



2022 EEO PUBLIC FILE REPORT

For the 1-Year Period Ending July 31, 2022*

WREX(TV), Rockford, IL

ROCKFORD TV LICENSE COMPANY, LLC

* The Licensee acquired WREX(TV) on August 2, 2021, as authorized in FCC File No. 0000145333. The Licensee is responsible for reporting herein information encompassing only EEO efforts undertaken by the Licensee since its acquisition of the station. See *Commission's Broadcast and Cable EEO Rules and Policies*, FCC 02-303 (2002), ¶ 144. Information relating to EEO efforts undertaken by the former licensee of the station prior to August 2, 2021 (including recruitment for vacancies), is provided for informational purposes only.

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EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Broadcast Technician Open Date: 4/16/2021 Hire Date: 8/6/2021	1-16, 18-36, 38-39, 42-43, 46-55, 58, 60, 62-79	43
Web Producer Open Date: 5/26/2021 Hire Date: 12/13/2021	1-3, 5-10, 13-26, 28-36, 38-39, 41-42, 46-48, 50-55, 58, 60, 62-79	41
Chief IT/Broadcast Engineer Open Date: 6/17/2021 Hire Date: 9/17/2021	1-2, 4-10, 12-36, 38-39, 42-43, 45-48, 50-55, 58, 60-70, 72-79	43
Weekday Morning Meteorologist Open Date: 6/21/2021 Hire Date: 8/15/2021	1-2, 4-10, 12-19, 21-36, 38-39, 41-42, 45, 47-48, 50-55, 58, 60, 62-70, 72-79	41
News Director Open Date: 7/6/2021 Hire Date: 11/1/2021	1-2, 4-10, 12-18, 20-36, 38-39, 42, 45, 47-48, 50-56, 58, 60-70, 72-79	56
Assignment Editor Open Date: 7/20/2021 Hire Date: 10/18/2021	1-2, 4-10, 12-20, 22-36, 38-39, 42-43, 45, 47-48, 50-55, 58-60, 62-70, 72-79	59
Weekend Meteorologis/Multi-Media Journalist Open Date: 7/30/2021 Hire Date: 11/29/2021	1-2, 4-10, 12-20, 22-36, 38-39, 42, 45, 47-48, 50-55, 58, 60-70, 72-79	61
IT Administrator Open Date: 7/30/2021 Hire Date: 12/15/2021	1-2, 4-10, 12-20, 22-36, 38-39, 42, 45, 47-55, 58, 60, 62-70, 72-79	49
Production Manager Open Date: 8/25/2021 Hire Date: 9/13/2021	1-2, 4-10, 12-18, 20, 23-26, 28-36, 38- 39, 41-42, 45, 47-48, 50-55, 58, 62-70, 72-79	75
Creative Services Producer Open Date: 9/15/2021 Hire Date: 10/13/2021	1-2, 5-10, 12-18, 20, 22-26, 28-35, 38- 39, 42, 45, 47-55, 58, 62-70, 72-79	49
Content Manager Open Date: 12/9/2021 Hire Date: 5/23/2022	1-2, 4-10, 12-20, 22-26, 28-35, 38-39, 42, 45, 47-49, 51-58, 62-68, 70, 72-79	49
Sales Assistant Open Date: 12/30/2021 Hire Date: 2/1/2022	1-2, 5-8, 10, 12-16, 18, 20, 23-24, 26, 28-35, 38-39, 42-43, 45, 47-49, 51-55, 58, 61-68, 70, 72-79	43
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 3/17/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	37
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 3/21/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	63

