

Annual EEO Public File Report Form

WICS Springfield 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): WICS-TV Springfield, Illinois and is required to be placed in the public inspection files of these stations, 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 entitled “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: WICS

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Executive-New Business Development	Station Website	1
2	Account Executive	SBG Website	4
3	Accounts Receivable Clerk	State Journal Register	3
4	Accounts Receivable Clerk	CareerBuilder	1
5	Accounts Receivable Clerk	State Journal Register	3
6	Assignment Editor	Employee Referral	1
7	Business Office Specialist	CareerBuilder	5
8	Chief Engineer	Station Website	3
9	Director of Marketing/ Promotion Manager	Internal Candidate	4
10	Director/Switcher	Internal Candidate	2
11	Local Sales Assistant	Internal Candidate	2
12	Local Sales Manager	Spots-N-Dots	4
13	Multi Media Engineer	Internal Candidate	1
14	News Photographer	Station Website	2
15	News Photographer	Southern Illinois University	1
16	Producer	Station Website	1
17	Reporter	Station Website	2
18	Reporter	Station Website	2
19	Sports Reporter	TV Jobs.com	1
20	Traffic Assistant	CareerBuilder	1
21	Weekend Reporter	Employee Referral	1

Total Number of Persons Interviewed During Applicable Period: 45

		0 0	Traffic Assistant Weekend Reporter
C	American Indian Economic Ms. Melanie Cloud 2838 W. Peterson Chicago IL 60059 773-761-5000 *As of 1/25/2007 this recruitment source is no longer utilized for lack of responses.	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
D	American Spanish Institute Ms. Rebecca Cruz 2619 W. Armitage Chicago IL 60647 773-278-5130	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter
E	Anixter Center Debbie Thom 6610 N. Clark Street Chicago IL 60626 773-973-7900 www.anixter.org dthom@anixter.org	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant

		0	Weekend Reporter
F	Augustana College 639 38 th Street Rock Island, IL 61201 Cindy Boultinghouse Cindyboultinghous@augustana.edu	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
G	Aurora University 347 S. Gladstone Ave. Aurora, IL 60506 *Began recruiting with this source 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
H	Baltimore Association of Black Media Workers MJ Thim 6400 York Road Baltimore MD 21212 410-377-2246	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter
I	Benedictine Univeristy Lindsay Fritz 5700 College Rd Lisle, IL 60532 career@ben.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant

P	Chinese American Civic Association Mr. Sam Trac 2249 S. Wentworth Chicago IL 60616 (312) 236-3366	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
Q	Columbia College Chicago 201 SW Adams St. Peoria, IL 61602 Gary Hale *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
R	Culver- Stockton College Nicole Barkley One Chicago Hill Canton MO 63435 217-231-6451 www.culver.edu career@culver.edu	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
S	Dominican University Keli Wojciechowski	0 0	Account Executive Accounts Receivable Clerk

	7900 W. Division Lewis 216 River Forest, IL 60305 kallen@dom.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
T	Eastern Illinois University Jan Stevens 600 Lincoln Avenue 1301 Charleston IL 61920 217-581-3712 www.eiu.edu jastevens@eiu.edu	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
U	Elgin Community College Joan Jendro 1700 Spartan Drive Elgin IL 60123 847-214-7918 jjendro@elgin.edu	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
V	Emma Bowen Foundation Ms. Lolita Cipriano 524 W. 57 th St.	0 0	Account Executive-New Business Development Account Executive

	New York NY 10019 212-975-2545	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
W	Eureka College Shari A. Rich M.S. 300 E. College Ave. Eureka, IL 61530 *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
X	Governors State University Loretta, Career Services 1 University Pkwy University Park, IL 60466 *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
Y	Greenville College Tonya Holman 315 East College Ave Greenville, IL 62246 Tonya.holman@greenville.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
Z	Hickory College Susan Webber 940 West Port Plaza St. Louis, MO 63146 placement@hickorycollege.edu	0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion

