

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 08/01/2008 to and including 7/31/2009 (the “Applicable Period”).

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

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

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

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 8/1/2008 to and including 7/31/2009 (the "Applicable Period").

Station Comprising Station Employment Unit: 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	Chief Photographer	Careerbuilder	7
2	Commercial Production Producer	SBG website	11
3	Full Time News Photographer	SBG website	4
4	Full Time News Photographer	SIU-Carbondale	3
5	Graphic Artist	602 Communications.com	9
6	Graphic Artist	Wics.com	4
7	Newscast Producer	Internal candidate	1
8	Newscast Producer	TVJobs.com	3
9	Newscast Producer	Employee referral	3
10	Reporter	TVJobs.com	3
11	Reporter	TVJobs.com	6
12	Sales Account Executive	Internal candidate	10
13	Sales Account Executive	Employee referral	3
14	Weekend Anchor/Reporter	Internal candidate	3
15	Weekend Sports Anchor/Reporter	Employee referral	4

Total Number of Persons Interviewed During Applicable Period: 74

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 8/1/2008 to and including 7/31/2009

Station Comprising Station Employment Unit: WICS

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	602 Communications Graeme Newell 6839 Charter Hills Road Charlotte, NC 28277 (704) 543-1426 gnewell@602communications.com	0 0 0 0 1 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
B	American Women in Radio & TV Maria Brennan 8405 Greensboro Dr McLean, VA 22102 (703) 506-3290	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
C	Augustana College Cindy Boultinghouse 639 38 th Street Rock Island, IL 61201 Cindyboultinghous@augustana.edu <u>u</u>	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter

		0	Weekend Sports Anchor/Reporter
D	Blackburn College Robert Fent/Joe Hare 700 College Ave Carlinville, IL 62626 (800) 233-2550	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
E	Bradley University Judy Brown University Support Staff/Smith Career Center Burgess Hall Peoria, IL 61625 jbrown@bradley.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
F	Broadcasting & Cable Jon Kemp 225 Wyman St. Waltham, MA 02451 *source ended on 1/1/09	0 0 0 0 0 0 0 0 0 1 0 1 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
G	California Chicano News Media 3800 S. Figueroa St. Los Angeles, CA 90037-1206 ccnmainfo@ccnma.org (213) 437-4408	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive

		0 0	Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
H	Capital Area Career Center/WQNA Radio 2201 Toronto Rd-Jim Grimes Springfield, IL 62712 (217) 529-5431	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
I	Careerbuilder Allison Weitzman, Account Manager 8401 Greensboro Dr McLean, VA 22102 Indeed.com	1 2 0 0 4 2 0 0 0 1 2 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
J	Danville Area Comm College Nancy Boesdorfer Career Center 2000 E. Main St. Danville, IL 61832-5199 (217) 443-8753	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
K	Dominican University Keli Wojciechowski 7900 W. Division Lewis 216 River Forest, IL 60305 kallen@dom.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive

		0 0 0	Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
L	Eastern Illinois University Jan Stevens 600 Lincoln Avenue 1301 Charleston, IL 61920 (217) 581-3712 www.eiu.edu jastevens@eiu.edu	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
M	Employee Referral	1 1 0 0 1 0 1 1 0 1 3 3 0 1	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
N	Eureka College Shari A. Rich 300 E. College Ave Eureka, IL 61530 (888) 4-EUREKA www.eureka.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
O	Greenville College Tonya Holman 315 East College Ave Greenville, IL 62246 Tonya.holman@greenville.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter

		0 0 0 0	Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
P	Heartland Community College 1500 W Raab Rd Normal, IL 61761 (309) 268-8000 www.heartland.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
Q	Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 (618) 985-5555	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
R	Illinois Central College 115 SW Adams St Peoria, IL 61602 (309) 694-5-ICC	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
S	Illinois College Sheila Deuesterhaus 1101 West College Ave Jacksonville, IL 62650 sduester@ic.edu (217) 245-3030	0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter

