

Annual EEO Public File Report Form

WICD-TV
Champaign, Illinois

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WICD-TV Champaign, Illinois and is required to be placed in the public inspection files of these station(s), and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning 08/01/2006 to and including 7/31/2007 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule), which should be separately 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 Sections 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 numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 8/1/2006 to and including 7/31/2007 (the "Applicable Period").

Station Comprising Station Employment Unit: WICD-TV

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hire	Total Number of Interviewees from All sources for This Position
1	Account Executive	Career Builder	2
2	Anchor /Reporter	TVJobs.com	1
3	Assoc Producer/Photo	Employee Referral	1
4	Business Office Specialist	Champaign News Gazette	3
5	Commercial Producer	Career Builder	2
6	Multimedia Engineer	WICD-TV Internal Job Posting	1
7	Operating Technician	WICD-TV Internal Job Posting	1
8	Operating Technician	WICD-TV Internal Job Posting	3
9	Photographer	WICD-TV Station Website	1
10	Reporter/Photographer	MediaLine.com	1
11	Reporter/Photographer	WICD-TV Station Website	1
12	Reporter/Photographer	MediaLine.com	1
13	Reporter/Photographer	Employee Referral	2
14	Sales Account Executive	Employee Referral	3

Total Number of Persons Interviewed During Applicable Period: 23

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 8/1/2006 to and including 7/31/2007

Station Comprising Station Employment Unit: WICD-TV

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	A Woman's Place Tammy Tunnell 1304 East Main Street Urbana, IL 61802 P: (217) 384-4390 falsealarm82@yahoo.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
B	AWRT National Headquarters Michelle Delarosa 8405 Greensboro Drive, Suite 800 ~ McLean, VA 22102 P: (703) 506-3290 F: (703) 506-3266	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
C	Postaroo Attn: Russell Winslow 10706 Beaver Dam Road Cockeysville, MD 61030 www.postaroo.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
D	Bishop Community College Career Center 414 Stanton Street Mobile, AL 36617-2399 P: (251) 690-2399 iwomack@bishop.edu www.bishop.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)

E	NABJ -University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 P: (301) 445-7100 nabi@nabi.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
F	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
G	Broadcasting & Cable Katie Rosa 360 Park Avenue South New York, NY 10010 P: (866) 258-1075 Katie.rosa@variety.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
H	Career Builder Will Evans 1750 Tyson's Blvd. 4th Floor McLean, VA 22102 www.careerbuilder.com * Source no longer utilized as of 12/31/07.	2 0 0 2 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Commercial Producer (CIL01081) Operating Technician (CIL01087) Photographer(CIL01088) Reporter/Photographer(CIL01084)
I	Champaign News Gazette Classified Ads 15 E. Main Street Champaign, IL 61820 P: (217) 351-5252	0 0 0 2 0 0 0 0 0 0 0 0 0 0 2	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
J	Eastern Illinois University Diane Smith 600 Lincoln Ave. Charleston, IL 61920	0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096)

	P: (217) 581-5000	0 0 0 0 0 0 0 0 0 0	Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
K	Danville Area Comm. College Career Center 2000 E. Main Street Danville, IL 61832-5199 P: (217) 443-8833	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
L	IL Dept of Employment Security Russell Nicholson 1307 N. Mattis Champaign, IL 61821 P: (217) 278-5700	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
M	Journalismnext.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
N	NAACP Cleveland Jefferson 310 E. Bradley Champaign, IL 61820	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
O	MediaLine Mark Shilstone Job Posting Administrator	0 0 0	Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Photographer(CIL01088)

	PO Box 51909 Pacific Grove, CA 93950 P: (831) 648-5200	0 0 1 1	Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084)
P	NAMIC Inc. (National Association for Multi-Ethnicity in Communications) Job Administrator 600 Anton Blvd Suite 100 Costa Mesa, CA 92625	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
Q	The Society of Professional Journalists Job Administrator 3909 N. Meridian Street Indianapolis, IN 46208	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
R	University of Illinois Mary Martin 620 E. John Street Champaign, IL 61820 P: (217) 333-5300	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
S	Parkland College Career Center 2400 W. Bradley Champaign, IL 61821 P: (217) 351-2220	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
T	Eastern Illinois University Jan Stevens 600 Lincoln Avenue 1301 Charleston, IL 61920 P: (217) 581-3712 www.eiu.edu jastevens@eiu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088)

