

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

Full-Time Positions Filled

Job/Requisition # /Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
#31082 Director		9/18/2024	Employee Referral	1	1
			WANDTV.COM	1	0
			Indeed	2	0
#31011 Producer		10/2/2024	Indeed	1	1
			Employee Referral	1	0
			Eastern Illinois University Handshake	1	0
#31012 Reporter		10/29/2025	Employee Referral	2	1
#31186 Account Executive		10/31/2024	Employee Referral	1	1
#31109 Brand Marketing Producer		1/3/2025	Employee Referral	1	1
#31165 Master Control Operator		1/6/2025	WANDTV.COM	1	1
			Employee Referral	1	0
#31232 Experienced Account Executive		3/4/2025	LinkedIn	1	1
#31297 Building Maintenance		3/18/2025	University of Mississippi Handshake	1	1
			Indeed	2	0
			WANDTV.COM	3	0
#31289 News Producer		4/14/2025	Indeed	1	1
			Employee Referral	1	
			LinkedIn	2	
#31329 Director		5/13/2025	WANDTV.COM	2	1
			LinkedIn	2	0

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

#31420 Meteorologist		5/21/2025	Employee Referral	2	1
#31377 Production Assistant		5/29/2025	WANDTV.COM	2	1
#31464 Web Producer		6/24/2025	LinkedIn	1	1
			Employee Referral	1	0
#31436 Reporter		6/26/2025	LinkedIn	2	1
#31449 Producer		7/16/2025	Employee Referral	1	1
#31506 Photographer		7/22/2025	Employee Referral	1	1

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

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	wandtalent@wandtv.com	9	No
2	Indeed	Indeed.com (800)475-4361	Indeed.com	6	No
3	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	8	No
4	Employee Referral	n/a	N/A	13	No
5	Google	Google.com 1600 Amphitheatre Parkway Mountain View, CA 94043	Google.com	0	No
6	TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	Tvjobs.com	0	No
7	Word of Mouth	N/A	N/A	0	No
8	Augustana College	639 38th St, Rock Island, IL 61201	app.joinhandshake.com	0	No

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

9	Lewis University	1 University Pkwy, Romeoville, IL 60446	app.joinhandshake.com	0	No
10	North Central College	30 N Brainard St, Naperville, IL 60540	app.joinhandshake.com	0	No
11	Southern Illinois University	1263 Lincoln Dr, Carbondale, IL 62901	app.joinhandshake.com	0	No
12	University of Illinois Urbana- Champaign	506 S. Wright St. Urbana, IL 61801	app.joinhandshake.com	0	No
13	University of Illinois Chicago	5801 S Ellis Ave, Chicago, IL 60637	app.joinhandshake.com	0	No
14	Illinois Institute of Technology	10 W 35 th St, Chicago, IL 60616	app.joinhandshake.com	0	No
15	Illinois Wesleyan University	1312 Park St. Bloomington, IL 61701	app.joinhandshake.com	0	No
16	Indiana University Bloomington	107 S Indiana Ave, Bloomington, IN 47405	app.joinhandshake.com	0	No
17	University of Mississippi	University, MS 38677	app.joinhandshake.com	1	No
18	University of St. Francis	500 Wilcox St, Joliet, IL 60435	app.joinhandshake.com	0	No

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

19	Millikin University	1184 W Main St, Decatur, IL 62522	app.joinhandshake.com	0	No
20	Lake Land College	5001 Lake Land Blvd, Mattoon, IL 61938	app.joinhandshake.com	0	No
21	Cornerstone University	1001 E Beltline Ave NE, Grand Rapids, MI 49525	app.joinhandshake.com	0	No
22	Richland Community College	1 College Park, Decatur, IL 62521	app.joinhandshake.com	0	No
23	Eastern Illinois University	600 Lincoln Ave, Charleston, IL 61920	app.joinhandshake.com	1	No
24	WAND Client Referral	N/A	N/A	0	No
25	WAND-TV In-House Employees	N/A	N/A	0	No
26	Walk-Ins	N/A	N/A	0	No

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2024 – July 31, 2025

Outreach Initiatives

Date	Initiative	Description	Personnel Involved
8/1/24 Ongoing	Internships	During the reporting period, WAND(TV) sponsored 6 internships in the Sales and News Departments.	Robert Martinez, Jaylyn Cook, Jim Kosek, Adeena Balthazor
8/1/24 Ongoing	Job Shadows	During the reporting period, WAND(TV) hosted 3 job shadows with students from Danville Community College, Maroa-Forsyth High, and Unity Christian School.	Jim Kosek
8/1/24 Ongoing	School Visits	During the reporting period, WAND(TV) gave presentations at 10 local schools to promote careers in broadcasting. American Dreamer STEM Academy, Decatur Christian School, Decatur Public Schools Middle School, Parsons Elementary School, Mattoon High School, Villa Grove High School, Shiloh High School, Unity Christian, and Paris High School.	Jaylyn Cook, Carlee Bronkema, Jacob Gordon, Phil Collins, Jim Kosek
8/1/24 Ongoing	Station Tours	During the reporting period, WAND(TV) hosted 4 high school students about careers in broadcasting. Schools were Chatham-Glenwood High, Mt. Zion High, Mattoon High, and Pana High.	Robert Martinez, Ashton Monday
8/1/24 Ongoing	Job Fairs	During the reporting period, WAND(TV) attended 2 job fairs at Eastern Illinois University and University of Illinois.	Rod Hissong, Caryn Eisert, Jaylyn Cook