	*Began recruiting to this source as of 1/25/2007.	0 0 0 0	Manager Director/Switcher Multi Media Engineer Weekend Reporter
AA	Illinois Central College Career Services 624 S. Michigan Ave #800 Chicago, IL 60605 *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
BB	Illinois College Shelia Deuesterhaus 1101 West College Ave. Jacksonville, IL 62650 sduester@ic.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
CC	Illinois Institute of Technology ReLandra Lindsey 3201 S. State St Chicago, IL 606016 Lindsey@iit.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
DD	Illinois State University Deb Lesser 100 N. University St. #142 Normal, IL Dllesse@ilstu.edu *Began recruiting to this source as of 1/25/2007.	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
EE	Indiana State University Jan Nickless 625 Jordan Avenue Bloomington IN 47405 812-855-5234 www.indiana.edu jnickles@indiana.edu	0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion

	167 Oakdale Road Johnson City NY 13790 888-884-2630 spotsndots.com dai@spotsndots.com		
XX	Springfield Urban League Ms. Karen Norris 100 North 11 th Springfield IL 62703 217-789-0830 knorris@springfieldul.org * This recruitment source is no longer used as of 1/25/07	0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Director of Marketing/Promotion Manager Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
YY	State Journal Register Kathleen Smalley One Copely Plaza Springfield IL 62702 217-788-1330 advertise@sj-r.com kathleen.smalley@sj-r.com	0 0 0 3 0 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter
ZZ	The Professional Center Ms. Nancy Kuritzky 415 Fourth Avenue Suite 1 Tarentum PA 15084 (724) 443-7322	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant

		0 0 0 0	Reporter Sports Reporter Traffic Assistant Weekend Reporter
FFF	Broadcasting & Cable Katie Rosa 360 Park Avenue South New York NY 10010 866-258-1075 katie.rosa@variety.com	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
GG G	Career Builder Will Evans 1750 Tyson's Blvd. 4 th fl McLean, VA 22102 *Stopped utilizing this recruitment source as of 12/31/06	0 0 1 5 0 1	Account Executive-New Business Development Accounts Receivable Clerk Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
HH H	WICS NewsChannel 20—Station Website 2680 East Cook Springfield IL 62703 217-753-5620 www.wics.com	1 0 0 0 0 0 0 0 0 3 1 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher

		0 0 0 1 0 1 2 2 0 0	Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
III	Juliette F. Womack Coordinator, Career Planning and Placement Mobile, AL Bishop State Community College 251-662-5371 jwomack@bishop.edu	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
JJJ	Grace United Methodist Church Anita Ashcroft 1612 East Capitol Springfield, IL 62703 217-523-3335 gracespringfield@sbcglobal.net	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant

KK K	Sinclair Broadcast Group, Inc. Sharon Pickeral 10706 Beaver Dam Road Cockeysville, MD 21030 Phone: 410-568-1500 www.sbgi.net	0 4 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
LLL	602 Communications Graeme Newell 6839 Charter Hills Road Charlotte, NC 28277 (704) 543-1426 gnewell@602communications.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant
MM M	Jewish Vocational Center Sally Yarberry 216 West Jackson Blvd. Chicago, Illinois 60606 (847) 412-4300 sallyyarberry@jvschicago.org or MarsyCohen@jvschicago.org	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant

PPP	American Women in Radio and TV Ms. Terri Dickerson 1650 Tysons Boulevard #200 Mclean VA 22102-3915 (703) 506-3290 *Recruitment source no longer utilized as of 1/25/07	0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter
QQ Q	Foundation for Minority Interests in Media (FMIM) Ms. Betty Elam 825 Seventh Avenue, 4 th Floor New York, NY 10019 (202) 637-4494 *Recruitment source no longer utilized as of 1/25/07	0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter
RRR	National Organization for Women Kim Gandy P.O Box 25427 Raleigh, NC 27611	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter
SSS	Radio-Television News Directors Association Ms. Michele Franklin 1000 Connecticut Avenue, NW Suite 615 Washington DC 20036 202.659.6510 *Recruitment source no longer utilized as of 1/25/07	0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter

