

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2022-July 31, 2023 (Amended April 2024)

Full-Time Positions Filled

Job Requisition #/Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
27182-Account Executive	2/21/2022	9/6/2022	Employee Referral Company Website Indeed Handshake	1 1 2 0	0 0 1 0
28614-Digital Producer	5/19/2022	9/27/2022	Word of Mouth Indeed Linkedin Company Website Handshake	1 1 1 0 0	1 0 0 0 0
28744-Sports Reporter/News Producer	6/27/2022	8/15/2022	Word of Mouth Linkedin Company Website	1 1 0	1 0 0
29841-Anchor/Reporter NE	7/8/2022	12/13/2022	Employee Referral Company Website Handshake	1 0 0	1 0 0
28943-Meteorologist	7/8/2022	7/5/2023	Facebook Employee Referral Company Website TV Jobs Handshake	1 0 0 0 0	1 0 0 0 0
28954-Master Control Operator	7/14/2022	8/22/2022	Indeed Company Website	10 0	1 0
29266-Receptionist	8/10/2022	8/22/2022	Employee Referral Company Website Indeed Handshake	1 0 0 0	1 0 0 0

Job Requisition #/Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
29507-Master Control Operator	9/22/2022	10/25/2022	Employee Referral Company Website Indeed Handshake	1 0 0 0	1 0 0 0
29868-Sports Director 30121-Anchor/Reporter	11/1/2022 3/8/2023	3/13/2023 4/17/2023	TV Jobs Employee Referral Word of Mouth Company Website	2 3 1 0	1 1 0 0
29869-Anchor/Producer NE	11/1/2022	1/4/2023	Linkedin Company Website TV Jobs Handshake	1 0 0 0	1 0 0 0
29887-News Producer	11/8/2022	5/23/2023	Glassdoor Employee Referral Google Handshake	1 2 1 0	1 0 0 0
29917-IT-Broadcast Technician	11/21/2022	7/10/2023	Indeed Company Website Handshake	2 0 0	1 0 0
29960-Local Sales Assistant	12/21/2022	1/18/2023	Indeed Company Website	2 0	1 0
30041-Account Executive	1/30/2022	2/27/2023	Walk-in Company Website Handshake	1 0 0	1 0 0
30046-Capitol Reporter	2/7/2023	2/13/2023	Employee Referral Handshake	1 0	1 0
30047-Master Control Operator	2/7/2023	3/13/2023	Indeed Company Website	2 0	1 0

Job Requisition #/Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
30193-Account Executive	4/5/2023	5/24/2023	Employee Referral Company Website Handshake	1 1 0	1 0 0
30369-Creative Producer	7/5/2023	7/17/2023	Employee Referral Word of Mouth Company Website Handshake	1 1 0 0	1 0 0 0
30363-Account Executive	6/28/2023	7/31/2023	Employee Referral Company Website	1 0	1 0

Recruitment Source List

No.	Recruitment Source	Contact	Email	Total Interviewees	Entitled to Notification (Yes/No)
1	WANDTV.com	904 W. South Side Drive. Decatur, IL 62526 217-424-2500		2	No
2	Indeed	Indeed.com (800)475-4361	Indeed.com	19	No
3	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	3	No
4	Employee Referral	N/A	N/A	13	No
5	Google	1600 Amphitheatre Parkway Mountain View, CA 94043	Google.com	1	No
6	TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	Tvjobs.com	2	No
7	Word of Mouth	N/A	N/A	4	No
8	Illinois Job Link	Illinois Job Link (877) 342-7533	illinoisjoblink.com		

No.	Recruitment Source	Contact	Email	Total Interviewees	Entitled to Notification (Yes/No)
9	Augustana	639 38th St, Rock Island, IL 61201	app.joinhandshake.com		No
10	Lewis University	1 University Pkwy, Romeoville, IL 60446	app.joinhandshake.com		No
11	North Central College	30 N Brainard St, Naperville, IL 60540	app.joinhandshake.com		No
12	Southern Illinois University	1263 Lincoln Dr, Carbondale, IL 62901	app.joinhandshake.com		No
13	University of Illinois Urbana- Champaign	506 S. Wright St. Urbana, IL 61801	app.joinhandshake.com		
14	University of Missouri (Mizzou)	201 Student Success Center Columbia, MO 65211	app.joinhandshake.com		No
15	University of St. Francis	500 Wilcox St, Joliet, IL 60435	app.joinhandshake.com		No
16	Millikin University	1184 W Main St. Decatur, IL 62522	app.joinhandshake.com		No
17	Lakeland College	5001 Lake Land Blvd, Mattoon, IL 61938	app.joinhandshake.com		No

No.	Recruitment Source	Contact	Email	Total Interviewees	Entitled to Notification (Yes/No)
18	Parkland Community College	2400 W Bradley Ave, Champaign, IL 61821	app.joinhandshake.com		No
19	Quincy University	1800 College Ave, Quincy, IL 62301	app.joinhandshake.com		No
20	Richland Community College	1 College Park, Decatur, IL 62521	app.joinhandshake.com		No
21	WAND Client Referral	N/A	N/A		No
22	Job Case (formerly Recruitology)	98 Battery Street, Suite 601 San Francisco, CA 94111 (415)263-1300	partnerships@recruitology.com		No
23	Glassdoor	Glassdoor.com 100 Shoreline Highway, Building A Mill Valley, CA 94941	Glassdoor.com	1	No
24	WAND-TV In-House Employees	N/A	N/A		No
25	Walk-Ins	N/A	N/A	1	No
26	Facebook	1 Hacker Way Menlo Park, CA 94025	Facebook.com	1	No

Outreach Initiatives

Date	Initiative	Description	Personnel Involved
8/1/22 Ongoing	Internship	During the reporting period, WAND(TV) sponsored 1 internship in the News Department.	Jacklynn Boatman
3/1/2023	Career Day	During the reporting period, WAND(TV) attended career day at Mattoon High School to promote jobs in Broadcasting and speak with students.	Katie Hlebasko, Samuel Rodriguez, Deron Molen, and Daja Clayton
8/1/22 Ongoing	Job Shadow	During the reporting period, WAND(TV) sponsored 1 job shadow opportunity in the News Department.	Jacklynn Boatman
8/1/22 Ongoing	Presentation to Students	During the reporting period, WAND(TV) spoke to college students about careers in broadcasting at the University of Illinois and the University of Miami.	Sophia Espinosa