

WGN-TV, CHICAGO, ILLINOIS
ANNUAL EEO PUBLIC FILE REPORT
Date: August 1, 2008

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station WGN-TV, Chicago, Illinois.

STATION, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 773-883-3124.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	National Sales Assistant	1, 6, 8-23, 25, 27, 31-33, 35-37, 39-41, 44-47, 50-55, 57-62, 66-76	76 (Employee Referral)	3
2	Television Traffic Assistant	1, 3, 6, 8-23, 25, 27, 28, 31-33, 35-39, 41, 44-47, 50-53, 55, 57-62, 64, 66-76	71 (WGN-TV)	7
3	General Assignment Reporter	1, 4, 6, 8-15, 17-23, 25, 27, 29, 31-33, 37, 39-41, 44-48, 50-55, 57-62, 64-68, 70-75, 77	77 (Unsolicited/Word of Mouth/Other)	4
4	Director/AD/Coordinator	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-41, 44-47, 50-53, 55, 57-64, 66-76	71 (WGN-TV)	4
5	Executive Producer/WGN Morning News	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-41, 44-47, 50-53, 55-64, 66-75	71 (WGN-TV)	5
6	Account Executive	1, 3, 6, 8-23, 25, 27, 28, 31-33, 35-41, 44-47, 50-53, 55, 57-64, 66-77	76 (Employee Referral)	9
7	Photographer/Editor	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-39, 41, 44-47, 50-53, 55, 57-62, 64, 66-75	62 (Tribune Company Posting)	7
8	Senior Accountant	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-41, 44-47, 50-53, 55, 57-62, 64, 66-76	62 (Tribune Company Posting)	3
9	Finance Specialist	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-41, 44-47, 50-53, 55, 57-62, 64, 66-75	62 (Tribune Company Posting)	1
10	Executive Producer/WGN Noon News	1, 3, 6, 8-23, 25, 27, 28, 30-33, 35-41, 44-47, 50-53, 55-64, 66-76	71 (WGN-TV)	5

11	News Writer	1, 3, 6, 8-23, 25-28, 30-33, 35-41, 44-47, 50-53, 55, 57-64, 66-76	71 (WGN-TV)	9
12	Interactive News Producer	1, 3, 6, 8-23, 25, 27, 28, 31-33, 35-41, 44-47, 50-53, 55-64, 66-76	76 (Employee Referral)	4
13	Graphic Designer/WGN Morning News (2 positions)	1-3, 6, 8-22, 25, 27, 28, 31-41, 44-47, 49-53, 55-64, 66-76	71 (WGN-TV)	5
14	Traffic Sales Liaison	1-3, 6-22, 25, 27, 28, 30-42, 44-47, 49-53, 55-64, 66-75	16 (Columbia College)	1
15	Supervising Producer/WGN News	1-3, 6-22, 25, 27, 28, 30-33, 35-42, 44-47, 49-53, 55, 57-64, 66-76	71 (WGN-TV)	7
16	News Writer	1-3, 6-22, 24-28, 30-33, 35-42, 44-47, 49-53, 55, 57-64, 66-76	71 (WGN-TV)	8
17	Evening News Anchor	77	77 (Unsolicited/Word of Mouth/Other)	1
18	WGNTV.com Interactive Producer/Designer	1-3, 5-22, 24-25, 27, 28, 30-33, 35-47, 49-53, 55-64, 66-76	62 (Tribune Company Posting)	8

