

WGN-TV

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

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
Supervising Producer/WGN Morning News	1-2, 4-8, 10-16, 18, 20-27, 29-43, 45-46, 49-51, 53-58, 60-83, 85-95	46
Digital Sales Coordinator	2, 4-8, 10-16, 18, 20-21, 23-29, 31-43, 45, 49-55, 57-58, 60-83, 85-95	28
Account Executive	2-8, 10-18, 20-21, 23-25, 27-43, 45, 49-55, 57-58, 60-95	52
Account Executive	2-8, 10-18, 20-21, 23-25, 27-43, 45, 49-50, 52-55, 57-58, 60-95	28
News Director	47	47
Executive Producer	2-8, 10-18, 20-21, 23-25, 27, 29, 31-43, 45, 47, 49-50, 52-55, 57-59, 61-78, 81-95	47
Human Resources Coordinator	48	48
Building Engineer	3-8, 10-18, 20-21, 23-25, 27, 29, 31-45, 49-50, 52-55, 57-58, 61-78, 81-90, 92-95	52
Assistant News Director	2-8, 10-18, 20-21, 23-25, 27-37, 39, 41-43, 45, 47, 49-50, 53-55, 57-59, 61-78, 81-88, 90, 92-95	47
Traffic/Nightside Reporter	3-8, 10-21, 23-25, 27, 29-43, 45, 47, 49-50, 53-55, 57-59, 61-65, 68-78, 81-90, 92-95	47
Art Director	2-8, 10-18, 20-21, 23-25, 27-37, 39-43, 45, 47, 49-50, 53-55, 57-59, 61-65, 68-77, 81-90, 92-95	47
Technology Assistant	2-18, 20-21, 23-25, 27, 29-37, 39-43, 45, 49-50, 52-54, 57-59, 61-65, 68-77, 81-90, 92-95	43
General Assignment Reporter	2-8, 10-21, 23-25, 27, 29-42, 45, 47-50, 53-55, 57-59, 61-65, 68-77, 81-90, 92-95	47
General Assignment Reporter	2-8, 10-21, 23-25, 27, 29-42, 45, 47-50, 53-55, 57-59, 61-65, 68-77, 81-90, 92-95	48
Content & Special Projects Director	47, 59	47

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Assignment Manager	3-8, 11-20, 23-25, 27, 29-42, 44-45, 49-50, 52-55, 57-59, 61-65, 68-77, 81-90, 92-95	52
Executive Producer - Digital	3-7, 10-20, 23-25, 27, 29, 31-42, 44-45, 47, 49-50, 53-55, 57-59, 61-65, 68-77, 81-90, 92-95	47

