

Annual EEO Public File Report

August 1, 2015 thru July 31, 2016

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
 Channel 23 Limited Partnership – WWME-CA
 Weigel Broadcasting Co. – WMEU-CA

**WCIU-TV Limited Partnership, Channel 23 Limited Partnership and
 Weigel Broadcasting Co. Are Equal Opportunity Employers**

Job Vacancies Filled During Reporting Period

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee(s)	No. of Interviews Per Source	Hiree Referral Source
1	Account Executive	8/10/2015	7	Internal Referral LinkedIn	6 1	Internal Referral
2	Network Program Planner	8/31/2015	4	Company Job Board Internal Referral	3 1	Company Job Board
3	Radio Program Director	10/12/2015	3	Internal Referral	3	Internal Referral
4	Shooter/Editor	10/15/2015	4	Company Job Board Internal Referral	2 2	Company Job Board
5	Sales Assistant	10/30/2015 11/30/2015	6	Internal Referral	6	Internal Referral
6	Marketing Coordinator	11/09/2015	3	Company Job Board Craigslst Internal Referral	1 1 1	Internal Referral
7	Network Promo Producer	11/30/2015	6	Company Job Board Internal Referral	3 3	Internal Referral
8	Junior Graphic Designer	12/30/2015	2	Indeed	2	Indeed
9	Local Content Editor	1/2/2016	3	Indeed Company Job Board	2 1	Indeed
10	Network Promotions Log Editor	1/4/2016	6	Indeed Company Job Board	4 2	Indeed
11	Interactive Content Editor	1/4/2016	5	Indeed SimplyHired	4 1	Indeed
12	Screeener/Closed Captioner	1/10/2016; 1/13/2016	12	Company Job Board Indeed	7 5	Company Job Board, Indeed
13	General Accounting Clerk	2/8/2016	8	Indeed Illinois Job Link	7 1	Indeed
14	On-Air Promotions Log Editor	2/17/2016	8	Company Job Board, Indeed	3 5	Indeed
15	Account Executive - New Business Development	3/2/2016	1	Company Job Board	1	Company Job Board
16	Sales Assistant	3/3/2016	3	Company Job Board Indeed	1 2	Indeed
17	Affiliate Relations Coordinator	3/7/2016	12	Indeed Company Job Board	9 3	Indeed

18	Producer	3/14/2016	5	Company Job Board, Indeed	4 1	Indeed
19	Master Control Operator	3/15/2016	5	Company Job Board	5	Company Job Board
20	Archive Technician	3/15/2016	3	Company Job Board	3	Company Job Board
21	Local Content Editor	4/12/2016	4	Indeed	4	Indeed
22	Network On-Air Promotion Writer	4/18/2016	5	Indeed Company Job Board	1 4	Company Job Board
23	Programming Assistant	4/26/2016; 4/26/2016	4	Indeed Company Job Board	2 2	Company Job Board
24	Network Content Editor	4/29/2016	2	Indeed Company Job Board	1 1	Company Job Board
25	Network Programming Operations Supervisor	5/16/2016	3	Company Job Board	3	Company Job Board
26	Network Sales Assistant	5/16/2016	1	Company Job Board	1	Company Job Board
27	Network On-Air Promotion Producer	5/23/2016	1	Company Job Board	1	Company Job Board
28	Director of Photography	6/3/2016	1	Company Job Board	1	Company Job Board
29	Account Executive	6/9/2016	3	Company Job Board	3	Company Job Board
30	Social Media Coordinator	6/9/2016	3	Indeed	3	Indeed
31	Motion Graphics Designer	6/14/2016	2	Indeed Company Job Board	1 1	Indeed
32	iOS Software Developer	6/14/2016	1	Indeed	1	Indeed
33	Writer	3/25/2016; 4/18/2016; 6/21/2016	11	Company Job Board Indeed MediaBistro.com LinkedIn Columbia College of Chicago	3 5 1 1 1	Company Job Board, Indeed (2)
34	Executive Producer	6/21/2016	13	GlassDoor.com Indeed Company Job Board SimplyHired LinkedIn Production Hub Media Match	1 3 5 1 1 1 1	GlassDoor.com
35	Digital Sales Manager	7/19/2016	2	LinkedIn	2	LinkedIn

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

For position 1, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 26, 61 as set forth in Attachment A

For position 2, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 3, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 4, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 5, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 6, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 7, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 61 as set forth in Attachment A

For position 8, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 58, as set forth in Attachment A.

