2013 to and including July 31, 2014(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, 2013– July 31, 2014

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	Receptionist	11/14/13	BB	10	A,B, BB, D,E,G,N,R,
2	News Videographer	07/29/13	F	4	A,B,C,F,G
3	Evening News Producer	07/13/13	DD	1	A,B,C,G,T,DD
4	Account Executive-Champaign	08/12/13	F	12	A,B,E,F,H,N,R
5	Sports Reporter/Videographer	08/26/13	F	1	A,C,F,G,T
6	General Assignment Reporter	09/09/13	G	2	A,B,C,G,T,X
7	Topical News Promotion Producer	09/19/13	G	6	A,AA,B,C,D,E,G,H
8	Morning Show Producer	11/04/13	F	1	A,B,C,F,G,T
9	Weekend Anchor/Reporter	12/09/13	C	3	B,C,G,T
10	Morning Show Producer	01/13/14	F	1	B,C,D,E,F,G
11	Account Executive-Champaign	01/20/14	R	12	A,B,E,F,H,N,R
12	Account Executive-Champaign	02/05/14	F	12	A,B,E,F,H,N,R
13	Account Executive-Springfield	02/10/14	F	5	A,B,E,H,N,R
14	Digital Media Manager	02/24/14	L	4	A,B,E,G,I,L
15	Evening News Producer	03/12/14	F	1	A,AA,B,C,D,E,F,G
16	General Assignment Reporter	03/19/14	EE	1	A,AA,B,C,E,G,EE
17	Account Executive-Champaign	05/06/14	F	12	A,B,E,F,H,N,R
18	General Assignment Reporter	05/14/14	C	1	A,AA,B,C,E,G
19	Capitol Newsroom Chief Reporter	06/16/14	F	3	A,B,C,D,E,F,G
20	Account Executive-Springfield	07/02/14	R	5	A,B,E,H,N,R
21	Reporter/MMJ	07/07/14	AA	5	A,AA,B,C,D,E,G,T,X

Total Number of Persons Interviewed During Applicable Period: 102

Appendix 2 to Annual EEO Public File Report

Covering the Period from August 1, 2013– July 31, 2014

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	25
B	Nexstar.tv	Hirecentric.com	545 E. John Carpenter Freeway, Suite #700 Irving, TX 75062	972-373-8800	N	3
C	TVJobs.com	None	www.tv.jobs.com	800-374-0119	N	7
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	Employee Referral	None	509 S. Neil, Champaign Illinois, 61820	217-356-8333	N	22
G	Internal Posting/Promotion	None	509 S. Neil, Champaign Illinois, 61820	217-356-8333	N	7
H	Craig's List	None	chambana.craigslist.com		N	-
I	Media Recruiter	None	www.mediarecruiter.com	303-400-5150	N	-
J	Urban League of Springfield	None	100 N. 11 th St. Springfield, IL 62703	217-789-0830	N	-
K	Champaign News Gazette	Beth Roegner	15 Main St., Champaign, Illinois, 61824	217-351-	N	-

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L	Spots N Dots	Gene McKay	sales@spotsndots.com	949-892-2928	N	2
M	Internship Program (WCIA)	Andy Miller	amiller@wcia.com	217-356-8333	N	2
N	IDES (IL. Dept. of Employment Security)	Stan White	1307 Mattis, Champaign, Illinois, 61820	217-278-5700	N	-
O	NAACP of Champaign County	None	P.O. Box 403, Champaign, Illinois 61824	None	N	-
P	State Journal Register	Janet Woodard	#1 Copley Plaza, Springfield, Illinois 62701	217-788-1300	N	-
Q	Stonecreek Church Job Board	None	2502 S. Race St., Urbana, Illinois	217-344-5455	N	-
R	On Air Ad-WCIA/WCIX	None	509 S. Neil St., Champaign, IL 61820	217-356-8333	N	30
S	Decatur Herald & Review	None	herald-review.com	217-422-5555	N	-
T	Medialine.com	None	Medialine.com	None	N	-
U	Walk-In Application Process	Front Desk Receptionist	509 S. Neil St. Champaign, IL 61820	217-356-8333	N	-
V	TV News Check	Steve Stolz	www.tvnewscheck.com	None	N	-
W	Mediarecruiter.com		www.mediarecruiter.com	None	N	-
X	IBA	Erin Camfield	http://ilba.org	618-985-5555	N	-
Z	Illinois State University	Bob Carroll	Rcarro3@ilstu.edu	309-438-5481	N	-
AA	Eastern Illinois University	Kelly Runyon	krunyon@eiu.edu	217-581-5956	N	1
BB	Express Employment Professionals		2901 W. Springfield Ave. Champaign, IL 61821	217-355-8500	N	1
CC	Champaign Chamber of Commerce		info@champaigncounty.org	217-359-1791	N	-
D	Nexstar Transfer Employee	None	WTWO-TV		N	1

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EE	UIS-PAR Program	Charlie Wheeler	One University Plaza Springfield, IL 62703	217- 206- 6600	N	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from August 1, 2013– July 31, 2014

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 job fairs by station personnel who have substantial responsibility for hiring decisions	Morning Anchor and Executive Assistant/HR Coordinator attended all day career fair sponsored by IBA/Eastern Illinois University on March 26, 2014
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Assistant/HR Coordinator attended all day event/career fair sponsored by Parkland Community College Career Center on April 10, 2014.
3	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	News Director spoke at the University of Illinois-Springfield PAR Program (Public Affairs Reporting) February 11, 2014.
4	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Chief Meteorologist spoke to several grade schools regarding weather and science on the following dates: Barkstall School, February 4 th , 2014, Arthur School, February 20 th , 2014 and Blue Ridge Elementary, May 28 th , 2014. Weekend Sports Anchor participated in a Career Panel regarding Jobs in the news industry at Catlin Grade School on May 2 nd , 2014.
5	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 2014 we hosted University of Illinois (4 students), Illinois State University (4 students), Parkland College (4 students), Eastern Illinois University (1 student) and Pepperdine University (1 student). In the Summer Semester of 2014 we hosted (2) from the University of Illinois. The interns have a broad exposure of all facets of the news, including writing news stories, conducting research, interviewing, and editing videos. They also actively shadow all functions of news.