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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	Ability Links 26W171 Roosevelt Road Wheaton, Illinois 60187 Phone : 630:909-7440 Url : https://www.abilitylinks.org/ Ken Skord Manual Posting	N	0
2	AFTRA (SAG-AFTRA) One E. Erie St. Suite 650 Chicago, Illinois 60611 Phone : 312-867-2541 Url : http://www.sagaftra.org/chicago Email : Kathy.Nelsen@sagaftra.org Fax : 1-312-573-0318 Kathy Nelson	N	0
3	Art Institute of Chicago 112 S. Michigan Ave Suite 114 Chicago, Illinois 60603 Phone : 312-629-6820 Url : https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer Teresa Gimpel Manual Posting	N	0
4	Aurora University 347 S. Gladstone Aurora, Illinois 60506 Phone : 630-844-5403 Url : http://www.aurora.edu/ Email : career@aurora.edu Fax : 1-630-844-7813 Terri Hoehne	N	0
5	Bethel New Life 4950 W. Thomas Chicago, Illinois 60651 Phone : 773-473-7870 Url : http://www.bethelnewlife.org Email : vhernandez@bethelnewlife.org Vauna Hernandez	Y	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
6	Bradley University 1501 W. Bradley Ave Peorie, Illinois 61625 Phone : (309) 677-2510 Url : https://app.joinhandshake.com/ David Schwartz Manual Posting	N	0
7	Breaking Ground 3501 W. Filmore Chicago, Illinois 60624 Phone : 773-265-1370 Url : http://breakingground.net/ Email : oraharper@breakingground.net Ora Harper	Y	0
8	Business Leadership Council 230 W. Monroe Street Suite 2650 Chicago, Illinois 60606 Phone : 312-628-7844 Url : http://businessleadershipcouncil.org/ Email : karen.r@businessleadershipcouncil.org Karen Riley	Y	0
9	CareerBuilder.com	N	1
10	Casa Central- La Posada 1343 N. California Chicago, Illinois 60622 Phone : 773-645-2300 Url : http://www.casacentral.org/programs/la-posada Email : dbautista@casacentral.org Diana Bautista	N	0
11	Casa Central- La Posada 1343 N. California Chicago, Illinois 60622 Phone : 773-645-2300 Url : http://www.casacentral.org/programs/la-posada Email : rrivera@casacentral.org Rosa Rivera	Y	0
12	Chicago Area Project (CDTES) 605 S. Albany Chicago, Illinois 60612 Phone : 312-588-3870 Url : http://www.chicagoareaproject.org Email : troupeLavonas@yahoo.com Lavonas Troupe	Y	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
13	Chicago Career Center/Northside Workforce Center 1145 W. Wilson Suite 1917 Chicago, Illinois 60640 Phone : 773-334-4747 Url : http://www.workforceboard.org/ Email : tconway@desiatchicago.com Tracy Conway	Y	0
14	Chicago State Community Media Art & Theater 9501 S. King Drive Chicago, Illinois 60628 Phone : 773-995-2280 Url : http://www.csu.edu/cas/artanddesignandcemat/cmat/ Email : clist@csu.edu Fax : 1-773-821-2413 Christine List	N	0
15	Chicago State University 9501 S. King Drive Suite 230 (Cordell Reid Student Union Building) Chicago, Illinois 60628 Phone : 773-995-2327 Url : http://www.csu.edu/ Email : careercenter@csu.edu Online Online	N	0
16	Chicago State University 9501 S. King Drive Suite 230 Chicago, Illinois 60628 Online Online Manual Posting	N	0
17	Chicago Urban League 4510 S. Michigan Ave Chicago, Illinois 60653 Phone : 773-285-5800 Url : http://www.thechicagourbanleague.org Email : awells@chiul.org Andrew Wells	N	0
18	Cicero Workforce Center (SERCO, INC.) 2138 S 61st Ct 3rd floor Cicero, Illinois 60804 Phone : 708-222-3100 Url : http://ides.state.il.us Email : havila@il.sercohq.com Hugo Avila	Y	0

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19	Collective Talent 1721 Richardson Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Michael Bille Manual Posting	Y	0
20	Columbia College 623 S. Wabash Chicago, Illinois 60605 Phone : 312-369-6844 Url : http://www.colum.edu/academics/anchor-graphics/ind Valerie Robbins Manual Posting	N	0
21	Community Supportive Living Systems 1701 W Monterey Ave Chicago, Illinois 60643 Phone : 773-881-1767 Url : http://www.zoominfo.com/c/community-supportive-liv Email : warren2010@peoplepc.com Warren Avery	Y	0
22	Computer Systems Insitute 400 Airport Rd Elgin, Illinois 60628 Phone : 847-263-4258 Url : http://www.csinow.edu/chicago-campus Email : lauramcnally@csinow.com Laura McNally	N	0
23	Concordia University 7400 Augusta River Forest, Illinois 60628 Phone : 708-209-3033 Url : https://www.cuchicago.edu/ Email : career.services@cuchicago.edu Jerry Pinotti	N	0
24	Depaul University 1 East Jackson Blvd Suite 9700 Chicago, Illinois 60604 Phone : 312-362-5201 Url : https://www.depaul.edu/pages/default.aspx Karyn McCoy Manual Posting	N	0