Total number of persons interviewed during applicable period: 91

Supplemental Recruitment Measures 8/1/07-7/31/08

Activity/Description	Date	Staff Participant	Sponsor
<u>National Association for the Advancement of Colored People Diversity Job Fair ("NAACP")</u> : WGN was a financial sponsor of this event. In addition our Human Resources Director attended job fair collecting resumes and conducted brief interviews.	9/5/07	Human Resources Director	NAACP WGN-TV
<u>Columbia College Student Visit to WGN-TV</u> : Engineer hosted a group of students to enhance their knowledge of TV operations. Students visited several areas of the station.	10/5/07	Per Diem Engineer	WGN-TV
<u>Niles High School North & Niles High School South Job Shadowing Day</u> : EIC hosted students in an effort to enhance student's knowledge of TV operations. Student visited several areas of the station.	10/25/07	Engineer, Operating Asst. EIC	WGN-TV
<u>2008 University of Illinois Communications Center Night</u> : Creative Services Manager participated in a live large group panel discussion with professional groups and in small group discussions with students.	2/20/08	Creative Services Manager	University of Illinois, Urbana

<u>IBA/Illinois State University Career Fair & Career Day:</u> Director attended the IBA Career Fair which has an emphasis on diverse recruiting. Accepted resumes and conducted interviews.	2/27/08	Human Resources Director	Illinois Broadcasters Association Illinois State University
<u>Medill Career Fair:</u> HR Director and Executive Producer/News Internship Coordinator attended the Career Fair at Norris University Center. The Career Fair has an emphasis on promoting the hiring of journalism majors for both full-time and intern positions.	4/30/08	Human Resources Director Executive Producer/News Internship Coordinator	Medill
<u>National Association for the Advancement of Colored People Diversity Job Fair ("NAACP"):</u> WGN was a financial sponsor of this event. In addition our Human Resources Director and Executive Producer/News Internship Coordinator attended job fair collecting resumes for job openings.	5/7/08	Human Resources Director Executive Producer/News Internship Coordinator	NAACP WGN-TV
<u>Mayor Daley's Keep Kids Learning:</u> This program is a career simulation program which gives over 1,600 students in 25 schools (23 elementary and 2 high schools) experience in various occupations. WGN's Sports Anchor/Reporter and Sports Producer hosted a group of diverse high school students. Students had the opportunity to learn about directing sports programming and how to produce a sports broadcast segment for local television.	7/22/08	Sports Anchor/Reporter Sports Producer	WGN-TV CPS
<u>UNITY Journalist of Color, Convention - Chicago Illinois:</u> This event occurs every four years and is the largest Media Showcase and Career Expo in the Industry. The Asian American Journalist Association(AAJA), National Association of Hispanic Journalist(NAHJ), National Association of Black Journalist(NABJ) and the Native American Journalist Association(NAJA) came together and provided professional development workshops and Career Fair to Journalist of color. Tribune Broadcasting Company's VP of Human Resources and WGN-TV's HR Director, News Business Manager and various talent critiqued demo reels of individuals interested in journalism careers. Also soft-screened candidates interested in a career with WGN-TV/Tribune Company.	7/23/08-7/25/08	HR Director News Business Manager Talent (Various)	UNITY
<u>Internship Program:</u> College students spend a semester in a position that gives them hands-on experience in their chosen career field or area of interest. Intern positions are part-time, usually 20 hours per week. WGN-TV hosts approximately 100 interns per year, and students may earn academic credit.	Ongoing	Human Resources Director Human Resources Coordinator Various Department Personnel	WGN-TV
<u>News Writing Internship:</u> In conjunction with Northwestern University's Medill School of Journalism, WGN-TV sponsors a graduate student for this program for a six-month-long internship as a full-time news writer. This is executed separately than WGN's regular internship program in that Northwestern University selects the intern, the student completes the internship for credit and under the supervision of a faculty advisor. WGN hosted two News Writing Interns during reporting period.	Ongoing	Assistant News Director HR Director Executive Producer/News Internship Coordinator	Northwestern University's Medill School of Journalism WGN-TV
<u>Daniel A. Cotter Boys & Girls Club Mentoring Program @ WGN-TV:</u> WGN-TV co-sponsors a mentoring program with the Daniel A. Cotter Boys and Girls Club. The mentoring group meets weekly during the school year at WGN studios. As a part of the program employees are invited throughout the school year to speak with the kids about various media careers.	Ongoing	Director Various Department Personnel	WGN-TV Daniel A. Cotter Boys & Girls Club