For position 9, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 12, 21, 50, 38 as set forth in Attachment A

For position 10, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, as set forth in Attachment A

For position 11, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 58 as set forth in Attachment A

For position 12, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21 as set forth in Attachment A

For position 13, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 12, 38 as set forth in Attachment A

For position 14, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 12, 21 as set forth in Attachment A

For position 15, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54 as set forth in Attachment A

For position 16, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 15, 38 as set forth in Attachment A

For position 17, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54 as set forth in Attachment A

For position 18, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 33, 37, 38 as set forth in Attachment A

For position 19, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 37, 50 as set forth in Attachment A

For position 20, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 38 as set forth in Attachment A

For position 21, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 21, 22, 43, 50, 38, 3 as set forth in Attachment A

For position 22, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 33, 38, 50 as set forth in Attachment A

For position 23, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 22 as set forth in Attachment A

For position 24, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 21, 43 as set forth in Attachment A

For position 25, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 4, 13, 21, 37, 50 as set forth in Attachment A

For position 26, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 12, 15, 32, 27, 33, 44 as set forth in Attachment A

For position 27, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 13, 23, 21, 33, 37, 50, 4 as set forth in Attachment A

For position 28, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 26, 29, 34, 37, 42, 21 as set forth in Attachment A

For position 29, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 13, 15 as set forth in Attachment A

For position 30, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 16, 36, 41, 47, 31, 45, 32, 35, 43, 4, 1, 40, 3, 33 as set forth in Attachment A

For position 31, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 13, 22, 32, 43, 44, 48 as set forth in Attachment A

For position 32, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 4, 22, 28, 19, 20, 32, 39 as set forth in Attachment A

For position 33, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 4, 17, 31, 33, 35, 43, 45, 48, 26, 29, 24, 34, 36, 16, 41, 25 as set forth in Attachment A

For position 34, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 21, 29, 26, 37 as set forth in Attachment A

For position 35, WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. used recruitment sources 2, 5, 6, 7, 9, 10, 11, 60, 51, 14, 54, 1, 3, 15, 26, 28 as set forth in Attachment A

There is also attached hereto a description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. to provide them with information about full-time job openings at the station. Such requests must include the organization's name, mailing address, e-mail address if

applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be sent to WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co., 26 North Halsted St., Chicago, IL 60661. WCIU-TV Limited Partnership, Channel 23 Limited Partnership and Weigel Broadcasting Co. are equal opportunity employers.