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25	Dynamic Educational Systems 837 W. 119th St. Chicago, Illinois 60643 Phone : 773-821-4100 Url : http://www.exodyne.com/desi_home.php Email : dholman@desiatchicago.com Denise Holman	N	0
26	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2222 Url : http://www.eiu.edu/ Email : jastevens2@eiu.edu Jan Stevens	N	0
27	Eastern Iowa Community College District 306 W River Drive Davenport, Iowa 52801 Phone : 5632447012 Url : www.collegecentral.com/eicc Email : rschadt@eicc.edu Rob Chadt	N	0
28	Employee Referral	N	15
29	Garfield Workforce Center 10 S. Kedzie Chicago, Illinois 60612 Phone : 773-722-3885 Url : http://www.centralstatesser.org/ Email : gwatts@il.sercohq.com Geoffrey Watts	Y	0
30	Greater West Town Project 500 N. Sacramento Blvd. Chicago, Illinois 60612 Phone : 312-432-1300 Url : http://www.gwtp.edu/ Fax : 1-312-432-9920 Adult Job Placement Services	N	0
31	Hispanic Alliance for Career Enhancement (HACE) 330 S. Wells St. Suite 104 Chicago, Illinois 60606 Phone : 312-435-0948 Url : http://www.haceonline.org/ Email : rgarcia@haceonline.org Rosa Banderas	N	0

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32	IA- Joint Civic Committee of Italian Americans 3800 Division St. Stone Park, Illinois 60165 Phone : 708-450-9050 Url : http://www.jccia.com/aboutus.html Email : jcc@jccia.com Joanna Sercipo	N	0
33	IBEW Local 1220 8604 Catalpa Ave #901 Chicago, Illinois 60656 Phone : 773-714-1220 Url : http://www.ibew.org/ Fax : 1-773-693-0009 John Rizzo	N	0
34	Illinois Broadcasters Association 200 Missouri Ave Cartville, Illinois 62918 Phone : 618-985-5555 Url : http://www.ilba.org/about-us Email : iba@ilba.org Deborah Gray	N	0
35	Illinois Center for Broadcasting 455 Einsenhower Lane Suite #200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : http://beonair.com/lombard/ Email : dclark@beonair.com Don Clark	N	0
36	Illinois Department of Employment Security 1515 East 71st St. Chicago, Illinois 60619 Phone : 773-947-3663 Url : http://www.ides.illinois.gov/pages/default.aspx Email : archie.gayden@illinois.gov Archie Gayden	N	0
37	Illinois Department of Human Services 2215 Enterprise Drive Suite 1502 Westchester, Illinois 60154 Phone : 708-409-8808 Url : http://www.dhs.state.il.us/page.aspx? Email : maryann.pec@illinois.gov Mary Ann Pec	Y	0

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38	Illinois Department of Human Services (ICRE Wood DRS Office) 1151 South Wood Street Chicago, Illinois 60612 Phone : 312-633-3570 Url : http://www.dhs.state.il.us/page.aspx? Fax : 1-312-633-3541 Don Laga	Y	0
39	Illinois Department of Human Services (Milwaukee Avenue DRS Office) 2753 W. North Ave 3rd floor Chicago, Illinois 60647 Phone : 773-292-4400 Url : http://www.dhs.state.il.us/page.aspx? Email : margarita.vega@illinois.gov Fax : 1-773-292-4432 Margarita Vega	Y	0
40	Illinois Employment and Training Center 1010 S. Dixie Hwy Chicago Heights, Illinois 60411 Phone : 708-709-3000 Url : http://www.ides.illinois.gov/pages/default.aspx Fax : 1-708-755-2587 Peter Deemen	N	0
41	Illinois Job Link 33 S. State St. Chicago, Illinois 60603 Phone : 312-793-0966 Url : https://illinoisjoblink.illinois.gov/ada/r/about_u Email : Jose.Crespo@illinois.gov Angela Rebellon	N	0
42	Illinois State University 100 N University St Normal, Illinois 61761 Phone : 309-438-7409 Url : http://illinoisstate.edu/ Email : dllesse@ilstu.edu Deborah Lesser	N	0

