

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 08/01/2008 to and including 7/31/2009 (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 8/1/2008 to and including 7/31/2009 (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	News Producer	Internal Employee	7
2	Weekend Anchor/Reporter	Employee Referral	3
3	Account Executive – New Business	SBG Website	7
4	Photographer	Career Builder.com	4
5	Photographer	Career Builder.com	5
6	Sports Director	Employee Referral	2
7	Sales Account Executive	Career Builder.com	4
8	Chief Photographer	Internal Employee	2
9	Reporter/Photographer	TV Jobs.com	9
10	Reporter/Photographer	TV Jobs.com	7
11	Reporter/Photographer	Employee Referral	5
12	Local Sales Manager	Employee Referral	3
13	Morning Anchor	Internal Employee	3
14	Weekend Weather Anchor/Reporter	TV Jobs.com	3

15	Sales Account Executive	Employee Referral	7
16	Weekend Anchor/Reporter	Internal Employee	5
17	Sports Anchor/Reporter	TV Jobs.com	3
18	Sales Assistant	Career Builder.com	5

Total Number of Persons Interviewed During Applicable Period: 84

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 8/01/2008 to and including 7/31/2009

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	B-Roll (Photog Jobs Only)	0 0 0	Chief Photographer Photographer Photographer
B	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com	1 1 0 0 0 0 0 0 0 5 5 3 0 0 1 0 0 3 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
C	Broadcasting & Cable John Kemp 225 Wyman St. Waltham, MA. 02451 P: (866) 258-1075 Jon.kemp@reedbusiness.com	0 0 1 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive

	*source ceased 1/1/09	0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
D	Career Builder Allison Weitzman – Account Executive 8401 Greensboro Dr. McLean, VA 22102 www.careerbuilder.com	0 0 3 3 2 0 3 0 0 0 0 0 0 2 3 1 0 3	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
E	Equal Opportunity Commission 1801 L Street, NW Washington, D.C. 20507 202.663.4900	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
F	Danville Area Comm. College Career Center 2000 E. Main Street Danville, IL 61832-5199	0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer

	P: (217) 443-8833	0 0 0 0 0 0	Sports Director Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Sports Anchor/Reporter
G	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 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
H	Journalismnext.com *News Dept. Only	0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Photographer Photographer Sports Director Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Sports Anchor/Reporter Morning Anchor Weekend Weather Anchor/Reporter Weekend Anchor/Reporter
I	NAACP Cleveland Jefferson 310 E. Bradley Champaign, IL 61820	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager

		0	Sales Account Executive
J	MediaLine Mark Shilstone Job Posting Administrator PO Box 51909 Pacific Grove, CA 93950 P: (831) 648-5200	0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Photographer Photographer Sports Director Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer
K	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
L	University of Illinois Lynn Holley 620 E. John Street Room 250 Champaign, IL 61820 P: (217) 333-5300	0 1 1	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sales Assistant
M	Parkland College Career Center 2400 W. Bradley Champaign, IL 61821 P: (217) 351-2220 Kristin Bluhm	0 1	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer

		1 0 0 0 0	Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sales Assistant
N	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
O	Urban League of Champaign County 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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
P	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
Q	Illinois Broadcasters Association	1 0	News Producer Weekend Anchor/Reporter

	300 N. Pershing Ave. Suite B Energy, IL. 62933 618.942.2139 www.ilba.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
R	Jewish Vocational Service 216 W. Jackson Blvd. Chicago, IL. 60606 312.673.3444 slyyarberry@jvschicago.org Sally Yarberry	0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
S	WICD-TV Internal Job Posting Tonya L. Bliss 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500	1 0 0 0 0 0 0 0 0 1 1 0 0 0 0 1 0 0 1 0 0 1	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant

T	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
U	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 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
V	Native American Educational Services 2838 W. Peterson Chicago, IL. 60659 773.761.5000 Ms. Melanie Cloud	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
W	Ohio/Illinois Broadcast Engineers 9000 Sweet Valley Dr. Valley View, OH. 44125 216.447.9117 gary@be on air.com	0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Photographer Photographer Sports Director Chief Photographer

	Gary James *No Sales	0 0 0 0	Reporter/Photographer Reporter/Photographer Reporter/Photographer Sports Anchor/Reporter
X	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
Y	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
Z	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	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
AA	Spots 'N' Dots	0	Account Executive – New Business

