

WAND-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM COVERING THE PERIOD FROM AUGUST 1, 2018 TO JULY 31, 2019

Station(s) Comprising Station Employment Unit: WAND-TV

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

| <u>DATE</u> | <u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u> |
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| 8/1/18 Ongoing | Internship Program for college students. College students majoring in Broadcast Journalism or Communications receive credit hours for training. During this reporting period, we have had four interns in the News Department. The interns attended and received credit from Millikin University, Illinois State University and Eastern Illinois University. |
| 8/1/18 Ongoing | Job Shadow Programs for high school and college students. Students “shadow” an employee in the broadcasting career they are interested in. During this reporting period we had one student job shadow an Anchor, had five students shadow a Sports Anchor and had some candidates from Macon Resources, Inc. shadow various jobs. The students were from St. Teresa High School and Eisenhower High School in Decatur, Illinois. |
| 8/1/18 Ongoing | Tours of our station are given to students age 9 and up. |
| 8/1/18 Ongoing | Our News Director speaks at various high schools in Decatur, Illinois about our station and what we do in this industry. |
| 3/28/19 | A Multimedia Journalist and News Producer attended the Eastern Illinois University Broadcast Job Fair. The Job Fair took place from 11 AM – 1 PM. They spoke with EIU Communications students about job openings and internship opportunities at WAND. |
| 3/28/19 | The WAND Assistant to the Station President attended the Richland Community College Career Fair that is open to the public. The Career Fair took place from 11 AM – 2:30 PM. He spoke with approximately 20 people and handed out applications, job postings and internship information. |