		0 0 0 0 0	Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
U	Urban League of Champaign City Diane Beetz 314 S. Neil Champaign, IL 61821 P: (217) 356-1364	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
V	National Association of Hispanic Journalists Ms. Yaneth Guillen 1000 National Press Building 529 14 th Street, N.W. Washington, DC 20045 P: (202) 662-7145 www.nahj.org jobbank@nahj.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
W	MediaStar Job Posting Administrator PO Box 20386 Seattle, WA 98102-1386	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
X	AAJA (Asian American Journalist Association) Job Administrator 1182 Market Street Ste 320 San Francisco, CA 94102	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
Y	The National Diversity Newspaper Job Bank Job Administrator PO Box 936 Augusta, GA 30903	0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099)

		0 0 0 0 0 0	Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
Z	WICD-TV Internal Job Posting Cornicha West 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500	0 0 0 0 0 1 1 1 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
AA	Senior Job Bank Eric Summers 383 Steel Bridge Road MacClenny, FL 32063	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
BB	Illinois News Broadcasters Assoc. Bob Roberts c/o WIUM-FM News 1 University Circle Macomb, IL 61455 www.inba.net	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
CC	Madison Media Institute Susan Miller 2702 Agriculture Drive Madison, WI 53718 www.madisonmedia.com *	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
DD	National Assoc. of Black Journalists 10714 Mockingbird Lane Omaha, NE 68127 www.nabj.org	0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087)

		0 0 0 0 0 0 0	Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
EE	Radio-Television News Directors Association & Foundation (RTNDA) Tara Shehan 1600 K Street, NW, Suite 700 Washington, DC 20006-2838 P: (202) 659-6510 rtnda@rtnda.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
FF	Specs Howard School of Broadcast Arts 19900 W. 9 Mile Road Southfield, Michigan 48075 nicole@specshoward.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
GG	National Black MBA Assoc. Della Green 180 N. Michigan Ave., Ste 1515 Chicago, IL 60601 P: (312) 236-2622 www.nbmbaa.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
HH	California Chicano News Media Association (CCNMA)* Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
II	Spots 'N' Dots Ms. Dai Korba 167 Oakdale Road Johnson City, NY 13790 P: (888) 884-2630 dai@spotsndots.com	0 0	Account Executive (CIL01078) Sales Account Executive (CIL01090)

JJ	State Journal Register Kathleen Smalley One Copely Plaza Springfield, IL 62702 P: (217) 788-1330 advertise@sj-r.com kathleen.smalley@sj-r.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
KK	Sinclair Broadcast Group, Inc. Sharon Pickeral 10706 Beaver Dam Road Cockeysville, MD 21030 P: (410) 568-1500 www.sbgnet.net	0 0 0 0 0 0 0 1 1 1 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
LL	WICD News Channel 15 Station Website Cornicha West 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500 www.wicd15.com	0 0 0 0 0 0 0 1 0 0 0 0 0 0 0	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
MM	Employee Referral	0 0 1 0 0 0 0 0 0 0 0 0 0 0 2 1	Account Executive (CIL01078) Anchor /Reporter (CIL01085) Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)
NN	Monster.Com Judy Fonda 5 Clock Tower Place Maynard, MA 01754 www.monster.com *began using source 1/1/2007	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assoc Producer/Photo (CIL01083) Business Office Specialist(CIL01096) Commercial Producer (CIL01081) Multimedia Engineer (CIL01091) Operating Technician (CIL01087) Operating Technician (CIL01099) Photographer(CIL01088) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer (CIL01089) Reporter/Photographer(CIL01084) Sales Account Executive (CIL01090)

The station employment unit broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 8/01/2006 to and including 7/31/2007

Station Comprising Station Employment Unit: WICD-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WICD-TV

1. Activity: **JOB FAIRS—IBA/ISU Career Fair**

Date of Station Participation: February 28, 2007

Participating Employees: Gary Hackler, Local Sales Manager (WICD-TV)

Host/Sponsor of Activity: Illinois Broadcasting Association & Illinois State University (ISU)

Brief Description of Activity and Station Participation:

The representatives of afore-mentioned organizations offered a chance for high school and college-aged men and women to meet employers and discuss future opportunities in a fair-like atmosphere. WICD-TV participated by handing out pamphlets, available job opening lists and other information regarding employment opportunities within the broadcasting field as well as information on our internship opportunities.