	<p>Ms. Dai Korba 167 Oakdale Road Johnson City, NY 13790 P: (888) 884-2630 dai@spotsndots.com</p> <p>*Sales Only</p>	<p>0 0 0</p>	<p>Sales Account Executive Local Sales Manager Sales Account Executive</p>
BB	<p>Augustana College 639 38th St. Rock Island, IL. 61201 309.794.7563 cindyboultinghouse@augustana.edu</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive</p>
CC	<p>Sinclair Broadcast Group, Inc. Sharon Pickeral 10706 Beaver Dam Road Cockeysville, MD 21030 P: (410) 568-1500 www.sbgnet.net</p>	<p>0 0 2 1 1 0 0 1 0 0 0 0 0 0 1 0 0 0</p>	<p>News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant</p>
DD	<p>WICD News Channel 15 Station Website Tonya Bliss 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500 www.wicd15.com</p>	<p>3 0 1 0 0 0 1 0 0</p>	<p>News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer</p>

		1 0 0 0 2 0 1 2 0 1	Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
EE	Employee Referral	1 2 0 1 1 2 0 0 1 1 2 1 0 0 1 1 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Morning Anchor Weekend Weather Anchor/Reporter Sales Account Executive Weekend Anchor Reporter Sports Anchor/Reporter Sales Assistant
FF	Rainbow Push Coalition 930 E. 50 th St. Chicago, IL. 60615 773.373.3366 ext. 723 Felicia McQuitter fmcquitter@rainbowpush.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive

GG	Blackburn University 700 College Ave. Carlinville, IL. 62626 800.233.2550 rfent@blackburn.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
HH	Bradley University University Support Staff Smith Career Center 1501 W. Bradley Ave. Burgess Hall Peoria, IL. 61625 309.677.3034 jbrown@bradley.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
II	Dominican University 7900 W. Division Lewis 216 River Forest, IL. 60305 708.524.6827 Keli Wojciechowski kallen@dom.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
JJ	Eureka College 300 E. College Ave. Eureka, IL. 61530 309.467.6420	0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer

	srich@eureka.edu	0 0 0 0 0 0 0 0 0 0 0	Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
KK	Greenville College 315 E. College Ave. Greenville, IL. 62246 618.664.6613 tonya.holman@greenville.edu u	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
LL	Heartland Community College 1500 W. Raab Rd. Normal, IL. 61761 309.268.8000 Director of Human Resources	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
MM	Illinois College 1101 W. College Ave. Jacksonville, IL. 62650 217.245.3040 sduester@ic.edu	0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer

		0 0 0	Reporter/Photographer Local Sales Manager Sales Account Executive
NN	Kankakee Community College Career Services 100 College Dr. Kankakee, IL. 60901 815.802.8575 Takesha Dade tdade@kcc.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
OO	Kaskaskia College 27210 College Rd. Centralia, IL. 62801 618.545.3000 Stephanie Burghar sburghar@kaskaskia.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
PP	Illinois State College Campus Box 4481 Normal, IL. 61790-4481 309.438.7409 dllesse@ilstu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
QQ	Illinois Central College	0	News Producer

	115 SW Adams St. Peoria, IL. 61602 309.694.5522 Cara Schmidt	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
RR	Lake Land College 5001 Lake Land Rd. Mattoon, IL. 61938 217.234.5288 Tina Moore careerservices@lakeland.cc. il.us	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
SS	Lincoln Land College 5250 Shepherd Rd. Springfield, IL. 62794-9256 217.786.2200 Career Services	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
TT	Malcolm X College 1900 W. Van Buren Chicago, IL. 60612	0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director

		0 0 0 0 0 0 0 0	Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
UU	Millikin University 1184 W. Main St. Decatur, IL. 62522 Sandy Wilcox	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
VV	Northern Illinois University Campus Life Building Room 220 DeKalb, IL. 60115-2825 Career Services	0 0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive Sports Anchor/Reporter
WW	Richland Community College One College Park Decatur, IL. 62521 217.875.7200 Career Services	0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer

		0 0	Local Sales Manager Sales Account Executive
XX	Robert Morris College 3101 Montvale Dr. Springfield, IL. 62704 Amanda Spindel Student Employment Advisor	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
YY	Southern Illinois University 900 S. Normal – Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901-4703 Beverly Robbins	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
ZZ	Career Services Southern Illinois University – Edwardsville Founders Hall – Room 3126 Edwardsville, IL. 62025	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
AAA	University of Illinois – Springfield UIS Career Development Center	0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer

	One University Plaza, SAB 50 Springfield, IL. 62703	0 0 0 0 0 0 0 0 0 0	Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
BBB	Western Illinois University Department of Broadcasting 1 University Circle Macomb, IL. 61455 Sharon Evans, Ph D	0 0 0 0 0 0 0 0 0 0 0 0 0	News Producer Weekend Anchor/Reporter Account Executive – New Business Photographer Photographer Sports Director Sales Account Executive Chief Photographer Reporter/Photographer Reporter/Photographer Reporter/Photographer Local Sales Manager Sales Account Executive
CCC	Media Recruiter.com MediaRecruiter.com 22102 E. Canyon Place Centennial, CO 80016 303-400-5150 - office 303-400-5063 - fax Jim@MediaRecruiter.com (Sales Management Only)	2	Local Sales Manager

**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 8/01/2008 to and including 7/31/2009

Station Comprising Station Employment Unit: WICD-TV

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

1. Activity: **JOB FAIRS—Illinois Broadcasters Association/ EIU Career Fair**

Date of Station Participation: October 15, 2008

Participating Employees: Tonya Bliss, Business Specialist (WICD-TV) and Holly Jones, Creative Services Manager (WICD-TV)

Host/Sponsor of Activity: Eastern Illinois University (EIU)

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—Lake Land College 2009 Job Fair**

Date of Station Participation: March 25, 2009

Participating Employees: Holly Jones, Creative Services Director (WICD-TV) and Tonya Bliss, Business Office Specialist (WICD-TV)

Host/Sponsor of Activity: Lake Land 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: **JOB FAIRS—Job Fair 2009**

Date of Station Participation: April 9, 2009

Participating Employees: Scott Larson, Operations Manager (WICD-TV) and Tonya L. Bliss, Business Office Specialist (WICD-TV)

Host/Sponsor of Activity: Parkland College & News Gazette

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.

4. Activity: **JOB FAIR- Career Connections 2009 Job fair**

Date of Station Participation: April 08, 2009

Participating Employees: Tonya Bliss, Business Office Specialist (WICD-TV) And Gene Konradi, Sales Manager (WICD-TV)

Host/Sponsor of Activity: Danville Area 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.

5. Activity: **EDUCATIONAL EVENT—8th Annual 8th Grade Career Conference**

Date: January 12, 2009 & January 13, 2009

Participating Employees: Christopher Sabo, Chief Engineer, (WICD –TV)

Host/Sponsor of Activity: Savoy 16 Complex

Brief Description of Activity and Station Participation:

Chris Sabo conducted four 37 minutes presentations to 50 students per session. Two presentations per day. The presentations consisted of an 8 – 12 minute speech including a description of his position at WICD, the educational and training requirements of his job and his likes and dislikes of his position including obstacles. He also held a 23 minute question and answer period after each presentation.

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

Date: January 20, 2009

Participating Employees: Aaron Sheehan, Promotions (WICD – TV)

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

Brief Description of Activity and Station Participation:

Rantoul Middle School came to the station for an educational tour. The class is presently studying television and broadcasting and will in the near future be doing their own student produced “new cast” for class credit. We gave them an overview of many station departments and let them meet and talk with station employees and talent. Aside from how a television station works, we also covered details concerning a career in broadcasting such as education and training.

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

Date: FEBRUARY 23, 2009

Participating Employees: Rick Schutt, News Anchor (WICD-TV); Matt Brickman, Weather Anchor (WICD-TV) and Bridget Shanahan, News Anchor (WICD-TV)

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

Brief Description of Activity and Station Participation:

Prince of Peace Preschool students came to the station and received a station tour. The students and some parents toured the station, as well as, viewed the Midday News as it was aired. Discussions were also held regarding the careers of our on air talent and News Department including education, training and opportunities.

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

Date: February 24, 2009

Participating Employees: Aaron Sheehan, Promotions, (WICD-TV) Rito Balducci, Creative Service (WICD-TV)

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

Brief Description of Activity and Station Participation:

Prince of Peace Preschool students came to the station and received a station tour. The students and some parents toured the station, as well as, viewed the Midday News as it was aired. Discussions were also held regarding the careers of WICD employees including education, training and opportunities.

9. Activity: **EDUCATIONAL EVENT—Ludlow Grade School Appearance**

Date: February 28, 2009

Participating Employees: Bridget Shanahan, Morning News Anchor (WICD TV), Matt Brickman, Weather Anchor (WICD TV)

Host/Sponsor of Activity: Ludlow School District & WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Matt and Bridget talked with the students of Ludlow Grade School about positions at WICD-TV and the educational requirements of the Broadcast industry.