		0 0 0 0 0	Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
T	Illinois News Broadcasters Assoc 815 Long Road c/o WIUM-FM News Glenview, IL 60025-3353 www.inba.net borowmaq@aol.com	1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
U	Illinois State University Deb Lesser 100 N. University St. #142 Normal, IL Dllesse@ilstu.edu (309) 438-2111	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
V	Internal Candidates	3 1 1 0 1 0 1 0 0 0 0 1 1 0 2 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
W	Jewish Vocational Center Sally Yarberry 216 W. Jackson Blvd Chicago, IL 60606 (847) 412-4300 sallyyarberry@jvschicago.org MarsyCohen@jvschicago.org	0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer

		0 0 0 0 0 0 0	Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
X	Kankakee Community College Takesha Dade Career Services 100 College Drive Kankakee, IL 60901 (815) 802-8575	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
Y	Kaskaskia College Stephanie Burghar 27210 College Rd L 109 Centralia, IL 62801 (618) 545-3000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
Z	Lake Land College Tina Moore 5001 Lake Land Blvd Mattoon, IL 61938 www.lakeland.cc.il.us	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
AA	Lincolnland Community College 5250 Shepherd Rd Springfield, IL 62794-9256 (217) 786-2200 www.llcc.edu	0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist

		0 0 0 1 0 0 0 0	Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
BB	Madison Media Institute Bill Mallinson 2702 Agriculture Drive Madison, WI 53718 www.madisonmedia.com dbmallinson@madisonmedia.com (800) 236-4997	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
CC	Malcom X College 1900 W Van Buren Chicago, IL 60612 (312) 850-7000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
DD	Medialine Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800) 237-8073 Medialine.com medialine@medialine.com	0 0 0 1	Chief Photographer Newscast Producer Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
EE	Millikin University Sandy Wilcox 1184 W. Main St Decatur, IL 62522 (800) 373-7733	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive

		0 0	Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
FF	NAACP Kenneth Page PO Box 1524 Springfield, IL 62705 (217) 789-2721 Kpage1@ameritech.net	0 0 0 0 0 0 0 0 0 0 0 1 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
GG	National Assoc of Hispanic Journalists Yaneth Guillen 1000 National Press Building 529 14 th St, NW Washington, DC 20045 (202) 662-7145 www.nahj.org jobbank@nahj.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
HH	National Black MBA Association 180 N. Michigan Ave, Ste 1400 Chicago, IL 60601 (312) 236-2622	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
II	Native American Educ Services Melanie Cloud 2838 W. Peterson Chicago, IL 60659 (773) 761-5000 Address change: 11/08 5751 N. Richmond St., #2 Chicago, IL 60659	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive

		0 0 0	Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
JJ	Northern Illinois University 1425 W. Lincoln Hwy Campus Life Bldg, Room 220 DeKalb, IL 60115-2825 (815) 753-1000 www.niu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
KK	Ohio/Illinois Centers for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 gary@beonair.com (216) 447-9117	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
LL	Parkland College Sue Spencer 2400 W. Bradley Ave Champaign, IL 61821 (217) 351-2536 www.parkland.edu sspencer@parkland.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
MM	Rainbow Push Coalition Tannis Williamson 930 E. 50 th St Chicago, IL 60615 (773) 373-3366 ext 723 twilliamson@rainbowpush.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter

		0 0 0 0	Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
NN	Richland Community College 1 College Park Decatur, IL 62521 (217) 875-7200 www.richland.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
OO	Robert Morris College 3101 Montvale Dr Springfield, IL 62704 (217) 793-2500 www.robertmorris.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
PP	Sinclair Broadcast Group Inc. Sharon Pickeral 10706 Beaver Dam Road Cockeysville, MD 21030 (410) 568-1500 www.sbgi.net	0 1 1 0 0 0 1 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
QQ	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, IN 46208 (317) 927-8000 www.spj.org	0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter

		0 0 0 0 0	Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
RR	Southern Illinois University 900 S. Normal Woody Hall, B204 Carbondale, IL 62901 (618) 453-2391 ucsc@siu.edu car_serv@siu.edu	0 1 1 2 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
SS	Southern Illinois University Founders Hall Room3126 Edwardsville, IL 62025 www.siu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
TT	Specs Howard School of Broadcast Arts 1990 W 9 Mile Rd Southfield, MI 48075 (248) 358-9000 www.specshoward.edu kpeters@specshoward.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
UU	Springfield College in Illinois Benedictine University Marion Hitchens 1500 N. 5 th St. Springfield, IL 62702 (217)525-1420 ext 322 mhitchens@sci.edu	0 0	Graphic Artist Sales Account Executive

	*began recruiting 2/20/09		
VV	Springfield Urban League Ms. Karen Norris 100 North 11 th St Springfield, IL 62703 (217) 789-0830 knorris@springfieldul.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
WW	State Journal Register	1	Sales Account Executive
XX	TVJobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com	1 0 0 0 1 1 1 0 1 2 0 0 0 1	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
YY	UIS Career Services-Spfld Ms. Rosa Bryant University of Illinois One University Plaza MS SAB50-A Springfield, IL 62704 (217) 206-6508 careerservices@uis.edu	0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
ZZ	University of Illinois at Champaign/Urbana Laurine Cowan 620 E. John, Room 250 Champaign, IL 61820 (217) 333-1000 ext 600 lholley@uiuc.edu	0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer

		0 0 0 0 0 0	Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
AAA	University of Illinois-Chicago 1200 W. Harrison St Chicago, IL 60607 (312) 996-7000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
BBB	Western Illinois University Sharon Evans 1 University Circle Macomb, IL 61455 SA-Evans@wiu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
CCC	www.wics.com Station website	0 2 1 1 0 1 0 2 1 0 0 0 0 0 1	Chief Photographer Commercial Production Producer Full Time News Photographer Full Time News Photographer Graphic Artist Graphic Artist Newscast Producer Newscast Producer Reporter Reporter Sales Account Executive Sales Account Executive Weekend Anchor/Reporter Weekend Sports Anchor/Reporter
DDD	Station commercial/announcement	1	Sales Account Executive

EEE	Collective Talent www.collectivetalent.com		Weather Anchor/Reporter

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:

Native American Educ Services
 Attn: Career Services
 2838 W. Peterson
 Chicago, IL 60659
 (changed to new address:
 Native American Educ Services
 5751 N. Richmond St #2
 Chicago, IL 60659-4803

addresses.

Appendix 3 to

Annual EEO Public File Report Form

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

Station Comprising Station Employment Unit: WICS

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

1. Activity: JOB FAIRS- Unity Convention and Expo

Date of Station Participation: 07/22-07/26/08 – (we were not able to get this on last year's report)

Participating Employees: Sharon Pickeral-Corporate Employment Manager, Deana Reece-News Director for WICS/WICD, Lyn Tolan-News Director for WSYX/WTTE and Vytas Reid-Chief Meteorologist for WBFF

Brief Description of Activity and Station participation:

The Unity '08 Convention is the largest gathering of journalists of color.

Journalists of Color, Inc., is a coalition of the four alliances, the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association.

We set up a booth at the Career Expo for the event and we were able to speak with hundreds of potential candidates. Resumes and demo reels/tapes were sent to all of our stations with openings, and each location has followed up with all candidates we met with.

2. Activity: JOB FAIRS—Illinois Broadcasters Association Career Fair

Date of Station Participation: 10/15/2008

Participating Employees: Tonya Bliss- Business Office Specialist/HR Coordinator, Holly Jones-Production Manager
Host/Sponsor of Activity: Eastern Illinois University

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.

3. Activity: **JOB FAIRS—Springfield Collegiate Career Fair**

Date of Station Participation: 2/19/2009

Participating Employees: Mary Carter-HR Coordinator, Jeff Schlindwein-Business Manager

Host/Sponsor of Activity: University of Illinois at Springfield

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.

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

Date (s): 09/24/08

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Trinity Lutheran School Pack 47

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 47 so they could fulfill their communications badge. At the end of the tour, there was a question & answer period

2 Activity: **COMMUNITY EVENT-Station Tour**

Date (s): 09/30/08

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Cub Scout Pack 331

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 331 so they could study communication & how people get messages across. At the end of the tour, there was a question & answer period.

