

WBUI, WCCU, WICD, WICS, WRSP
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

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
Sales and Marketing Specialist	1-9, 11-21, 23-24, 26-27, 32-35, 37-50, 52-56, 58-70	68
News Photographer	1-28, 30, 32-35, 37-50, 52-67, 69-70	10
Newscast Director	1-9, 11-21, 23-24, 26-27, 31-35, 37-50, 52-56, 58-67, 69-70	31
Director of Sales	3-4, 6, 9-10, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-50, 53-56, 62-63, 66, 69	10
Newscast Producer	3-4, 6, 9, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-50, 53-56, 59, 62-63, 66, 69	29
Video Editor, I	3-4, 6, 9-10, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-50, 53-56, 59, 62- 63, 66, 69	10
Evening News Anchor	3-4, 6, 9-10, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-51, 53-56, 59, 62- 63, 66, 69	51
Weekend Meteorologist/Multimedia Journalist	3-4, 6, 9, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-51, 53-56, 59, 62-63, 66, 69	29
Sports Anchor\Multimedia Journalist	3-4, 6, 9-10, 13, 15, 18, 24, 26-27, 29, 35-36, 40-41, 43-44, 49-51, 53-56, 59, 62-63, 66, 69, 71	51
Newscast Producer	3-4, 6, 9, 13, 15, 18, 24, 26-27, 29, 35- 36, 40-41, 43-44, 49-51, 53-56, 59, 62- 63, 66, 69, 71	51
Video Editor, I	3-4, 6, 9-10, 13, 15, 18, 24, 26-27, 29, 35, 40-41, 43-44, 49-51, 53-56, 59, 62- 63, 66, 69, 71	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : Erin.Mae.Murphy@asu.edu Erin Murphy Prong 2 Ended Date: 4/26/2026	N	0
3	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : http://www.augustana.edu Email : lisaslater@augustana.edu Lisa Slater	N	0
4	BeOnAir National Broadcast and Multimedia School 8501 W. Higgins Rd Suite 450 Chicago, Illinois Phone : 630-355-6265 Email : jsanchez@beonair.com Jennifer Sanchez	N	0
5	Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : sbgresumes@sbgstv.com Janet Pesek	N	0
6	Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : (217)529-5431 X 126 Email : rferriell@caccschool.org Robert Ferriell	N	0

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7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
9	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.columbia.edu Email : as1698@columbia.edu Anusha Shrivastava	Y	0
10	Current Employee	N	10
11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
12	Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : http://www.dom.edu Email : sbgresumes@sbgstv.com Keli Wojciechowski	N	0
13	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : rkingery@eiu.edu Bobbi Kingery Prong 2 Ended Date: 7/1/2026	N	0

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14	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, NC 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
15	Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 309-467-6431 Url : http://www.eureka.edu/career-services Email : CareerServices@eureka.edu Fax : 1-309-467-6437 David Speiser	N	0
16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
18	Greenville College 315 East College Ave Greenville, Illinois 62246 Phone : 618-664-6825 Url : http://www.greenville.edu Email : isaac.barber@greenville.edu Isaac Barber	N	0
19	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0

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20	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	N	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
23	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
24	Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-985-5555 Email : iba@ilba.org Fax : 1-618-988-9056 Erin Camfield	N	0
25	Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : http://www.beonair.com Email : dclark@beonair.com Don Clark	N	0

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26	Illinois Central College One College Drive East Peoria, Illinois 61635 Phone : 309-694-5422 Url : http://www.icc.edu Career Services Manual Posting	N	0
27	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : http://www.ic.edu Email : sdrake@ic.edu Susie Drake	N	0
28	Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : http://www.inba.net Email : borowmaq@aol.com Career Services	N	0
29	Indeed 200 West 6th Street Floor 36 Austin , Texas 78701 Phone : 7044255976 Holly Johnson Manual Posting	N	4
30	Indeed.com - Not Directly Contacted by SEU	N	1
31	Internal Transfer/Promotion	N	1
32	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgtv.com Broadbean Source	N	0
33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0

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34	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : wplc@llcc.edu Shawn Shures	N	0
36	Linked In	N	2
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : http://www.naACP.org Email : thaley526@aol.com Teresa Haley	N	0