Attachment A

List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	TVJobs.com	Mark Halloway	www.tvjobs.com	(760)754-2115	
2	Indeed	N/A	www.indeed.com	(800)475-4361	62
3	Media-Match Magazine	usa-media@media-match.com	www.media-match.com	N/A	1
4	Columbia College	Valerie Robbins	600 S. Michigan Ave Chicago, IL 60605	(312)369-6844	1
5	Glassdoor	N/A	www.glassdoor.com	(888)355-9323	1
6	SimplyHired	N/A	www.simplyhired.com	N/A	2
7	Facebook	N/A	www.facebook.com	N/A	
8	LinkUp	N/A	www.linkup.com	(866)359-9360	
9	WCIU Careers Page	Martin Varghese	www.wciu.com/careers	(312)705-2667	64
10	ABC57 Careers Page	Drew Nurczyk	www.abc57.com/careers	(312)705-2630	
11	CBS58 Careers Page	Christina Camps	www.cbs58.com/careers	(414)607-8190	
12	DePaul University	Kara Smith	55 East Jackson Blvd. Chicago, IL 60604	(312)362-8000	
13	Medialine	rich@medialine.com	www.medialine.com	(706)364-7564	
14	National Latino Education Institute	Brian Sanchez	2011 W. Pershing Rd. Chicago, IL 60609	(773)247-0707	
15	Spots N Dots	Dai Korba	167 Oakdale Rd. Johnson City, NY 13790	(888)884-2630	
16	Arizona State University	employers.career.services@asu.edu	http://bit.ly/sundevilcareerlink	(480)965-2350	
17	Columbia University	postjobs@jrn.columbia.edu	http://journalism-columbia-csm.symplicity.com/	N/A	
18	DeVry University	Ashley Purdy	300 N Campbell Ave Chicago, IL 60618	(773)697-2081	
19	Dice	Dawn Mann	www.dice.com	(515)313-2014	
20	Digiday Careers	Nick Friese	http://careers.digiday.com/		
21	EntertainmentCareers.net	Brad Hall	www.entertainmentcareers.net/employer/	(310)442-0200	
22	Illinois Institute of Technology	careerservices@iit.edu	http://iit-csm.symplicity.com/	(312)567-6800	
23	Illinois State University	Pamela Cooper	https://illinoisstate-csm.symplicity.com/	(309)438-3245	
24	Journalism Jobs	N/A	www.journalismjobs.com	N/A	

25	Kansas University	Steve Rottinghaus	https://ku-csm.symplicity.com/	(785)864-7630
26	LinkedIn.com	N/A	2029 Stierlin Ct Mountain View, CA 94043	N/A
27	Loyola University	loyolaSOC@luc.edu	http://luc-csm.symplicity.com/	(312)915-6548
28	Mashable Careers	mashablesales@careerscast.com	http://jobs.mashable.com/careers/	N/A
29	Mediabistro.com	Alexandria Spignesi	www.mediabistro.com	(212)547-7946
30	Miami of Ohio University	careerservices@miamioh.edu	http://miamiu-csm.symplicity.com/	(513)529-3831
31	University of Missouri	services@myinterfase.com	www.hiremizzoutigers.com	(573)882-0373
32	Northern Illinois University	careerservices@niu.edu	https://niu-csm.symplicity.com/	(815)753-8346
33	Northwestern University	Jim O'Brien	http://medill-northwestern-csm.symplicity.com/	N/A
34	New York University	NYUWasserman@csm.symplicity.com	http://www.nyu.edu/careerdevelopment/	(212)998-4730
35	Ohio University	Christi Lee	http://ohio-csm.symplicity.com/	(740)593-1394
36	Penn State University	interviewing@psu.edu	http://psu-csm.symplicity.com/	(814)865-5131
37	Production HUB	Anthony Composto	www.productionhub.com	(407)629-2206
38	Purdue University Northwest	Kristy Virgo	https://app.joinhandshake.com/	(219)989-2600
39	Stack Overflow Careers	N/A	https://careers.stackoverflow.com/	N/A
40	Syracuse University	Susan Call	http://syr-csm.symplicity.com/	(315)443-9083
41	University of Arizona	crsv-joblink@email.arizona.edu	www.career.arizona.edu/post	(520)621-2588
42	University of Chicago	Careeradvancement@uchicago.edu	http://uchicago-csm.symplicity.com/	(773)702-7040
43	University of Illinois at Champaign	jrleach@illinois.edu	http://i-link-illinois-csm.symplicity.com/	(217)244-4329
44	University of Illinois at Chicago	ocs@uic.edu	http://UICcareers.com	(312)996-2300
45	University of Michigan	careercenter@umich.edu	https://app.joinhandshake.com/login	(734)764-7460
46	University of Nevada at Reno	careers@unr.edu	www.unr.edu/career	(775)682-7114