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Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 3/22/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	49
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 3/30/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	49
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 4/25/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	49
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 5/16/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	43
Creative Services & Marketing Director Open Date: 1/26/2022 Hire Date: 3/11/2022	1, 4-8, 10, 13-16, 18, 20-21, 23-24, 26, 28-35, 38-39, 41-42, 45, 47-49, 51-55, 62-65, 67-68, 70, 72-79	41
MMJ/Reporter Open Date: 1/26/2022 Hire Date: 5/30/2022	1, 4-10, 14-16, 18, 20-21, 23-24, 26, 28 -35, 38-39, 42-45, 47-48, 51-55, 62-65, 67-68, 70, 72-79	75
Weekend Anchor/Multimedia Journalist Open Date: 1/26/2022 Hire Date: 6/20/2022	1, 4-8, 10, 13-16, 18, 20-21, 23-24, 26, 28-35, 38-39, 42-43, 45, 47-48, 51-55, 62-65, 67-68, 70, 72-79	43
Account Executive Open Date: 1/26/2022 Hire Date: 3/14/2022	1, 4-10, 13-16, 18, 20-24, 26, 28-35, 38 -39, 42, 45, 47-49, 51-55, 62-65, 67-68, 70, 72-79	49
Account Executive Open Date: 1/26/2022 Hire Date: 7/18/2022	1, 4-10, 13-16, 18, 20-24, 26, 28-35, 38 -39, 42, 45, 47-49, 51-55, 62-65, 67-68, 70, 72-79	49
Director/Master Control Operator Open Date: 1/26/2022 Hire Date: 2/28/2022	1, 4-8, 10, 13-18, 20-26, 28-35, 37-39, 42-43, 45, 47-49, 51-55, 61-65, 67-68, 70, 72-79	43
Digital Content Manager Open Date: 2/4/2022 Hire Date: 4/25/2022	1-2, 4-10, 12-26, 28-35, 38-39, 42, 45, 47-49, 51-55, 58, 62-65, 67-68, 70, 72- 79	45
Sports Anchor/Multi-Media Journalist Open Date: 2/22/2022 Hire Date: 5/16/2022	1-2, 4-10, 12-26, 28-35, 38-40, 42, 45, 47-49, 51-56, 62-65, 67-68, 70, 72-79	49
Creative Services Producer Open Date: 3/11/2022 Hire Date: 5/10/2022	1-2, 4-8, 10, 12-26, 28-35, 38-39, 42- 43, 45, 47-48, 52-55, 62-65, 67-68, 70, 72-79	43

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa 53025 Phone : 515-287-1555 Url : www.aarp.org Email : pethompson@aarp.org Pam Thompson	N	0
2	ABS 712 North Watson Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelke McConnell	N	0
3	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
4	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
5	Advance Services 1302 Riverside Blvd Norfolk, Nebraska 68701 Phone : 402.379.9823 Url : http://www.advanceservices.com/ Email : rachels@advanceservices.com Fax : 1-402-379-2000 Rachel Stolp	N	0

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6	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0
7	African American Chamber of Commerce - MN 401 N Robert Street Suite 150 St. Paul, Minnesota 55101 Phone : 651-224-4320 Url : www.minnesotabcc.org Email : info@minnesotabcc.org n/a n/a	N	0
8	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
9	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-262-7651 Fax : 1-316-269-2744 Denise Sherman	N	0
10	Aiken Technical College Career Center P.O. Box 696 Aiken, South Carolina 29802 Phone : 803.593.9954 ext. 12 Email : placement@atc.edu Paula Layfield	N	0
11	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0

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12	Albany State University 504 College Drive Albany, Georgia 31705 Phone : 229-500-3436 Email : careerservices@asurams.edu Dr. Julie Francis-Pettway	N	0
13	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : careerservices@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
14	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
15	American Assn. of Blacks in Energy P. O. Box 51371 New Orleans, Louisiana 70151 Phone : 504-244-1349 Email : E7CS@aol.com Eula Lynch	N	0
16	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
17	American Indian Chamber of Commerce in Kansas P.O. Box 750222 Topeka, Kansas 66675 Phone : (785) 749-8434 Fax : (785) 832-6605 Marilyn Bread	N	0

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18	American Marketing Association Madison PO Box 259692 Madison, Wisconsin 53725 Url : www.amamadison.org/ Email : madison@amamadison.org Paul Nylander	N	0
19	Ancilla College 9601 Union Road Donaldson, Indiana 46513 Fax : 1-574-935-1773 Jim Cawthon	N	0
20	Arkansas Technical University 1605 Coliseum Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Email : mba@mbaweb.org Fax : 1-479-964-0863 Bubba Sender	N	0
21	Army Community Service General Stilwell Community center 9810 Lee Road Fort Jackson, South Carolina 29207 Phone : 802-751-5256 Url : http://www.monteery.army.mil/acs/index.html Email : marilynn.s.bailey.civ@army.mil Marilyn Bailey	N	0
22	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Linda Steiner	N	0
23	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0

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24	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Ladonna Jackson	N	0
25	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
26	Badger Herald 326 W. Gorham St. Madison, Wisconsin 53703 Phone : (608)257-4712 x 313 Url : www.badgerherald.com Email : Editor@badgerherald.com Fax : 1-608-258-3029 Tara Golshan	N	0
27	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : cdc@bakeru.edu Susan Wade	N	0
28	Baldwin Wallace College 275 Eastlake Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Center	N	0
29	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0