3. Activity: **COMMUNITY EVENT – Station Tour**

Date (s): 12/03/08

Participating Employees: Joe Crain – Weather Anchor

Host/Sponsor of Activity: Cub Scout Pack 2

Brief Description of Activity and Station Participation:

Joe gave a tour to the Tiger Scouts from Christ the King. At the end of the tour, there was a question & answer period.

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

Date (s): 12/10/08

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Girl Scout Troop 226

Brief Description of Activity and Station Participation:

Armone gave a tour to Troop 226. At the end of the tour, there was a question & answer period.

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

Date (s): 12/17/08

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Cub Scouts Pack 40-Den 2

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 40 (den 2) and they also watched our 6pm newscast. At the end of the tour, there was a question & answer period.

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

Date (s): 12/30/08

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Cub Scouts Pack 40-Den 19

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 40 (den 19) . The tour was for their communications badge. At the end of the tour, there was a question & answer period.

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

Date (s): 02/10/09

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Girl Scout Troop 6275

Brief Description of Activity and Station Participation:

Armone gave a tour to Troop 6275 from Chatham. At the end of the tour, there was a question & answer period.

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

Date (s): 02/16/09

Participating Employees: Kimberly Hartman-Promotions Dept

Host/Sponsor of Activity: Cub Scouts-Pack 48

Brief Description of Activity and Station Participation:

Kimberly gave a tour to Pack 48. This activity is part of their "How I Tell It" requirement. At the end of the tour, there was a question & answer period.

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

Date (s): 02/18/09

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Cub Scouts-Pack 40-Den 8

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 40 (den 8) so they could earn their media patch. At the end of the tour, there was a question & answer period.

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

Date (s): 02/19/09

Participating Employees: Joe Crain - Weather Anchor

Host/Sponsor of Activity: Cub Scouts Pack 79

Brief Description of Activity and Station Participation:

Joe gave a tour to Pack 79 from Chatham. They toured the newsroom, production facilities, master control and studios. At the end of the tour, there was a question & answer period.

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

Date (s): 02/23/09

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Cub Scouts Pack 31

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 31 from Blessed Sacrament. This was part of their "Go See It" requirement. At the end of the tour, there was a question & answer period.

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

Date (s): 3/26/09

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Girl Scouts Troop 6184

Brief Description of Activity and Station Participation:

Armone gave a tour to Troop 6184 from Pleasant Plains. Touring the station helps them with their photography badge. At the end of the tour, there was a question & answer period.

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

Date (s): 3/31/09

Participating Employees: Armone Benson, Promotions Dept

Host/Sponsor of Activity: Tiger Scouts Pack 320

Brief Description of Activity and Station Participation:

Armone gave a tour to Pack 320. Touring the station helps them complete their communication badge requirement. At the end of the tour, there was a question & answer period.

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

Date (s): 04/02/09

Participating Employees: Joe Crain - Weather Anchor

Host/Sponsor of Activity: Tiger Scouts Pack 302

Brief Description of Activity and Station Participation:

Joe gave a tour to Pack 302 from Pleasant Plains. This tour was part of their badge requirement. At the end of the tour, there was a question & answer period.

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

Date (s): 04/20/09

Participating Employees: Armone Benson-Promotions Dept

Host/Sponsor of Activity: Brownie Troop 6182

Brief Description of Activity and Station Participation:

Armone gave a tour to Troop 6182 from Chatham. They are working on their media badge. At the end of the tour, there was a question & answer period.

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

Date (s): 04/22/09

Participating Employees: Joe Crain- Weather Anchor

Host/Sponsor of Activity: Cub Scouts Pack 40- den 18

Brief Description of Activity and Station Participation:

Joe gave a tour to Pack 40 (den 18) from Rochester. They wanted to learn more about communication and about the news making process. At the end of the tour, there was a question & answer period.

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

Date (s): 5/19/09

Participating Employees: Armone Benson, Promotions Dept

Host/Sponsor of Activity: Tiger Scouts Pack 121

Brief Description of Activity and Station Participation: Armone gave a tour to pack 121. They are working on their media badge. At the end of the tour, there was a question & answer period.

