

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2023 – July 31, 2024

Full-Time Positions Filled

Job/Requisition # /Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
#30363 Account Executive	6/28/2023	8/1/2023	Employee Referral	1	1
#30306 Producer	5/26/2023	8/22/2023	Employee Referral	2	1
#30789 Account Executive	2/20/2024	4/29/2024	Indeed	1	1
#30794 Producer	2/20/2024	5/13/2024	Eastern Illinois University	1	1
			Employee Referral	2	0
#30821 Master Control Operator	3/21/2024	5/14/2024	WANDTV.com	1	1
			Indeed	1	0
#30521 Reporter	9/19/2023	5/30/2024	Employee Referral	3	1
#30803 Anchor/Reporter	3/4/2024	6/17/2024	WANDTV.com	1	1
			Employee Referral	1	0
#30922 Master Control Operator	5/8/2024	6/19/2024	Employee Referral	1	1
			Indeed	1	0
			WANDTV.com	1	0
			Word of Mouth Referral	1	0
#30910 Producer	4/26/2024	7/8/2024	Indeed	1	0
			Employee Referral	2	1

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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		3	No
2	Indeed	Indeed.com (800)475-4361	Indeed.com	4	No
3	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com		No
4	Employee Referral	N/A	N/A	12	No
5	Google	Google.com 1600 Amphitheatre Parkway Mountain View, CA 94043	Google.com		No
6	TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	Tvjobs.com		No
7	Word of Mouth	N/A	N/A	1	No
8	Illinois Job Link	Illinois Job Link (877) 342-7533	illinoisjoblink.com		

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No.	Recruitment Source	Contact	Email	Total Interviewees	Entitled to Notification (Yes/No)
9	Augustana College	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

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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	Eastern Illinois University	600 Lincoln Ave, Charleston, IL 61920	app.joinhandshake.com	1	No
22	WAND Client Referral	N/A	N/A		No
25	WAND-TV In-House Employees	N/A	N/A		No
26	Walk-Ins	N/A	N/A		No

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Outreach Initiatives

Date	Initiative	Description	Personnel Involved
8/1/23 Ongoing	Internship	During the reporting period, WAND(TV) sponsored 1 internship in the Production Department.	Robert Martinez
March 8, 2024 & March 1, 2024	Career Day	During the reporting period, WAND(TV) attended career day at Mattoon High School and Villa Grove High School to promote jobs in Broadcasting and speak with students.	Ulises Garcia, Phil Collins
June 19, 2024	Career Fair	During the reporting period, WAND(TV) attended career fair at Millikin University to promote jobs in Broadcasting and speak with students.	Alyssa Patrick
8/1/23 Ongoing	Presentation to Students	During the reporting period, WAND(TV) spoke to college students about careers in broadcasting at the MacArther High School, Shiloh High School, and Eastern Illinois University	Robert Martinez, Jacob Gordon, Phil Collins