

WGN-TV, CHICAGO, ILLINOIS
ANNUAL EEO PUBLIC FILE REPORT
Date: August 1, 2009

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.

WGN-TV, 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

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	Photographer/Editor	1-3, 5, 7, 9-16, 18-20, 23-26, 29-45, 47-59, 62, 64-66, 68-80	76 (WGN-TV)	6
2	On-Air Meteorologist	1-3, 5-7, 9-20, 23-26, 29, 31-45, 47-59, 62, 64-66, 68-81	81 (Employee Referral)	3
3	Supervising Producer/WGN Morning News	1-6, 9, 11-16, 18-20, 23-26, 29, 31-43, 45-50, 53-59, 61-62, 64-66, 68-81	75 (WGNTV.COM)	5
4	Supervising Producer/WGN Evening News	1-3, 5-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64, 66-68, 70-80,	76 (WGN-TV)	2
5	Graphic Designer/WGN Evening & 9PM News	1-3, 5-16, 18-20, 23-26, 29, 31-35, 37-45, 47-59, 61-62, 64-68, 70-81	81 (Employee Referral)	4
6	Staff Accountant	1-3, 5-9, 11-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64-68, 70-82	68 (Tribune Company Posting)	3
7	Segment Coordinator	1-3, 5-9, 11-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64-68, 70-80	76 (WGN-TV)	10
8	Vice President/General Manager, WGN-TV	1-3, 5-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64-68, 70-80	76 (WGN-TV)	1
9	Photographer/Editor	1-3, 5-16, 18-20, 22-26, 29, 31-59, 61-62, 64-68, 70-81	81 (Employee Referral)	7
10	Executive Assistant	1-3, 5-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64, 66-68, 70-81	81 (Employee Referral)	5
11	Assistant News Director	1-16, 18-20, 22-26, 29, 31-35, 37-45, 47-59, 62, 64-68, 70-80, 82	76 (WGN-TV)	4
12	Local Sales Manager	1-16, 18-20, 22-26, 29, 31-59, 62, 64-79, 82	76 (WGN-TV)	9
13	Supervising Producer/WGN Morning News	1-3, 5-16, 18-20, 22-26, 29, 31-59, 61-82	68 (Tribune Company Posting)	5
14	Sports Producer	1-3, 5-16, 18-20, 22-26, 29, 31-45, 47-59, 62, 64-68, 70-82	81 (Employee Referral)	7
15	Executive Producer/WGN Morning News	1-16, 18-20, 22-26, 29, 31-35, 37-45, 47-59, 62, 64-81	76 (WGN-TV)	6
16	News Writer	1-3, 5-16, 18-20, 22-26, 29, 31-59, 61-68, 70-80	76 (WGN-TV)	4

17	Writer/Producer	1-16, 18-20, 22-27-29, 31-59, 61-82	82 (Unsolicited\Word of Mouth\Other)	6
18	Account Executive	1-16, 18-20, 22-26, 29, 31-59, 62-82	75 (WGNTV.COM)	22
19	Account Executive			
20	Credit & Collections Manager	1-3, 5-16, 18-26, 28-29, 31-35, 37-45, 47-60, 62, 64-82	81 (Employee Referral)	5
21	Supervising Producer/WGN Morning News	1-3, 5-16, 18-26, 28-29, 31-45, 47-50, 52-60, 62, 64-80	76 (WGN-TV)	7
22	Administrative Assistant	28-29, 31-45, 47-60, 62, 64-81	68 (Tribune Company Posting)	5

Total number of persons interviewed during applicable period: 126

Supplemental Recruitment Measures 8/1/08 - 7/31/09

Activity/Description	Date	Staff Participant	Sponsor
<u>W.O.W. Youth Program - Media Day:</u> WOW! Program "Real World Of Work" was designed to introduce youth between the ages of 14-16 yrs old to the "Real World Of Work". WGN-TV hosted 9 kids and introduced them to various positions in the newsroom and also enhanced their knowledge of TV operations. Group visited several areas of the station.	8/12/08	Human Resources Director Anchor Reporter Photographer Executive Producer Producer/Director	Manifested Love Ministries WGN-TV
<u>National Association for the Advancement of colored People Professional and Executive 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.	9/24/08	Human Resources Director	NAACP 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.	10/23/08	Engineer, Operating Asst. EIC	WGN-TV
<u>Agency Lunch:</u> WGN hosted a luncheon for various local schools and community organizations in support of WGN's recruitment efforts. The purpose of the lunch was to strengthen WGN's recruitment efforts by familiarizing the recruiters with WGN, its openings and what WGN looks for in qualified candidates.	11/12/08	Human Resources Director VP/General Manger Production Director News Director Sales Director	WGN-TV
<u>National Association for the Advancement of Colored People Martin Luther King Jr. Holiday Diversity Job Fair ("NAACP"):</u> WGN financially sponsored this event. In addition our Human Resources Director attended job fair collecting resumes and conducted brief interviews.	1/19/09	Human Resources Director	NAACP WGN-TV
<u>Rainbow Push Coalition/2nd Annual Dr. King's Workshop Job Fair:</u> Human Resources Director attendded, collected resumes and answered questions.	1/26/09	Human Resources Director	Rainbow Push Coalition WGN-TV
<u>Diversity In Communication/University of Chicago:</u> WGN-TV hosted a group of 20 students from Big Ten Universities. Students met with diverse news personnel learning more about TV operations. Group visited several areas of the station.	2/13/09	Human Resources Director Production Manager Various News Personnel	University of Chicago WGN-TV
<u>YMCA Black and Hispanic Achievers Program - World of Work Tour 2009:</u> YMCA youth were able to increase their understanding of the working world, gain insightful career development information and attain invaluable knowledge about occupations in the broadcasting industry.	3/2/09	Human Resources Director Special Projects Producer	YMCA WGN-TV

<u>Medill Career Fair:</u> 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.	4/8/09	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 attended job fair collecting resumes and conducted brief interviews.	5/12/09	Human Resources Director	NAACP WGN-TV
<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	Ongoing	Assistant News Director HR Director Executive Producer/News	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