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43	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	4
44	Indeed.com	N	7
45	Indiana University 940 E. Seventh St Bloomington, Indiana 47405 Phone : 812-855-1704 Url : https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer Marcia Debnam Manual Posting	N	0
46	Internal Posting (Current Employee)	N	1
47	Internal Promotion	N	8
48	Intracompany Transfer	N	2
49	Jeremiah Temple New Life Church 4330 W. 180th St. Unit # 11 Country Club Hills, Illinois 60478 Phone : 773-544-7311 Url : http://www.jeremiahtemplechurchintl.com Email : pastor.tiller@yahoo.com Anthony Tiller	Y	0
50	Jewish Vocational Services 216 W. Jackson Blvd Suite # 700 Chicago, Illinois 60606 Phone : 312-673-3400 Url : http://jvschicago.org Email : sallyyarberry@jvschicago.org Sally Yarberry	N	0
51	Job Link 7045 W. Ridgeway Lincolnwood, Illinois 60712 Phone : 773-866-1111 Url : http://joblinkchicago.org/ Email : info@joblinkchicago.org Daniel Gordon	Y	0
52	Linked In	N	12

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53	Lisle Township Job Club 4711 Indiana Avenue Lisle, Illinois 60532 Phone : 630-968-1880 Url : http://www.lisletownship.com/departments/youth-and Email : sarahb@lisletownship.com Sarah B.	N	0
54	Loyola University 1032 W. Sheridan Rd Suvllian Center- SUITE 295 Chicago, Illinois 60660 Phone : 773.508.7716 Url : https://app.joinhandshake.com Patty Terhule Manual Posting	N	0
55	National Academy of Television Arts & Sciences 1697 Broadway Suite 404 New York, New York 10019 Phone : 312-369-8600 Url : http://jobbank.emmyonline.org/index.php Rebekah Cowing Manual Posting	N	0
56	National Action Network 17429 Loomis Ave East Hazel Crest, Illinois 60429 Phone : 708-653-6545 Url : http://nationalactionnetwork.net/ Email : chicagonanchapter@yahoo.com Maureen Forte	N	0
57	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
58	Nazarene All Nations Church 6500-6508 S. Ashland Ave Chicago, Illinois 60636 Phone : 773-778-8500 Url : http://sabbathnews.org Email : barbaradwoodall@yahoo.com Sherman Butler	N	0

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59	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	17
60	NLEI- National Latino Education Institute 2011 W. Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Url : http://nlei.org Fax : 1-773-247-4975 Margaret Motes	N	0
61	North Branch Works 1866 N Marcey St Chicago, Illinois 60614 Phone : 773-929-5552 Url : http://northbranchworks.org Email : jonathan@northbranchworks.org Jonathan Snyder	Y	0
62	Northeastern Illinois University 5500 N. St. Louis Ave Chicago, Illinois 60625 Phone : 773-442-4680 Url : http://neiu.edu Email : ocs@neiu.edu Elaine Blair	N	0
63	Northern Illinois University 1425 W Lincoln Hwy DeKalb, Illinois 60115 Phone : 815-753-1641 Url : https://niu-csm.symplicity.com/employers/?signin_tab=0 Jan Wilde Manual Posting	N	0
64	Northside Workforce Center 5060 N Broadway Suite 690 Chicago , Illinois 60640 Phone : (773) 334-4747 Ext. 226 Url : www.exodyne.com Email : nmorrison@desiatchicago.com Fax : 1-773-334-9771 Nichole Morrison	N	0