		0	Sports Reporter
WW W	West Side Christian Church 2850 Cider Mill Ln Springfield, IL 62702 *New recruitment source as of 1/25/07	0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
XX X	Women's Information Network Career Education Services 1800 R. Street, NW Suite C-4 Washington DC 20009 202-387-7200 *Recruitment source no longer utilized as of 1/25/07	0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter
YY Y	National Image Inc. Christina Martinez-Romero 2716 Wellington Drive Springfield, IL 62703 Phone not currently Available	0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter

ZZZ	Internal Candidates	0 0 0 0 0 0 0 0 3 0 2 2 0 1 0 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher Local Sales Assistant Local Sales Manager Multi Media Engineer News Photographer News Photographer Producer Reporter Reporter Sports Reporter Traffic Assistant Weekend Reporter
AA AA	TV Spy.com Recruitment and Career Services 150 West 22 nd St 5 th Floor New York, NY 10011 www.tvspy.com *Recruitment source no longer utilized as of 11/16/06 due to "return to sender" status	0 0 0 0 0 0 0 0 0 0 0	Account Executive-New Business Development Chief Engineer Local Sales Assistant Local Sales Manager News Photographer News Photographer Producer Reporter Reporter Sports Reporter
BBB B	Monster.com 5 Clock Tower Place Maynard, MA 01754 Judy Fonda – Account Manager 919-264-6016 judy.fonda@monster.com *Started utilizing as a recruitment source as of 1/1/07	0 0 0 0 0 0 0 0 0 0 0	Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Director of Marketing/Promotion Manager Director/Switcher Multi Media Engineer Weekend Reporter
CCC C	Employee Referral	0 0 0 0 0 1 0 0 0 0 0	Account Executive-New Business Development Account Executive Accounts Receivable Clerk Accounts Receivable Clerk Accounts Receivable Clerk Assignment Editor Business Office Specialist Chief Engineer Director of Marketing/Promotion Manager Director/Switcher

		0	Local Sales Assistant
		0	Local Sales Manager
		0	Multi Media Engineer
		0	News Photographer
		0	News Photographer
		0	Producer
		0	Reporter
		0	Reporter
		0	Sports Reporter
		0	Traffic Assistant
		1	Weekend Reporter

1. Indicates sources that have requested notification of job openings.

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

Mailings for the following organizations were returned:

National Hispanic Media Coalition
2514 South Grand Avenue
Los Angeles CA 90007

602 Communications
6839 Charter Hills Road
Charlotte, NC 28277

Camp Point Area Business
Route #2 P.O Box 209
Camp Point, IL 62302

TV Spy.com Recruitment and Career Services
150 W. 22nd St.
New York, NY 10011

This Station is working to obtain correct new addresses.

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: WICS

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

1. Activity: **JOB FAIRS—2007 Springfield Collegiate Career Fair**

Date of Station Participation: 2/23/2007

Participating Employees: Alaina M. Anderson- Business Office Specialist/HR Coordinator, Steve Cramblit-Director of Sales

Host/Sponsor of Activity: Lincoln Land Community College, Robert Morris College, Springfield College in Illinois, University of Illinois, Springfield

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. WICS-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—IBA/ISU Career Fair**

Date of Station Participation: 2/28/2007

Participating Employees: Alaina M. Anderson-Business Office Specialist/HR Coordinator, 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 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. WICS-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. **EDUCATIONAL EVENT—School Visit**

Date (s): 11/01/2006

Participating Employees: Joe Crain-Weather Anchor
Host/Sponsor of Activity: Palmyra Northwestern Grade School-Palmyra, IL

Brief Description of Activity and Station Participation:

Joe Crain spoke to two classes groups at Palmyra's grade school about basic weather forecasting concepts, severe weather safety, and career opportunities in the broadcasting field. Joe also answered a number of questions pertaining to the news and weather from students.