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

Date (s): 5/26/09

Participating Employees: Kimberly Hartman, Promotions Dept

Host/Sponsor of Activity: Tiger Scouts Pack 40

Brief Description of Activity and Station Participation: Kimberly gave a tour to pack 40. They are working on completing their media badge. At the end of the tour, there was a question & answer period.

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

Date (s): 06/29/09

Participating Employees: Amy Spann O'Conner

Host/Sponsor of Activity: United Cerebral Palsy

Brief Description of Activity and Station Participation: Amy gave a tour to a group of 15 kids from the United Cerebral Palsy Center from Springfield IL. They were between the ages of 6-18. At the end of the tour, there was a question & answer period.

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

Date (s): 09/26/08

Participating Employees: Armone Benson, Promotions Dept

Host/Sponsor of Activity: Park Meadows Christian Academy

Brief Description of Activity and Station Participation:

Armone gave a tour to the Park Meadows Christian Academy, grades 2-11. They are interested in learning about the operations of a television station. At the end of the tour, there was a question & answer period.

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

Date (s): 10/14/08

Participating Employees: Brad Wheeler

Host/Sponsor of Activity: U of I at Springfield

Brief Description of Activity and Station Participation:

Brad gave a tour to a group of students from Mike Duvall's Basic Video Production class. They toured the studio, production department, camera dept & editing. At the end of the tour, there was a question & answer period.

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

Date (s): 10/22/08

Participating Employees: Armone Benson

Host/Sponsor of Activity: LLCC

Brief Description of Activity and Station Participation:

Armone gave a tour to the Mass Media Class from Lincolnland Community College. They toured the studio & watched our 6pm news. At the end of the tour, there was a question & answer period.

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

Date (s): 10/23/08

Participating Employees: Armone Benson

Host/Sponsor of Activity: Academy of Life Long Learning

Brief Description of Activity and Station Participation:

Armone gave a tour to adults 55 & older at the Academy of Life Long Learning. This academy is sponsored by LLCC. They toured the station & met the news team. At the end of the tour, there was a question & answer period.

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

Date (s): 11/21/08

Participating Employees: Joe Crain

Host/Sponsor of Activity: Auburn High School

Brief Description of Activity and Station Participation:

Joe gave a tour to the Meteorology class at Auburn High School. Joe gave an in-depth tour of our weather center. At the end of the tour, there was a question & answer period.

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

Date (s): 01/29/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Rochester High School

Brief Description of Activity and Station Participation:

Armone gave a tour to the Journalism class at Rochester High School. They toured the station & watched our Midday news. At the end of the tour, there was a question & answer period.

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

Date (s): 01/30/09

Participating Employees: Amy Spann-O'Conner

Host/Sponsor of Activity: Lincoln Community High School

Brief Description of Activity and Station Participation:

Amy gave a tour to the Media Communications class at Lincoln Community High School. At the end of the tour, there was a question & answer period.

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

Date (s): 03/05/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Rochester High School

Brief Description of Activity and Station Participation:

Armone gave a tour to ½ of the Oral Communications class at Rochester High School. At the end of the tour, there was a question & answer period.

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

Date (s): 03/06/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Rochester High School

Brief Description of Activity and Station Participation:

Armone gave a tour to the other ½ of the Oral Communications class at Rochester High School. At the end of the tour, there was a question & answer period.

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

Date (s): 03/19/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Northwestern School District #2

Brief Description of Activity and Station Participation:

Armone gave a tour to 6th grade students of Northwestern School Dist #2. They wanted to tour Newschannel 20 to gain ideas for future occupations and try to understand current events locally. At the end of the tour, there was a question & answer period.

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

Date (s): 03/23/09

Participating Employees: Amy Spann O-Conner

Host/Sponsor of Activity: Springfield College

Brief Description of Activity and Station Participation:

18 students from Springfield College toured our station and watched the 9pm news. At the end of the tour, there was a question & answer period.

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

Date (s): 03/30/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Taylorville High School

Brief Description of Activity and Station Participation:

Armone gave a tour to the Taylorville High School Media Applications I Class. They wanted to see behind & in front of the scenes of the news department. Class

members are seriously considering going into the Media field. At the end of the tour, there was a question & answer period.