2. Activity: **JOB FAIRS—Parkland Community College**

Date of Station Participation: April 5, 2007

Participating Employees: Holly Jones, Creative Services Director, Gary Hackler, Local Sales Manager (WICD-TV)

Host/Sponsor of Activity: Parkland Community College

Brief Description of Activity and Station Participation:

The representatives of afore-mentioned organization offered a chance for college-aged men and women as well as other adult members of the local communities to meet employers and discuss future employment opportunities in a fair-like atmosphere. WICD-TV participated by handing out pamphlets, available job opening lists and other information regarding employment opportunities within the broadcasting field as well as information on our internship opportunities.

3. Activity: **EDUCATIONAL EVENT-Station Tour**

Date: December, 2006

Participating Employees: Erik Snell, Promotions Manager

Host/Sponsor of Activity: WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Erik gave a station tour to a local school. This group of students was able to learn about communications in broadcasting and media newsroom. A Question and Answer session was held concerning career opportunities in broadcasting and television.

4. Activity: **EDUCATIONAL EVENT—Station Tour**

Date: May 24, 2007

Participating Employees: Erik Snell, Promotions Manager

Host/Sponsor of Activity: WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Erik gave a station tour to a local 4th grade class. These students were shown the studio and were able to view the mid-day newscast. Erik told them all about his job and the promotional aspects of broadcasting. A Question and Answer session was held to address career opportunities in broadcasting & television.

5. Activity: **EDUCATIONAL EVENT-Station Tour**

Date: February, 2007

Participating Employees: Erik Snell, Promotions Manager

Host/Sponsor of Activity: WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Erik took members of the local Cub Scout Troop and their parents on a station tour of WICD-TV. On the tour the cub scouts saw the production control room, the weather and on-air studio as well. A Question and Answer session was held to address career opportunities in broadcasting & television.

6. Activity: **EDUCATIONAL EVENT-Station Tour**

Date: March, 2007

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Erik took members of a local Cub Scout Troop and their parents on a station tour of WICD-TV. On the tour the cub scouts saw the production control room, the weather and on-air studio. A Question and Answer session was held to address career opportunities in broadcasting & television.

7. Activity: **EDUCATIONAL EVENT—Station Tour**

Date: January 27, 2007

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Erik gave a station tour to the YMCA Leadership group. These students were shown the studio and were able to view the mid-day newscast. Erik told them all about his job and the promotional aspects of broadcasting. A Question and Answer session was held to address career opportunities in broadcasting & television.

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

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.

Program Objectives:

- 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.

Eligibility Requirements:

- 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.
- 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.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

WICD-TV had 21 Interns during this period. The Interns came from the following:

- University of Illinois, Champaign-Urbana, IL (20)
- Indiana University, Bloomington, IN (1)

Any person interested in internship opportunities should contact the station for more details.

Training

Activity: Avid Training

Date of Station Participation: December, 2007

Participating Employees: All WICD News Employees

Brief Description of Activity and Station Participation: WICD News employees learned how to operate with this new application within our news division. Our news team was instructed on how to utilize the avid application to ensure a quicker editing process.

Activity: Sexual Harassment Training

Date of Station Participation: April & May, 2007

Participating Employees: All WICD Employees

Brief Description of Activity and Station Participation: The purpose of this training is to ensure all of our employees are in compliance with State and Federal Sexual Harassment rules and regulations as well as Sinclair Broadcast Group's rules and regulations. We partner with Corpedia for this training and all new employees are required to complete upon start date.

Activity: AdConnections Training

Date of Station Participation: December, 2007

Participating Employees: All WICD Sales Employees

Brief Description of Activity and Station Participation: This training was focused towards our sales division and in this training they learned how to use the AdConnections. This system helps with researching information to generate sales proposals to present to clients.