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65	Northwestern University (Career Services) 620 Lincoln Evanston, Illinois 60208 Phone : 847-467-4743 Url : http://www.northwestern.edu/ Alice Harra Manual Posting	N	0
66	Northwestern University (Medill Career Services) 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-491-2066 Url : https://app.joinhandshake.com/login Kimberley Cornwell Manual Posting	N	0
67	Northwestern University School of Communications 1920 Campus Drive Room 205 Evanston, Illinois 60208 Phone : 847-491-5010 Url : https://www.myinterfase.com/northwestern-comm/empl Todd Lillethun Manual Posting	N	0
68	Notre Dame 248 Flanner Hall Notre Dame, Indiana 46556 Url : http://careercenter.nd.edu/ Online Online Manual Posting	N	0
69	Operation UpLift Center 104 S. 5th Avane Maywood, Illinois 60153 Phone : 708-343-3554 Url : http://www.operationuplift-westtownmuseum.org Email : operationupliftinc@gmail.com Northica Stone	Y	0
70	Prairie State College 202 S. Halsted Chicago Heights, Illinois 60411 Phone : 708-709-3755 Url : http://prairiestate.edu/ Email : careerdevelopment@prairiestate.edu Tanya Norfleet	N	0

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71	Rainbow Push 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org/ Email : jmitchell@rainbowpush.org John Mitchell	N	0
72	Robert Morris University 401 S. State Chicago, Illinois 60605 Phone : 312-935-4003 Url : https://app.joinhandshake.com/login Jacqueline Gordon Manual Posting	N	0
73	Roosevelt University - Handshake 460 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3674 Url : https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer Chris Willis Manual Posting	N	0
74	Safer Foundation 571 W. Jackson Chciago, Illinois 60661 Phone : 773-533-4860 Url : http://www.saferfoundation.org/ Email : claudia.barrera@pivotalstaffing.net Fax : 1-773-533-4869 Claudia Barrera	Y	0
75	SharpEye Employment Referral & Training Network 7911 S. Crandon Suite 3W Chicago, Illinois 60017 Phone : 312-753-9600 Url : http://www.sermetro.org Email : ddavissharpeye@gmail.com Derek Davis	Y	0

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76	Southern Illinois University 1 Hairpin Dr Edwardsville, Illinois 62025 Phone : 618-650-5656 Url : https://app.joinhandshake.com Lisa Gowen Manual Posting	N	0
77	St. Francis College 180 Remsen St. Brooklyn, New York 11201 Phone : 718-489-5262 Url : http://www.sfc.edu/ Email : nkinley@sfc.edu Naomi Kinley	N	0
78	The Cara Program/Cleanslate 237 N. Des Plaines St. Chicago, Illinois 60661 Phone : 312-282-0267 Url : http://www.thecaraprogram.org/about/awards Email : kstokes@thecaraprogram.org Kathy Stokes	Y	0
79	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
80	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	6
81	TVJOBS.COM P.O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Online Online Manual Posting	N	0

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82	United Legion One Nation (ULON) 10740 S. Calumet Chicago, Illinois 60628 Phone : 312-834-8020 Url : http://ulon.us/ Email : esauntheone.pk@gmail.com Peter Keller	Y	0
83	University of Chicago 1212 East 59th Chicago, Illinois 60637 Phone : 773-702-7040 Url : http://www.uchicago.edu/ Erika Grammel Manual Posting	N	0
84	University of Illinois Urbana-Champaign-Handshake 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-0302 Url : https://app.joinhandshake.com/login n/a n/a Manual Posting	N	0
85	University of Illinois- Chicago 601 S. Morgan Room 521 Chicago, Illinois 60607 Phone : 312-996-0425 Url : https://app.joinhandshake.com Robin Hursey Manual Posting	N	0
86	University of Southern California 3502 Watt Way ASC 140 Los Angeles, California 90089 Phone : 213-821-1514 Url : http://www.usc.edu/ Email : meganh@usc.edu Megan Hutaff	N	0
87	University of Southern California 3502 Watt Way ASC 140 Los Angeles, California 90089 Phone : 213-821-2717 Url : http://www.usc.edu/ Email : isabelkh@usc.edu Isabelle Huang	N	0