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47	University of Notre Dame	ndcps@nd.edu	https://goirish-csm.symplicity.com/	N/A	
48	University of Wisconsin at Madison	Greg Iaccarino	https://ls-wisc-csm.symplicity.com	(608)265-9205	
49	University of Wisconsin at Milwaukee	panthers-jobs@uwm.edu	https://uwm-csm.symplicity.com/	N/A	
50	Wisconsin Private Colleges	Jessica May	https://app.purplebriefcase.com	(414)382-6406	
51	Illinois JobLink	des.ilsjlsysadmprt@illinois.gov	https://illinoisjoblink.illinois.gov	(877)342-7533	1
52	Indiana Career Connect	Melissa Gushwa	https://www.indianacareerconnect.com/	(547)237-9675	
53	Job Center of Wisconsin	WIJobOrders@wd.wisconsin.gov	www.jobcenterofwisconsin.com	N/A	
54	AbilityLinks National	Janice Devall	www.abilitylinks.org	(630)909-7443	
55	Association of Black Journalists National	eric@journalismnext.com	www.nabj.org	N/A	
56	Association of Hispanic Journalists	N/A	www.nahj.org	N/A	
57	Illinois Center for Broadcasting Hispanic Alliance	Carl Jackson	55 W 22nd St #240 Lombard, IL 60148	(630)916-1700	
58	for Career Advancement University of Chicago - Chicago Career Connection	rocio@haceonline.com	25 E Washington, #1500 Chicago, IL 60604	(312)435-0498	
59	Internal Posting	N/A	https://careeradvancement.uchicago.edu/	N/A	
60	Craigslis		Drew Nurczyk		22
61			www.craigslist.com	n/a	1

TOTAL INTERVIEWEES: 162

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August 1, 2015 thru July 31, 2016

WCIU-TV Limited Partnership – WCIU-TV/WCIU-DT
Channel 23 Limited Partnership – WWME-CA
Weigel Broadcasting Co. – WMEU-CA

Statement of Supplemental EEO Outreach Activities:

Date of Station Participation:	8/12/16
Type of Activity Under EEO Rule:	Regional Emmy Outreach
Participating Employees:	Chris Cangilla, Production Manager
Host/Sponsor of Activity:	National Academy of Television Arts and Sciences

Date of Station Participation:	October 2015-May 2016
Type of Activity Under EEO Rule:	Marquette University Mentoring Program
Participating Employees:	Molly Kelly, Corporate Director of Media Strategy
Host/Sponsor of Activity:	Marquette University

Date of Station Participation:	Fall 2015
Type of Activity Under EEO Rule:	American University Mentoring Program
Participating Employees:	Martin Varghese, Corporate Director of Human Resources
Host/Sponsor of Activity:	American University School of Communications

Date of Station Participation:	10/27/15
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Sally Zikas, Brand Manager
Host/Sponsor of Activity:	Providence Catholic School

Date of Station Participation:	02/25/16
Type of Activity Under EEO Rule:	Career Day/Q&A
Participating Employees:	George Blaise, Producer
Host/Sponsor of Activity:	Public Allies Chicago Internship Program

Date of Station Participation:	03/18/16
Type of Activity Under EEO Rule:	Northwestern University Personal Branding Seminar speaker
Participating Employees:	Jeanne Sparrow, Host
Host/Sponsor of Activity:	Northwestern University School of Communications

Date of Station Participation:	4/9/16
Type of Activity Under EEO Rule:	A Day with Northwestern
Participating Employees:	Jeanne Sparrow, Host
Host/Sponsor of Activity:	Northwestern University Alumni Association

Date of Station Participation:	5/8/16
Type of Activity Under EEO Rule:	Career Day
Participating Employees:	Chris Cangilla, Production Manager
Host/Sponsor of Activity:	National Academy of Television Arts and Sciences and Loyola University

Date of Station Participation:	5/4/16
Type of Activity Under EEO Rule:	Career Fair
Participating Employees:	Martin Varghese, Corporate Director of Human Resources
Host/Sponsor of Activity:	Indiana Broadcaster's Association