10. Activity: **EDUCATIONAL EVENT—Mary Miller Junior High Appearance**

Date: March 13, 2009

Participating Employees: Bridget Shanahan, Morning News Anchor (WICD TV), Doug Anderson, Photographer

Host/Sponsor of Activity: Mary Miller Junior High, WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Bridget and Doug described their education and training that they have had to date and that helped them get to the position that they are in now. They held a question and answer session with the students and staff.

11. Activity: **EDUCATIONAL EVENT – Station Tour**

Date: April 15, 2009

Participating Employees: :Bridget Shanahan, Morning News Anchor (WICD TV), Matt Brickman, Weather Anchor (WICD TV)

Host/Sponsor of Activity: WICD –TV

Brief Description of Activity and Station participation:

This group consisted of a variety of ages and was male and female. They were given an overview of the different departments and met with employees including talent. They were able to learn about communications in broadcasting and media newsroom. A Question and Answer session was held concerning career opportunities in broadcasting and television. Current openings were discussed.

12. Activity: **EDUCATIONAL EVENT-Danville Area Community College Personal Appearance**

Date: May 4, 2009

Participating Employee: Doug Quick, Chief Weathercaster (WICD TV)

Host /Sponsor of Activity: Danville area Community College

Brief Description of Activity and Station participation:

Doug presented an 8 minute video showing the working of the weather preparation activities as well as behind the scenes on the set at WICD. The subject matter of his presentation was mastering the basic skills needed to keep up with the newest technologies of the Broadcast Industry. He talked about internships as well as part time positions at the station.

13. Activity: **COMMUNITY EVENT: Reading Across America**

Date: May 9, 2009

Participating Employees: Bridget Shanahan, Morning News Anchor (WICD TV), Matt Brickman, Weather Anchor (WICD TV)

Host/Sponsor of Activity: Lincoln Square Mall & WICD-TV - ABC NewsChannel 15

Brief Description of Activity and Station Participation:

Bridget and Matt participated in Reading Across America activities at Lincoln Square Mall. In attendance were children and adults of all ages. Bridget and Matt held several different reading sessions that they read to the children.

14. Activity: **Community Event: Station Tour**

Date: June 26, 2009

Participating Employees: Aaron Sheehan, Promotions Producer (WICD TV)

Host/Sponsor of Activity: WICD TV

Brief Description of Activity:

The local Boy's and Girl's club came to the station to participate in a tour. This group consisted of a variety of ages and was male and female. They were given an overview of the different departments and met with employees including talent. They were able to learn about communications in broadcasting and media newsroom. A Question and Answer session was held concerning career opportunities in broadcasting and television. Current openings were discussed.

15. Activity: **Community Event: Personal Appearance**

Date: February 5, 2009

Participating Employee: Doug Quick, Chief Weathercaster (WICD TV)

Host/Sponsor of Activity: Circle of Friends Nursing Home

Brief Description of Activity:

Doug presented an 8 minute video showing the working of the weather preparation activities as well as behind the scenes on the set at WICD. The talk included my background and education in Broadcasting. We discussed the different positions at the station.

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 7 Interns during this period. The Interns came from the following:

- University of Illinois, Champaign-Urbana, IL (6)
- Eastern Illinois University, Charleston, IL. (1)

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

Training

Activity: Workplace Harassment

Date of Station Participation: Aug. 1 2008-July 31, 2009

Participating Employees: To be completed once each new employee begins employment

Brief Description of Activity and Station Participation: All new employees are required to participate in these online courses. The purpose of this training is to increase and renew awareness of our policies and procedures, manager and supervisor development, and FCC compliance.

Activity: **Code of Business Conduct & Ethics Training**

Date of Station Participation: **Aug. 1 2008-July 31, 2009**

Participating Employees: **To be completed once each new employee begins employment**

Brief Description of Activity and Station Participation: **All new employees are required to participate in these online courses. The purpose of this training is to increase and renew awareness of our policies and procedures, manager and supervisor development, and FCC compliance.**

Activity: **Sinclarity**

Date of Station Participation: Feb 3, 2009, Apr. 7, 2009 & June 2, 2009

Participating Employees: All members of the WICD Sales staff

Brief Description of Activity and Station Participation: A satellite presentation give to the Sales Staff on a quarterly basis. Each quarter has a different training topic.