

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 08/01/2007 to and including 7/31/2008 (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 8/1/2007 to and including 7/31/2008 (the "Applicable Period").

Station Comprising Station Employment Unit: WICD-TV

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hire	Total Number of Interviewees from All sources for This Position
1	Account Executive	Career Builder	2
2	Account Executive	SBG Website	4
3	Account Executive New Bus.	CareerBuilder.com	1
4	Account Executive New Bus.	WICD Website	1
5	Anchor	Medialine.com	1
6	Assignment Editor	TVJobs.com	1
7	Business Office Specialist	Champaign News Gazette	4
8	Chief Photographer	Internal Employee	1
9	Director/Switcher	SBG Website	1
10	Local Sales Assistant	Internal Employee	1
11	Local Sales Manager	Internal Employee	1
12	Operations Manager	Internal Employee	1
13	Operating Technician	WICD-TV Internal Job Posting	2
14	Operating Technician	SBG Website	4

15	Operating Technician	Internal Employee	3
16	Photographer	Internal Employee	2
17	Producer	TVJobs.com	1
18	Reporter/Photographer (Sports)	Internal Employee	1
19	Sales Account Executive	SBG Website	1

Total Number of Persons Interviewed During Applicable Period: 33

		0 0 0 0 0 0 0 0	Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
D	Bishop Community College Career Center 414 Stanton Street Mobile, AL 36617-2399 P: (251) 690-2399 jwomack@bishop.edu www.bishop.edu * Source no longer utilized as of 12/31/07.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
E	NABJ -University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 P: (301) 445-7100 nabj@nabj.org * Source no longer utilized as of 12/31/07.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer
F	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com	0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor

		1 0 0 0 0 0 0 0 0 0 0 1 0 0	Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
G	Broadcasting & Cable Katie Rosa 360 Park Avenue South New York, NY 10010 P: (866) 258-1075 Katie.rosa@variety.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
H	Career Builder Allison Weitzman, 8401 Greensboro Dr McLean, VA 22102 www.careerbuilder.com * Source only utilized as of 01/01/2008.	1 1 0 2 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Assignment Editor Local Sales Assistant Reporter/Photographer (Sports) Sales Account Executive
I	Champaign News Gazette Classified Ads 15 E. Main Street Champaign, IL 61820 P: (217) 351-5252	0 0 3 0	Account Executive – New Business Assignment Editor Business Office Specialist Operations Manager

J	<p>Equal Opportunity Commission 1801 L Street, NW Washington, D.C. 20507 202.663.4900</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive</p>
K	<p>Danville Area Comm. College Career Center 2000 E. Main Street Danville, IL 61832-5199 P: (217) 443-8833</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive</p>
L	<p>IL Dept of Employment Security Russell Nicholson 1307 N. Mattis Champaign, IL 61821 P: (217) 278-5700</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager</p>

		0 0 0 0 0 0 0 0 0	Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
M	Journalismnext.com *News Dept. Only	0 0 0 0 0 0	Anchor Assignment Editor Chief Photographer Photographer Producer Reporter/Photographer (Sports)
N	NAACP Cleveland Jefferson 310 E. Bradley Champaign, IL 61820	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
O	MediaLine Mark Shilstone Job Posting Administrator PO Box 51909 Pacific Grove, CA 93950 P: (831) 648-5200	1 0 0 0 0 0	Anchor Assignment Editor Chief Photographer Photographer Producer Reporter/Photographer (Sports)
P	NAMIC Inc. (National Association for Multi- Ethnicity in Communications)	0 0 0	Account Executive Account Executive Account Executive – New Business

	<p>Job Administrator 600 Anton Blvd Suite 100 Costa Mesa, CA 92625</p> <p>* Source no longer utilized as of 12/31/07.</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer</p>
Q	<p>The Society of Professional Journalists Job Administrator 3909 N. Meridian Street Indianapolis, IN 46208</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports)</p>
R	<p>University of Illinois Laurine Cowen 620 E. John Street Room 250 Champaign, IL 61820 P: (217) 333-5300</p>	<p>1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive</p>
S	<p>Parkland College Career Center 2400 W. Bradley</p>	<p>0 0 0</p>	<p>Account Executive Account Executive Account Executive – New Business</p>

	Champaign, IL 61821 P: (217) 351-2220 Kristin Bluhm	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
T	Eastern Illinois University Jan Stevens 600 Lincoln Avenue 1301 Charleston, IL 61920 P: (217) 581-3712 www.eiu.edu jastevens@eiu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
U	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	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager

		0 0 0 0 0 0 0 0 0	Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
V	National Association of Hispanic Journalists Ms. Yaneth Guillen 1000 National Press Building 529 14 th Street, N.W. Washington, DC 20045 P: (202) 662-7145 www.nahj.org jobbank@nahj.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
W	Illinois Broadcasters Association 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 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive