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

Date (s): 04/01/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Sangamon County Learning Academy

Brief Description of Activity and Station Participation:

Armone gave a tour to the SCLA speech class. They have to create their own newscast in 3 weeks. At the end of the tour, there was a question & answer period.

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

Date (s): 04/08/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: St. Aloysius School

Brief Description of Activity and Station Participation:

Armone gave a tour to the 7th grade class of St. Aloysius School in Springfield. At the end of the tour, there was a question & answer period.

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

Date (s): 04/23/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Phoenix Academy in Decatur

Brief Description of Activity and Station Participation:

Armone gave a tour to the 6th grade class of Phoenix Academy in Decatur, IL. Their teacher, Ryan Johnson, wanted to expose them to a new experience and perhaps spark

an interest in the media field. At the end of the tour, there was a question & answer period.

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

Date (s): 04/24/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Glenwood Middle School

Brief Description of Activity and Station Participation:

Armone Benson gave a tour to 8th graders at GMS. The students are exploring different careers. At the end of the tour, there was a question & answer period.

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

Date (s): 04/27/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Illinois School for the Deaf

Brief Description of Activity and Station Participation:

Armone Benson gave a tour to high school students from ISD. They are interested in learning all about the weather & what a meteorologist does. At the end of the tour, there was a question & answer period.

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

Date (s): 05/20/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: St. Patrick Catholic School

Brief Description of Activity and Station Participation:

Joe gave a tour to students at St. Patrick Catholic School from grades 5th-7th. They toured the station & watched the 5pm newscast. At the end of the tour, there was a question & answer period.

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

Date (s): 05/22/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Douglas School

Brief Description of Activity and Station Participation:

Armone gave a tour to 'level 3' students at Douglas School from grades 6th-8th. They toured the station and wanted to learn what they could about broadcasting & tv. At the end of the tour, there was a question & answer period.

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

Date (s): 5/27/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Washington- Monroe School-Lincoln IL

Brief Description of Activity and Station Participation:

Armone gave a tour to 4th graders from Mrs.Singleton's class at Washington-Monroe School. They toured the station to learn more about weather, to go along with their weather unit. At the end of the tour, there was a question & answer period.

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

Date (s): 05/28/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Washington- Monroe School-Lincoln IL

Brief Description of Activity and Station Participation:

Armone gave a tour to 4th graders from Mrs. Wunderlin's class at Washington-Monroe School. They toured the station and watched our midday news. At the end of the tour, there was a question & answer period.

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

Date (s): 05/29/09

Participating Employees: Amy Spann O-Conner

Host/Sponsor of Activity: AC Central school

Brief Description of Activity and Station Participation:

Amy gave a tour to 7th graders from AC Central Jr. High. At the end of the tour, there was a question & answer period.

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

Date (s): 06/08/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Pawnee United Methodist Church Kid Connection Day School

Brief Description of Activity and Station Participation:

Armone gave a tour to kids of varying ages from the Kid Connection Day School. They are exploring media careers. At the end of the tour, there was a question & answer period.

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

Date (s): 06/18/09

Participating Employees: Armone Benson

Host/Sponsor of Activity: Christian Child Care School

Brief Description of Activity and Station Participation:

Armone gave a tour of 6-13year olds at Christian Child Care. They learned about our station and about media careers.

44. Activity: **COMMUNITY EVENT- Illinois State Fair**

Date (s): 08/13/08

Participating Employees: Promotions Department

Host/Sponsor of Activity: Illinois State Fair

Brief Description of Activity and Station Participation:

Our promotions department had a tent at the Illinois State Fair. They talked to community residents and residents from across the state. They handed out DTV information and also directed those who inquired about careers at Newschannel 20, to our website.

45. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 01/30/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Ridgley Elementary School

Brief Description of Activity and Station Participation:

Joe read to the kindergarten class at Ridgley and spoke about Illinois weather.

46. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 02/04/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Taylorville Jr. High School

Brief Description of Activity and Station Participation:

Joe visited Mrs. Seaton's 7th grade Science class and talked about weather & career opportunities for meteorology & broadcasting.

47. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 02/20/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Our Savior's Lutheran Jr. High School

Brief Description of Activity and Station Participation:

Joe spoke to 7th & 8th graders about career opportunities in broadcasting & meteorology, as well as the education required for these careers.

48. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 03/25/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Bright Horizons Daycare at Illinois Dept of Revenue

Brief Description of Activity and Station Participation:

Joe visited with 4 & 5 year olds at the daycare. They showed him their "weather station" where they observe the weather conditions. He talked with them about severe weather safety.

49. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 03/26/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Hazel Dell Elementary

Brief Description of Activity and Station Participation:

Joe spoke to about 30 students in Mrs. Shafter's 3rd grade class. He talked about basic forecasting & meteorology concepts, as well as safety tips during severe weather.

50. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 03/31/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Edinburg Elementary School

Brief Description of Activity and Station Participation:

Joe spoke with 4th graders from Mrs. Spiker's & Mrs. Maley's classrooms. He spoke about general weather & forecasting concepts as well as preparedness for severe weather safety.

51. Activity: **EDUCATIONAL EVENT- College event**

Date (s): 04/04/09

Participating Employees: Joe Crain & Nicole Buckley

Host/Sponsor of Activity: SIU-Carbondale

Brief Description of Activity and Station Participation:

Joe & Nicole were participants in the annual alumni conference to bring alumni & current students in the university's radio/television together to share ideas and information to prepare students for real-world situations once they graduate.

52. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 04/23/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Pana School District-Washington School

Brief Description of Activity and Station Participation:

Joe spoke to approximately 100 grade school aged children at Washington Elementary School in Pana as part of the school's 1st annual "Spring and Summer Safety Fair & Picnic" about severe weather safety.

53. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 04/24/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Iles Elementary School

Brief Description of Activity and Station Participation:

Joe spoke to approximately 70 2nd graders at Iles Elementary in Springfield about weather forecasting concepts & severe weather safety.

54. Activity: **EDUCATIONAL EVENT- Weather Talk**

Date (s): 04/30/09

Participating Employees: Joe Crain

Host/Sponsor of Activity: Washington-Monroe School, Lincoln IL

Brief Description of Activity and Station Participation:

Joe gave a 50 minute lecture & answered student's questions about weather forecasting, weather concepts & severe weather safety to approximately 46 -4th grade students of Mrs. Singleton & Mrs. Wunderlin.

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

Date (s): 10/07/08

Participating Employees: Jerry Lambert, & Becky Clark, News Department

Host/Sponsor of Activity: Student from Lincolnland Community College

Brief Description of Activity and Station Participation:

Katie Hall from Lincolnland Community College job shadowed Jerry Lambert in our news department for part of the day.

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

Date (s): 11/05/08

Participating Employees: Amy Spann O'Conner, Kimberly Hartman, Promotions Dept

Host/Sponsor of Activity: Student from Hillsboro High School

Brief Description of Activity and Station Participation:

Ellen Schniepp from Hillsboro High School job shadowed Kimberly Hartman in our Promotions Dept for the day.

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

Date (s): 11/26/08

Participating Employees: Catie Sheehan, News Department

Host/Sponsor of Activity: Student from Little Flower School

Brief Description of Activity and Station Participation:

Renee Abernathy from Little Flower School job shadowed Catie for the afternoon.

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

Date (s): 11/28/08

Participating Employees: Catie Sheehan, News Department

Host/Sponsor of Activity: Student from Williamsville High School

Brief Description of Activity and Station Participation:

Hannah Zara from Williamsville High School job shadowed Catie for the day.

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

Date (s): 12/02/2008

Participating Employees: Elizabeth Wooley, News Department

Host/Sponsor of Activity: Student from Lanphier High School

Brief Description of Activity and Station Participation:

Marian Smith from Lanphier High School job shadowed Elizabeth for the afternoon.