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41	National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : http://www.nahj.org Email : nahj@nahj.org Career Services	N	0
42	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
43	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Career Services	N	0
44	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://www.nsu.edu Email : cmcoleman@nsu.edu Chantell Coleman	N	0
45	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	Northern Illinois University 220 Campus Life Building DeKalb, Illinois 60115 Email : sbgresumes@sbgstv.com Career Services	N	0
47	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	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
48	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Sally Luzader	N	0
49	Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org Email : rlewis@rainbowpush.org Bobby Lewis	Y	0
50	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : http://www.richland.edu Career Services Manual Posting	N	0
51	Rincon Broadcasting Group Careers Page 301 S. McDowell Street Suite 125 #1645 Charlotte, North Carolina 28204 Phone : 6606265820 Url : https://workforcenow.adp.com/careers Email : mbillington@ktvo.com Melissa Billington	N	4
52	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	0
53	Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : http://www.siu.edu Email : sbgresumes@sbgstv.com career services	Y	0

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54	Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Phone : 618-650-3656 Url : http://www.siu.edu Email : careerdevelopment@siue.edu Susan Feiber	N	0
55	Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Nancy Shiner	N	0
56	Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : cybacon@springfieldul.org Cassondra Bacon	N	0
57	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : brown@talentedynamics.com Gary Brown	N	0
58	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
59	The Craig Newmark Graduate School of Journalism at CUNY 219 W 40th Street New York, New York 10018 Phone : 646-758-7800 Awa Sowe Manual Posting	N	0

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60	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
61	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
62	University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : http://www.uic.edu Career Services Manual Posting	Y	0
63	University of Illinois-Springfield One University Plaza Springfield, Illinois 62703 Phone : 217-206-6508 Url : http://www.uis.edu Doug Brackney Manual Posting	N	0
64	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
65	Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu Email : sbgresumes@sbgstv.com Sharon Evans	N	0

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66	WICS/WICD/WRSP/WCCU/WBUI 2680 East Cook Street Springfield, Illinois 62703 Phone : 217-351-8502 Url : https://newschannel20.com/ Email : sbgresumes@sbgstv.com Paige Klein	N	0
67	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
68	Word of Mouth Referral	N	1
69	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
70	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
71	ZipRecruiter 604 Arizona Ave Santa Monica, California 90401 Holly Johnson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	11/13/2025	Participation in events or programs sponsored by educational institutions	WICS Multimedia Journalist, Spencer Davis, spoke to Ms. Evans' students at Washington Middle School in Springfield on 11/13/2025. This is an AVID class. Spencer talked about how he began his career pursuit in high school and college, along with what he does now at Newschannel 20/FOX Illinois.	1	Multimedia Journalist
2	2/11/2026	Participation in events or programs sponsored by educational institutions	WICS\WICS Sports Anchor, Spencer Davis, spoke to two of Ms. Courtney Campo's 6th grade classes at Washington Middle School on February 11, 2026, about what happens at the TV station, as well as how his career path has developed. He told them about his education and what it takes to work in the Sports and news industry.	1	Sports Reporter
3	3/12/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO/KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI as well as all of Rincon Broadcasting Group at the Indian Hills Community College Career Expo on Thursday March 12, 2026, in Ottumwa Iowa. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist News Director

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4	3/19/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA Assistant News Director, Mack Pierce, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI as well as all of Rincon Broadcasting Group at the Culver Stockton College Career Expo on Thursday March 19, 2026, in Canton Missouri. Melissa and Mack reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist Assistant News Director
5	4/7/2026	Participation in Job Fairs	On April 7, 2026 News Manager, Agel Kaczynski, and Assistant News Director, Kelsey Mullins attended the career fair at Eastern Illinois University. It's an annual event open to all students (freshman - seniors). Local media is invited to set up booths and interact with students looking for a job or an internship. The two-hour long career fair was geared toward current students interested in working in news. They met 10-15 potential future employees.	2	Assistant News Director News Manager
6	4/13/2026	Participation in events or programs sponsored by educational institutions	Meteorologist Darren Leeds went to Glenwood Intermediate School in Chatham IL for Career Days. Many professionals from different fields went to the school to discuss their careers including WICS Meteorologist, Darren Leeds. He discussed his education and career in weather on a TV station.	1	Meteorologist

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7	4/20/2026	Participation in events or programs sponsored by educational institutions	On April 20th. 2026, Meteorologist, Cheryl Lemke, gave a presentation at Black Hawk Elementary School. Cheryl discussed all kinds of weather that they can experience in central Illinois including tornadoes and hail, and the group also went over a lot of safety tips to keep their families safe during storms.	1	Chief Meteorologist
8	6/3/2026	Participation in events or programs sponsored by educational institutions	WICS Multimedia Journalist, Briana Moreland, spoke with 100 students in Champaign Unit 4's YES Program at Centennial High School. Brianna talked about public speaking, confidence, and how learning to communicate can open doors and create opportunities for future careers. The students took part in elevator pitch exercises and challenged themselves to step outside their comfort zones. Brianna said she is always grateful for opportunities to pour into the next generation.	1	Multimedia Journalist