		0 0	
X	AAJA (Asian American Journalist Association) Job Administrator 1182 Market Street Ste 320 San Francisco, CA 94102 *No longer utilized as of 10/16/2008	0 0 0 0 0 0 0	Account Executive Account Executive Anchor Chief Photographer Director/Switcher Operations Manager Producer
Y	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 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
Z	WICD-TV Internal Job Posting Tonya L. Bliss 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500	0 0 0 0 0 0 0 0 1 0 1 1 1 1 2 1 0 1 0 1	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Local Sales Manager Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports)

		0	Sales Account Executive
BB	Illinois News Broadcasters Assoc. Bob Roberts c/o WIUM-FM News 1 University Circle Macomb, IL 61455 www.inba.net	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
CC	Madison Media Institute Susan Miller 2702 Agriculture Drive Madison, WI 53718 www.madisonmedia.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
DD	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	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer

		0 0 0 0 0 0 0 0 0 0 0 0 0	Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
EE	Ohio/Illinois Broadcast Engineers 9000 Sweet Valley Dr. Valley View, OH. 44125 216.447.9117 gary@be on air.com Gary James *No Sales	0 0 0 0 0 0 0 0 0 0 0 0	Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports)
FF	Specs Howard School of Broadcast Arts 19900 W. 9 Mile Road Southfield, Michigan 48075 nicole@specshoward.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
GG	National Black MBA Assoc. Della Green 180 N. Michigan Ave., Ste 1515	0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business

	Chicago, IL 60601 P: (312) 236-2622 www.nbmbaa.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
HH	California Chicano News Media Association (CCNMA)* Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
II	Spots 'N' Dots Ms. Dai Korba 167 Oakdale Road Johnson City, NY 13790 P: (888) 884-2630 dai@spotsndots.com *Sales Only	0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Local Sales Assistant Sales Account Executive
JJ	Augustana College 639 38 th St. Rock Island, IL. 61201 309.794.7563 cindyboultinghouse@augustana.edu	0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor

		0 0 0 0 0 0 0 0 0 0 0 0 0	Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
KK	Sinclair Broadcast Group, Inc. Sharon Pickeral 10706 Beaver Dam Road Cockeysville, MD 21030 P: (410) 568-1500 www.sbgnet.net	1 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 1	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
LL	WICD News Channel 15 Station Website Tonya Bliss 250 S. Country Fair Drive Champaign, IL 61821 P: (217) 351-8500 www.wicd15.com	3 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 3 1 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports)

		0	Sales Account Executive
MM	Employee Referral	0 0 0 0 0 0 1 0 0 0 0 0 0 0 1 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
NN	Monster.Com Judy Fonda 5 Clock Tower Place Maynard, MA 01754 www.monster.com *Stopped utilizing 12/31/2007.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer
OO	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 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician

		0 0 0 0 0 0	Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
QQ	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 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
RR	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 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
SS	Dominican University 7900 W. Division Lewis 216 River Forest, IL. 60305 708.524.6827	0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business

	Keli Wojciechowski kallen@dom.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
TT	Eureka College 300 E. College Ave. Eureka, IL. 61530 309.467.6420 srich@eureka.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
UU	Greenville College 315 E. College Ave. Greenville, IL. 62246 618.664.6613 tonya.holman@greenville.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer

		0 0 0	Producer Reporter/Photographer (Sports) Sales Account Executive
VV	Heartland Community College 1500 W. Raab Rd. Normal, IL. 61761 309.268.8000 Director of Human Resources	0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
WW	Illinois College 1101 W. College Ave. Jacksonville, IL. 62650 217.245.3040 sduester@ic.edu	0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
XX	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	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer

		0 0 0 0 0 0 0 0 0 0 0	Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
YY	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 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
ZZ	Illinois State College Campus Box 4481 Normal, IL. 61790-4481 309.438.7409 dlesse@ilstu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive

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DDD	Malcolm X College 1900 W. Van Buren Chicago, IL. 60612	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
EEE	Millikin University 1184 W. Main St. Decatur, IL. 62522 Sandy Wilcox	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
FFF	Northern Illinois University Campus Life Building Room 220	0 0 0	Account Executive Account Executive Account Executive – New Business

	DeKalb, IL. 60115-2825 Career Services	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
GGG	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 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
HHH	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 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician

		0 0 0 0	Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
III	Southern Illinois University 900 S. Normal – Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901-4703 Beverly Robbins	0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician (CIL01099) Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
JJJ	Career Services Southern Illinois University - Edwardsville Founders Hall – Room 3126 Edwardsville, IL. 62025	0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
KKK	University of Illinois - Springfield UIS Career Development Center One University Plaza, SAB 50	0 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor

	Springfield, IL. 62703	0 0 0 0 0 0 0 0 0 0 0 0 0	Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive
LLL	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 0 0 0 0 0	Account Executive Account Executive Account Executive – New Business Account Executive – New Business Anchor Assignment Editor Business Office Specialist Chief Photographer Director/Switcher Local Sales Assistant Operations Manager Operating Technician Operating Technician Operating Technician Photographer Producer Reporter/Photographer (Sports) Sales Account Executive