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

Date (s): 02/20/2009

Participating Employees: Brad Wheeler, Operations Dept

Host/Sponsor of Activity: Student from Pawnee High School

Brief Description of Activity and Station Participation:

Blake Gillette from Pawnee High School job shadowed Brad for the afternoon.

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

Date (s): 04/21/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Franklin Middle School

Brief Description of Activity and Station Participation:

Nick Smith from Franklin Middle School job shadowed Andrew Hansen.

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

Date (s): 04/28/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Springfield College in Illinois

Brief Description of Activity and Station Participation:

Alyssa Kaufmann from Springfield College in Illinois job shadowed Andrew for the day.

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

Date (s): 04/28/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Springfield College in Illinois

Brief Description of Activity and Station Participation:

Nicole Prosperini from Springfield College in Illinois job shadowed Andrew for the day.

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

Date (s): 05/01/09

Participating Employees: Rebecca Clark & Kevin Hughey, News Dept

Host/Sponsor of Activity: Student from Virden High School

Brief Description of Activity and Station Participation:

Amanda Culp from Virden High School job shadowed Rebecca & Kevin for the day.

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

Date (s): 05/01/09

Participating Employees: Rebecca Clark & Kevin Hughey, News Dept

Host/Sponsor of Activity: Student from Athens High School

Brief Description of Activity and Station Participation:

Jessica Knoles from Athens High School job shadowed Rebecca & Kevin for the day.

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

Date (s): 05/01/09

Participating Employees: Rebecca Clark & Kevin Hughey, News Dept

Host/Sponsor of Activity: Student from Ashland High School

Brief Description of Activity and Station Participation:

Phoebe Betters from Ashland High School job shadowed Rebecca and Kevin for the day.

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

Date (s): 05/01/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Springfield College in Illinois

Brief Description of Activity and Station Participation:

Gina Collebrusco from Springfield College in Illinois job shadowed Andrew for the day.

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

Date (s): 05/01/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Springfield College in Illinois

Brief Description of Activity and Station Participation:

Michael Pulliam from Springfield College in Illinois job shadowed Andrew for the day.

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

Date (s): 05/01/09

Participating Employees: Catie Sheehan, News Dept

Host/Sponsor of Activity: Student from Springfield College in Illinois

Brief Description of Activity and Station Participation:

Amy Heap from Springfield College in Illinois job shadowed Catie for the day.

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

Date (s): 05/02/09

Participating Employees: Catie Sheehan, News Dept

Host/Sponsor of Activity: Student from UIS-Springfield

Brief Description of Activity and Station Participation:

Timothy Tu from UIS job shadowed Catie for the day.

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

Date (s): 05/02/09

Participating Employees: Catie Sheehan, News Dept

Host/Sponsor of Activity: Student from UIS-Springfield

Brief Description of Activity and Station Participation:

Katherine Richardson from UIS job shadowed Catie for the day.

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

Date (s): 05/02/09

Participating Employees: Catie Sheehan, News Dept

Host/Sponsor of Activity: Student from UIS-Springfield

Brief Description of Activity and Station Participation:

Michael Omenazu from UIS job shadowed Catie for the day.

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

Date (s): 06/03/09

Participating Employees: Andrew Hansen, News Dept

Host/Sponsor of Activity: Student from Cathedral of the Immaculate Conception School

Brief Description of Activity and Station Participation:

Polly Keen from the Cathedral of the Immaculate Conception School job shadowed Andrew for the day.

74. Activity: **EDUCATIONAL EVENT – Job Shadow**

Date: 7/18/09

Participating Employee: Kelly Larson – News Reporter

Host / Sponsor of Activity: Student from Illinois State University

Brief Description of Activity:

Matthew Tomlin, a student from Illinois State University job shadowed Kelly for the day and learned about Reporting

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:

- Lincolnland Community College in Springfield, IL
- (2) Blackburn College in Carlinville, IL
- (4) University of Illinois in Springfield, IL
- Valparaiso University in Valparaiso, IN
- Southern Illinois University-Edwardsville, IL

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

Training:

Activity: Sexual Harassment Training & Code of Business Conduct & Ethics 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:

Date of Station Participation:

Participating Employees:

Brief Description of Activity and Station Participation: .