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88	Valparaiso University 1509 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : http://www.valpo.edu/ Lisa Grubb Manual Posting	N	0
89	Vernon Park Church of God 9011 S. Stony Island Ave Chicago, Illinois 60617 Phone : 708-753-1975 Url : http://vpcog.org/ Fax : 1-708-753-1977 Jerald January	Y	0
90	WGN-TV Internal - Intranet/Job Boards 2501 W. Bradley Place Chicago, Illinois 60618 Phone : 773-883-3120 Url : http://intranet.tribunemedia.com/dept/hr/jobs/page Juana Vega Manual Posting	N	1
91	WGNTV.COM 2501 W. Bradley Place Chicago, Illinois 60618 Phone : 773-883-3120 Url : http://wgntv.com/ Juana Vega Manual Posting	N	0
92	Wionna State 314 Maxwell Wionna, Minnesota 55987 Phone : 507-457-2765 Url : https://app.joinhandshake.com/jobs/new Toni Drier Manual Posting	N	0
93	Woodlawn Employment Center 822 E. 63rd Chicago, Illinois 60637 Phone : 773-256-6942 Url : http://www.ncp-woodlawn.org/home.aspx Email : rkpriester@ncpwoodlawn.org Ryan Priester	Y	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
94	Woodlawn Employment Center 822 E. 63rd Chicago, Illinois 60637 Phone : 773-256-6942 Url : http://www.ncp-woodlawn.org/home.aspx Email : dmiles@ncpwoodlawn.org Deborah Miles	Y	0
95	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			74

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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	8/1/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established program that allows students to gain practical experience in all areas of our operations, including news, sports, weather and promotions.</p> <p>The Station hosted three (3) interns from Northern Illinois University, two (2) interns from University of IL at Chicago, two (2) interns from DePaul University, one (1) intern from Northwestern University, one (1) intern from Oakton Community College, one (1) intern from Westmont College, one (1) intern from California State University-Northridge, during the Fall 2019; three (3) interns from Northern Illinois University, four (4) interns from DePaul University, two (2) interns from University of IL at Chicago, one (1) intern from Columbia College, one (1) intern from Illinois Media School, during the Winter 2019-2020.</p>	9	Director, Sponsorship Solutions Director, Creative Services Segment Producer Digital Executive Producer
2	8/7/2019	Participation in events sponsored by community groups	Station personnel participated in the National Association of Black Journalist National Conference in Miami Florida August 7th-August 11, 2019. Station personnel collected resumes and held interviews throughout the 3 day conference.	1	News Director
3	9/3/2019	Participation in events or programs sponsored by educational institutions	Station personnel hosted a group of students from DePaul University's course titled "Second City News: Journalism in Chicago". Students had the opportunity to tour the station, chat with News Director and various other station personnel.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/17/2019	Participation in events or programs sponsored by educational institutions	Station personnel hosted a group of German Exchange students from Palatine High School. The students had the opportunity to tour the station, sit in on a live news broadcast and observe from the control room. Additionally, they met with station personnel from our Creative Services department and had the opportunity to learn more about the careers of Art Director, Writer/Producers and Graphic Designers.	4	HR Coordinator Art Director Motion Design Artist Motion Design Artist
5	1/16/2020	Participation in events or programs sponsored by educational institutions	Station personnel attended St. Lauren High School. They met with journalism and sports media students and discussed the nature of the business, resumes, getting internships and discussed their personal careers. Additionally, they played clips of stories produced by attending station personnel and clips of the station's morning show.	2	Anchor Engineer, Maintenance