**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 8/01/2007 to and including 7/31/2008

Station Comprising Station Employment Unit: WICD-TV

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

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

Date of Station Participation: September 28, 2007

Participating Employees: Gary Hackler, Local Sales Manager (WICD-TV) and
Cornicha West, Business Office Specialist (WICD-TV)

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

Brief Description of Activity and Station Participation:

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

2. Activity: **JOB FAIRS—Eastern Illinois University**

Date of Station Participation: October 17, 2007

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

Host/Sponsor of Activity: Eastern Illinois University

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—Parkland Community College**

Date of Station Participation: April 3, 2008

Participating Employees: Scott Larson, Operations Manager and Tonya L. Bliss, Business Office Specialist

Host/Sponsor of Activity: Parkland College, Parkland College & The 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: **EDUCATIONAL EVENT-**

Date: December 20, 2007

Participating Employees: Doug Quick, Chief Weathercaster
Host/Sponsor of Activity: WICD-TV – Jamaica Junior High School

Brief Description of Activity and Station Participation:

Doug attended an 8th grade science class at Jamaica Junior High School in Sidell, Illinois. Doug participated as a guest speaker. Subject was “My Job as a Weathercaster” His talk included a video showing the steps in producing weathercasts at WICD & WCCU. He also touched on weather basics and what the symbols on the weather maps mean. Doug asked the class to put together a forecast based on the placement of fronts and high and low pressure patterns. He included information about his background and education. He also discussed the possibilities of internships and employment

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

Date: January 9, 2008

Participating Employees: Erik Snell, Promotions Manager & Scott Larson, Operations Manager
Host/Sponsor of Activity: WICD-TV – Rantoul School

Brief Description of Activity and Station Participation:

Erik & Scott gave a station tour to a 8th grade class from Rantoul. These students were shown the various different departments. They are currently studying TV & broadcasting. They will be conducting their own Student Produced "News Broadcast". A Question and Answer session was held to address career opportunities in broadcasting & television.

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

Date: April 21, 2008

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD – TV – Paris High School

Brief Description of Activity and Station Participation:

Group of students from Paris High School came to the station for an educational tour. We gave them an overview of many station departments and let them meet and talk with station employees including talent. We also covered how to begin a career in broadcasting and talked about opening within our station.

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

Date: January 24, 2008

Participating Employees: Erik Snell, Promotions Manager & Scott Larson, Operations Manager

Host/Sponsor of Activity: WICD-TV – St. Joseph Ogden Cub Scout Troop

Brief Description of Activity and Station Participation:

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

8. Activity: **COMMUNITY EVENT—Station Tour**

Date: February 28, 2008

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD-TV – The Prairie Center

Brief Description of Activity and Station Participation:

Erik gave a station tour to members of The Prairie Center. 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.

9. Activity: **COMMUNITY EVENT—Station Tour**

Date: May 23, 2008

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD-TV – The Prairie Center

Brief Description of Activity and Station Participation:

Erik gave a station tour to members of The Prairie Center. 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.

10. Activity: **Community Event – CRIS Senior Center**

Date: February 18, 2008

Public Appearance by Doug Quick, Chief Weathercaster, WICD.
Subject: "The Changes in Technology of Broadcasting."
Participants: Kiwanis Club members and members of the center.

The talk was a partnership with Mike Hulvey, the Station Manager of Neuhoff Broadcasting stations in Danville. WDAN, WDNL, WRHK We talked about the history of our stations. The information included the many changes in broadcasting and a description of the early facility WDAN-TV in DANVILLE. We discussed WDAN's equipment and how the station functioned in comparison with how they function now. A video of how the weather segments are produced each day, was shown.

12. Activity: **Community EVENT-Station Tour**

Date: December 05, 2007

Participating Employees: Erik Snell, Promotions Manager
Host/Sponsor of Activity: WICD-TV – The Prairie Center

Brief Description of Activity and Station Participation:

Erik gave a station tour to members of The Prairie Center. 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.

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

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

- University of Illinois, Champaign-Urbana, IL (9)
- Huntington University, Huntington, IN (1)
- Olivet Nazarene University, Bourbonnais, IL. (1)

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

Training

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. All new employees will continue to take the sexual harassment training as well as the code of business conduct & ethics training.**

Activity: **Workplace Harassment**

Date of Station Participation: **March 10-June 10, 2008**

Participating Employees: **All WICD Employees**

Brief Description of Activity and Station Participation: **All employees were 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: **March 10-June 10, 2008**

Participating Employees: **All WICD Employees**

Brief Description of Activity and Station Participation: **All employees were 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: **Softsel Training**

Date of Station Participation: **February 7th 2008**

Participating Employees: **All WICD Sales Employees**

Brief Description of Activity and Station Participation: **WICS sales employees learned how this software works in conjunction with OSI to help organize their sales calls/follow ups on a daily basis.**

Activity: **Media Alert Training**

Date of Station Participation: **February 26th 2008**

Participating Employees: **All WICD Sales Employees**

Brief Description of Activity and Station Participation: **WICD sales employees**

received training on the how to run this new software product. The employees learned by example and trial. Media Alert is a market analysis based program.