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30	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0
31	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
32	Black College Radio & Television PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Email : LoJelks@aol.com Lo Jelks	N	0
33	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0
34	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Email : rnettles@oppd.com Fax : 1-402-636-3659 Richard Nettles	N	0
35	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : ckoerth@blackhawk.edu Colleen Koerth	N	0

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36	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Email : dickblind@gmail.com Dick Davis	N	0
37	Career Fair	N	1
38	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1-813-494-4555 Michael Bille	N	0
39	Columbia College Chicago 618 S Michigan Ave Chicago, Illinois 60605 Phone : 312-369-8994 Url : colum.edu Email : jhalperin@colum.edu Jennifer Halperin	N	0
40	Corporate Office	N	1
41	Current Employee	N	4
42	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920-3099 Phone : 217-581-2412 Url : http://www.eiu.edu/ Email : afreeswilliams@eiu.edu Bobbi Kingery	Y	1
43	Employee Referral	N	11
44	Facebook post	N	1
45	Handshake 225 Bush St #1200 San Francisco, California Phone : 815-335-2213 Url : https://app.joinhandshake.com Theresa Wesseln Manual Posting	N	3

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46	Highland Community College 2998 W Pearl City Rd Freeport, Illinois 61032 Phone : 815.599.3678 Url : http://www.highland.edu/ Theresa Kepner Manual Posting	N	0
47	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Url : www.ILBA.org Email : iba@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
48	Illinois Media School 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	N	0
49	Indeed.com	N	43
50	KBJR 6 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
51	KTIV 3135 Floyd Blvd. Sioux City, Iowa 51108 Phone : 712-239-4100 x209 Url : www.ktiv.com Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0

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52	KTTC 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
53	KVOA Television Inc PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Fax : 1-520-620-1309 Angela Betzhold	N	0
54	KWWL 500 East 4th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0
55	La Voz Latina 730 N. Church Street Rockford, Illinois 61107 Phone : (815) 965-5784 Url : http://www.lavozlatina-rkfd.org/ Email : KRoush@lavozlatina-rkfd.org Fax : 1-815-965-5935 Kim Roush	N	0
56	Linked In	N	10
57	Madison Media Institute/Rockford Career College (Madison) 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Url : mediainstitute.edu Email : nbrost1@mediainstitute.edu Nathaniel Brost	N	0

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58	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com/jobsubmit.htm Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
59	Northern Illinois University 1425 West Lincoln Hwy. DeKalb, Illinois 60115 Phone : 815-753-8344 Url : www.niu.edu/careerservices Email : careerservices@niu.edu Fax : 1-815-753-7200 Kathy Zuidema	N	1
60	QMI Corporate 130 S. 5th Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
61	Recruiter	N	17
62	Rock River Training Corp 303 N Main St Rockford, Illinois 61101 Phone : (815) 395-6600 Url : http://rockrivertraining.org/ Email : rtrc@rockrivertraining.org Fax : 1-815-966-2433 Michael Williams	N	0
63	Rock Valley College 3301 N. Mulford Rockford, Illinois 61111 Phone : 815-921-4111 Url : http://www.rockvalleycollege.edu/ Amanda Lonsway Manual Posting	N	1

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64	SAG-AFTRA/American Federation of Television and Radio Artists 1034 S Brentwood Blvd. Ste 1310 St Louis, Missouri 63117 Phone : 314-231-0824 Email : mv@sagaftra.org Fax : 1-314-231-8412 Tanya Tweedy	N	0
65	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : tvjobs.com Mark Holloway Manual Posting	N	0
66	University of Colorado Boulder-College of Media Folsom Stadium Suite 110 Boulder, Colorado 80309-0020 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Unsubscribed- ended as of 1/26/22	Y	0
67	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0
68	UW-Madison Dept of Atmospheric and Oceanic Sciences 1225 W. Dayton St., Rm 849 Madison, Wisconsin 53706 Phone : 608-263-2400 Url : http://www.wisc.edu/ Email : aos@aos.wisc.edu Career Recruiter	Y	0

