

EEO Public File Report
WAND(TV)
Reporting Period: August 1, 2021 – July 31, 2022

Full-Time Positions Filled

Job/Requisition # /Vacancy	Date Opened	Date Filled	Recruitment Source	# Interviewed	# Hired
24505 Master Control Operator/Technical Trainee	6/28/2021	10/8/2021	Other: Word of Mouth	1	0
			Company Website	1	0
			Indeed	2	1
24534 Digital Marketing Specialist I	6/28/2021	10/8/2021	Indeed	2	1
24801 Anchor/Reporter	7/16/2021	10/4/2021	TVJobs.com	1	1
			Indeed	1	0
			Company Website	1	0
			LinkedIn	1	0
24842 Master Control Operator	7/15/2021	11/23/2021	Company Website	2	1
			Indeed	8	0
			Glassdoor	1	0
25703 Studio Camera Operator/Graphics	9/13/2021	10/26/2021	Indeed	3	1
			Company Website	1	0
26149 Studio Camera Operator/Graphics	11/1/2021	11/23/2021	Indeed	1	0
			Company Website	2	1
26961 Receptionist	1/10/2022	3/10/2022	Indeed	4	1
25681 Producer	9/13/2021	5/2/2022	Lake Land College	1	0
			Company Website	1	0
			Millikin University	1	1
			Indeed	2	0
			Other: Word of Mouth	1	0

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27321 Reporter	2/24/2022	5/24/2022	LinkedIn	1	0
			Employee Referral	2	1
26043 Anchor/Reporter	10/19/2021	6/6/2022	Google	1	1
27261 Springfield Bureau Reporter	2/23/2022	6/6/2022	LinkedIn	1	1
27244 Champaign Bureau Reporter	2/24/2022	6/6/2022	Employee Referral	2	1
			Google	1	0
27281 Morning News Producer	2/23/2022	6/13/2022	Indeed	1	1
28636 General Sales Manager	5/26/2022	7/13/2022	Employee Referral	1	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		8	No
2	Indeed	Indeed.com (800)475-4361	Indeed.com	24	No
3	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	Linkedin.com	3	No
4	Employee Referral	N/A	N/A	5	No
5	Google	Google.com 1600 Amphitheatre Parkway Mountain View, CA 94043	Google.com	2	No
6	TVJobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	Tvjobs.com	1	No
7	Word of Mouth	N/A	N/A	2	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	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	1	No
17	Lakeland College	5001 Lake Land Blvd, Mattoon, IL 61938	app.joinhandshake.com	1	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	WAND Client Referral	N/A	N/A		No
22	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
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
8/1/21 Ongoing	Internship	During the reporting period, WAND(TV) sponsored 2 internships in the News Department.	Jacklynn Boatman
2/23/2022	Career Fair	During the reporting period, WAND(TV) attended career fair at Millikin University to promote jobs in Broadcasting and speak with students.	Jacklynn Boatman
8/1/21 Ongoing	Job Shadow	During the reporting period, WAND(TV) sponsored 2 job shadow opportunities in the News Department.	Phil Collins
8/1/21 Ongoing	Presentation to Students	During the reporting period, WAND(TV) spoke to college students about careers in broadcasting at Eastern Illinois University and Dennis Lab School: Kaleidoscope Campus.	Phil Collins