3. Activity: **EDUCATIONAL EVENT-Job Shadow**

Date (s): 11/14/2006

Participating Employees: Alaina M. Anderson- Business Office Specialist/HR Coordinator, News Department
Host/Sponsor of Activity: ABC NewsChannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Marin Lowder, Waverly High School followed employees in the news department during their daily routines to see what the broadcasting/news working environment is on a daily basis. Marin was able to shadow a producer, anchor, reporter and some of the editing in the newsroom. Marin is very interested in a career in news.

4. Activity: **EDUCATIONAL EVENT-Job Shadow**

Date (s) 11/20/06

Participating Employees: Alaina M. Anderson-Business Office Specialist/HR Coordinator, Sara Wojcicki-Reporter
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Nick Veach, Williamsville High School followed Sara around the newsroom all morning and observed what the life of a reporter is like. Nick was able to view Sara editing news stories and learned a lot about the news department. Nick was also able to watch the mid-day newscast and is very interested in persuing a career in broadcasting.

5. Activity: **EDUCATIONAL EVENT-Job Shadow**

Date: 12/5/2006

Participating Employees: Alaina M. Anderson-Business Office Specialist/HR
Coordinator, News Department
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Jenna Morton, Lanphier High School followed members of the news team around the newsroom throughout the day. She was able to see how much hard work goes into the reporting and anchoring part of the news team. In a thank you letter received Jenna states that she would be a great asset to the journalism world when she gets done with school.

6. Activity: **EDUCATIONAL EVENT—Job Shadow**

Date (s): 1/30/07

Participating Employees: Alaina M. Anderson-Business Office Specialist/HR
Coordinator, News Department
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Brian Pfeiffer and Lauren Cox, Tri-City High School took part in a job shadow within our news department. They were able to view a newscast and see what reporting and anchoring is all about. They were also able to view the editing process of the news stories. In a thank you letter received by Lauren she states that she learned what skills and tactics are required in a great news story. She also said that this job shadow allowed her to see what being a reporter/anchor is all about.

7. Activity: **EDUCATIONAL EVENT—Class Speech**

Date (s): 2/6/07

Participating Employees: Joe Crain, Weather Anchor
Host/Sponsor of Activity: Pleasant Hill Elementary School

Brief Description of Activity and Station Participation:

Joe spoke to approximately 25 3rd grade students in Mrs. Caprancia's class. Joe spoke about basic weather concepts and career opportunities in broadcasting. Joe also answered a number of questions from the students about weather and severe weather

8. Activity: **EDUCATIONAL EVENT—Job Shadow**

Date (s): 3/22/07

Participating Employees: Alaina M. Anderson, Business Office Specialist/HR
Coordinator and the News Department
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Matthew Tomlin participated in a job shadow within our news department. He was able to view a newscast and see what reporting and anchoring is all about. He was also able to view the editing process of the news stories.

9. Activity: **EDUCATIONAL EVENT—Job Shadow**

Date (s): 3/22/07

Participating Employees: Gus Gordan, Chief Meteorologist
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Olivia Wendt participated in a job shadow within our news department focusing on the weather aspect of the news. She was able to view a newscast and observe the weather desk along side Gus Gordon. She learned about the weather and the requirements to be a weather anchor in broadcasting.

10. Activity: **EDUCATIONAL EVENT—Classroom Speech**

Date (s): 4/19/07

Participating Employees: Joe Crain, Weather Anchor
Host/Sponsor of Activity: Washington-Monroe Grade School

Brief Description of Activity and Station Participation:

Joe gave a speech to approximately 50 4th graders at Washington-Monroe Grade School in Lincoln, IL. Joe talked about basic weather concepts, severe weather safety, and about his career in broadcasting. Joe also answered questions pertaining to the news.

12. Activity: **EDUCATIONAL EVENT—Classroom Speech**

Date (s): 4/20/07

Participating Employees: Joe Crain, Weather Anchor
Host/Sponsor of Activity: A-C Central Elementary School

Brief Description of Activity and Station Participation:

Joe spoke to the 1st grade classes at A-C Central Elementary school. Joe talked about severe weather safety tips and about his career in broadcasting. Joe also answered questions from this group of students.