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69	WAOW 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : www.waow.com Email : ecrikelair@waow.com Fax : 1-715-848-0195 Elizabeth Crikelair	N	0
70	WBNG 560 Columbia Dr Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
71	WEEK 2907 Springfield Rd East Peoria, Illinois 61611 Phone : 309-698-3784 Url : www.week.com Email : tloberts@week.com Tracy Roberts	N	0
72	WGEM 513 Hampshire Quincy, Illinois 62301 Phone : 217-228-6617 Url : www.wgem.com Email : kwoodworth@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
73	WKOW 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
74	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0

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75	WREX Website 10322 Auburn Road Rockford, Illinois 61103 Phone : 815-335-7856 Url : www.wrex.com Email : acarigan@wrex.com Fax : 1-815-335-2055 Theresa Wesseln	N	8
76	WSIL Television, Southern Illinois Inc. 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsiltv.com Fax : 1-618-956-9184 Bethany Tanner	N	0
77	WVVA 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0
78	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
79	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			102

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2021	Establishment of training programs for station personnel	Our Local Sales Manager was a participant in the 2021-22 Leadership Rockford networking program. Throughout the year, the group meets with other businesses, companies, organizations and civic leaders to discuss the role they play in making Rockford a better, more productive place. After the course she implemented her new knowledge to help our account executives grow.	1	Local Sales Manager
2	10/8/2021	Establishment of an intern program designed to assist members of the community	WREX conducts a paid internship program. The purpose is to offer students in the fields of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital platforms. Students who participate will gain a variant of practical experience and an hourly wage. The Company strives to offer these opportunities to a diverse group of interns. Each intern is assigned a mentor and has a "curriculum" for each position. Our Fall Program had two interns, one from Northern Illinois University and one from Columbia College. Our Spring Program has two interns, one from Northern Illinois University, and one from Columbia College, 5/16/22 to current.	4	Intern Intern Intern Intern
3	10/20/2021	Participation in events sponsored by organizations representing the community	Our Morning Anchor participated in the 10th Annual Academy Expo hosted by Alignment Rockford. More than 2100 high school students connected with more than 100 local business to decide which academy they will enter for sophomore year with the Rockford Public Schools. The anchor took gear to showcase and discussed the facets of local broadcasting.	1	Morning News Anchor
4	1/24/2022	Participation in events or programs sponsored by educational institutions	Participated in Columbia College Chicago's Spring 22 Virtual Internship and Job Fair.	2	News Director Business Administrator

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/26/2022	Listing of each upper-level category opening in a job bank or newsletter	During the period covered by this report, the station filled at least one upper-level position by listing the vacancy with media trade groups whose membership includes participation by women and minorities and other agencies that focus on minority participation/job placement. Among those recruitment sources were Black College Radio & Television, Illinois Broadcasters Association, America Business Women's Association and Academy of Radio Broadcasting.	2	General Manager Creative Services Manager
6	4/27/2022	Participation in other activities designed by the station employment unit	WREX Project Tornado Virtual, each spring the WREX Meteorologists visit area schools to teach weather safety and answer questions about weather and meteorology. Due to the continuing Covid concerns, we created a special digital booklet that included information like "what is a tornado?", "ingredients to make a tornado", "watches vs warnings", "the EF-scale", "tornado alley", and the history of tornadoes in our area as well as information about how people can find their safe space at home. We also produced a 30 minute on air special hitting on a number of these same subjects to better educate our viewers on sever weather and meteorology.	2	Chief Meteorologist Morning Meteorologist
7	5/16/2022	Establishment of training programs for station personnel	Our general sales manager and local sales manager attended a 3-day high performance boot camp in Tampa, FL. Creating a high performance team, recruitment skills, establishing business and vision plans and creating an environment where the employees can do great work were a few of the topics covered.	2	Local Sales Manger General Sales Manager
8	6/14/2022	Establishment of training programs for station personnel	Four, ninety minute sessions were convened by Kendall Consulting. Morning, evening, afternoon and weekend producers attended sessions covering how to construct a newscast, showcasing, breaking news coverage planning, tease writing, Cold Open writing and pacing of newscasts.	13	News Director Assignment Editor Producer Senior Producer

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9	6/24/2022	Establishment of training programs for station personnel	WREX's chief meteorologist attended the American Meteorological Society's 49th Conference on Broadcast Meteorology/6th Conference on Weather Warnings and Communications. Three all day sessions involved speakers from across the industry, research and academics, and public and private businesses including the National Weather Service and the National Oceanic and Atmospheric Administration. Topics ranged from improving broadcasts and communication, climate change, severe weather and weather forecasting.	1	Chief Meteorologist