

Harrisburg TV, LLC (WSIL-TV / KPOB-TV)**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive/Marketing Consultant Open Date: 12/30/2024 Hire Date: 3/31/2025	2-5, 8-9, 11-16, 18-21	18
Account Executive/Marketing Consultant Open Date: 12/30/2024 Hire Date: 6/16/2025	2-5, 8-9, 11-16, 18-21	2
Multimedia Photographer Open Date: 3/31/2025 Hire Date: 7/14/2025	1, 3-13, 15, 17, 19-22	6
Multimedia Photographer Open Date: 3/31/2025 Hire Date: 4/28/2025	1, 3-13, 15, 17, 19-22	7
Technical Media Producer Open Date: 5/9/2025 Hire Date: 7/14/2025	1, 3-5, 8-17, 19-21	14
Technical Media Producer Open Date: 5/9/2025 Hire Date: 7/14/2025	1, 3-5, 8-17, 19-21	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	B-Roll (Photogs) 1623 D. St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Email : kev@b-roll.net Kevin Johnson	N	0
2	Employee Referral	N	1
3	IL Broadcasters Association 200 Missouri Ave. Caterville, Illinois 62918 Phone : 618-985-5555 Email : dgray@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
4	Illinois News Broadcasters 1 University Circle Macomb, Illinois 61455 Email : joinus@inba.net Bob Roberts	N	0
5	Indeed.com	N	9
6	Internal Hire	N	1
7	Job Fair	N	1
8	John A. Logan College 700 Logan College Rd. Carterville, Illinois 62918 Phone : 618-985-2828 Email : lisa.hudgens@jalc.edu Fax : 1-618-985-6610 Beth Stephens	N	0
9	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : info@reelmediagroup.com Fax : 1-703-544-7826 Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Rick Gevers PO Box 577 Zionsville, Indiana Phone : 317-769-7900 Email : rick@rickgevers.com Rick Gevers	N	0
11	SEMO One University Plaza Cape Girardeau, Missouri Phone : 573-651-2583 Email : careerservices@semo.edu Fax : 1-573-651-2532 Daniel Presson	N	0
12	Shawnee Comm. College 8364 Shawnee College Rd. Ullin, Illinois 62992 Phone : 800-481-2242 Email : leslie@shawneecc.edu Fax : 1-618-634-3352 Career Services	N	0
13	Southeast Illinois College 3575 College Dr. Harrisburg, Illinois 62946 Phone : 618-252-5400 Email : catherine.packard@sic.edu Fax : 1-618-252-3062 Catherine Pickard	N	0
14	Station Website	N	4
15	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Career Services	N	0
16	TV Newscheck Media Job Center 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	University of Evansville 1800 Lincoln Ave. Evansville, Indiana 47222 Phone : 812-488-1083 Email : evansville-csm@simplicity.com Fax : 1-812-479-2156 Ctr for Career Dev	N	0
18	Word of Mouth Referral	N	2
19	WSIL-TV 1416 Country Aire Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsiltv.com Bethany Tanner	N	0
20	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
21	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
22	YouTube - Not Directly Contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	WSIL established a mentoring program for current employees to be encouraged to learn more skills so that they can apply for higher level jobs or jobs in different departments within the television station. Four employees participated in the mentoring program during the relevant period. Each individual was paired with a senior member of the station, who provided advice and guidance to the mentee.	4	News Director Digital News Manager Multi Media Journalist Multi Media Videographer
2	Ongoing Event	Participation in events sponsored by organizations representing the community	Station tours and school talks. WSIL employees give school talks, and station tours to senior and school age kids, scout troops and Church groups to teach what happens at a TV station and what kind of jobs are available at tv stations. 9/13/24 - Leadership Carbondale, group of 20 young adults 12/11/24 - John A Logan, group of 22 media students 3/09/25 - Southern Illinois Home School, group of 6 students 3/20/25 - Gallatin County Jr High Student Council - group of 14 students 4/12/25 - Scouting America Troop 77, group of 27 scouts & parents June 4, 11, 18, 25 2025 - Community in Focus, leaders from local communities, groups of 5-10 adult leaders	3	Administrative & Human Resource Manager Anchor Digital News Manager
3	3/20/2025	Participation in Job Fairs	Rend Lake College Job Search Party	1	Administrative & Human Resource Manager
4	4/1/2025	Participation in Job Fairs	Eastern Illinois University 2025 Media Internship and Job Fair	1	Administrative & Human Resource Manager
5	4/2/2025	Participation in Job Fairs	Shawnee Community College Job Fair	1	Administrative & Human Resource Manager