13. Activity: **EDUCATIONAL EVENT—Weather Talk**

Date (s): 5/2/07

Participating Employees: Joe Crain, Weather Anchor
Host/Sponsor of Activity: Pleasant Hill Elementary School

Brief Description of Activity and Station Participation:

Joe spoke with the 2nd grade classes at Pleasant Hill Elementary School about basic weather concepts. Joe talked about severe weather safety and about his career in broadcasting.

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

Date (s): 5/18/07

Participating Employees: Travis Collins, Promotions Department
Host/Sponsor of Activity: ABC Newschannel 20

Brief Description of Activity and Station Participation:

Travis gave a station tour to Zion Lutheran Student Council on 5/18/07. This group of students was able to learn about communications in broadcasting and media.

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

Date (s): 5/23/07

Participating Employees: Kevilee Douglas, Morning Weather Anchor
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Kevilee gave a station tour to Washington-Monroe School from Lincoln, IL on 5/23/07. These students were able to view the Mid-day weather cast as well as the Mid-day news cast. Kevilee showed them the news studio and certain aspects of the news room pertaining to the weather.

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

Date (s): 5/23/07

Participating Employees: Kimberly Hartman, Promotions Department
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Kimberly gave a station tour to Iles Fairview School of Springfield, IL on 5/23/07. These students were shown the studio and were able to view the mid-day newscast. Kimberly told them all about her job and the promotional aspects of broadcasting.

17. Activity: **EDUCATIONAL EVENT—Speech “Real Men Read”**

Date (s): 7/6/07

Participating Employees: Joe Crain, Weather Anchor
Host/Sponsor of Activity: Dist. 186/ Lindsay Elementary School

Brief Description of Activity and Station Participation:

Joe took part in the “Real Men Read,” day at Vachel Lindsay Elementary on 7/6/07. The event is part of the schools summer “Bridges,” program. Joe read a story to a group of 3rd graders and answered questions about the weather and broadcasting.

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

Date (s): 12/16/2007

Participating Employees: Joe Crain-Weather Anchor
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Joe took members of the local Rochester Cub Scout Troop Den 7 Pack 40 and their parents on a station tour of WICS-TV. On the tour the cub scouts saw the production control room, the weather and on-air studio as well. The troop got to watch the 6pm news in the studio and the anchors as well as Joe answered questions about the Broadcasting field.

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

Date (s): 1/27/07

Participating Employees: Joe Crain-Weather Anchor
Host/Sponsor of Activity: Christ the King School

Brief Description of Activity and Station Participation:

Joe gave a station tour to a dozen Cub Scouts from Den 1, Pack 2 to Christ the King. They watched the 6pm news from the studio and the pack was shown how the computers work in the weather center.

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

Date (s): 7/12/07

Participating Employees: Mike Berman, Sports Anchor
Host/Sponsor of Activity: ABC Newschannel 20 WICS-TV

Brief Description of Activity and Station Participation:

Mike gave a station tour to the Springfield Jewish Federation on 7/12/07. These individuals were able to view aspects of the news department as well as the work environment in broadcasting. These individuals were also able to view a newscast while in 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.

WICS NewsChannel 20 had 8 Interns during this period. The Interns came from the following:

- Robert Morris College in Springfield, IL
- (2) California State University in Los Angeles, CA
- (4) University of Illinois in Springfield, IL
- Springfield College of Illinois in Springfield, IL

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

Training:

Activity: **Avid Training**

Date of Station Participation: **Dec. 5-7th, 2006**

Participating Employees: **All WICS News Employees**

Brief Description of Activity and Station Participation: **WICS 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: **To be completed once each new employee begins employment**

Participating Employees: **All WICS New 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.**

Activity: **AdConnections Training**

Date of Station Participation: **December 2006**

Participating Employees: **All WICS 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.**