

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2018 - July 31, 2019

Station Included in Report: WTMJ-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				15
C2	Internal Candidate / WorkLife				33
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			32
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		31
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C111	External/Candidate Referral				1
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				14
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		23
C157	ZipRecruiter	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C168	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	Glassdoor	8883559323	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1551	Dislocated Worker Assistance Center - - 3347 Kohler Memorial Drive, Memorial Mall (derek.jablonicki@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1552	Goodwill Workforce Connection Center (James O. Wright Center for Work & Training) - Lisa Norman (Supervisor/Employment Specialist) - 6055 North 91st Street (lisa.norman@goodwillsew.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1553	Grace Hmong Alliance Church - Rev. Wang Chao Lee - 2604 W. Orchard St. (ghalliance1@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1554	HIRE Center - Willie Ellis - 816 W National Ave #2 (rhinkle@milwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1555	Hmong / American Friendship Association, Inc - Loneng Kiatoukaysy - 3824 W Vliet St (loneng@hmongamer.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1556	Hmong American Women Association (HAWA) - Mai Xia Lee (Youth Coordinator) - 7212 West Fond Du Lac Avenue (maixia_hawa@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1557	INROADS / WISCONSIN Inc, Great Lakes Region - Randall Jackson - 633 W Wisconsin Ave (dortego@inroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1558	Intefaith Employment Services - Carol Eschner - 600 W Virginia St (pdelemenhorst@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1559	Interfaith Older Adult Programs - - 600 W Virginia St (lbittman@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1560	Kenosha Achievement Center - Paula Williams - 1218 79Th Street (info@thekac.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1561	Kenosha County Job Center - - 8600 Sheridan Road (doug.bartz@kenoshacounty.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1562	Kenosha County Job Center - Alfonso Garcia (Veterans Representative) - 8600 Sheridan Rd (Alfonzo.garcia@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1563	Kenosha County Job Center - General Workforce/Job Center Contact Email - 8600 Sheridan Road (jobcenter@dwd.state.wi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1564	La Casa de Esperanza, Inc - Anselmo Villarreal - 410 Arcadian Ave (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1565	La Casa de Esperanza, Inc. - Javier O. Cervera - 410 Arcadian Avenue (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1566	Milwaukee Area Technical College - Jenny McGillian - 6665 South Howell Avenue (alsupkir@matc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1567	Milwaukee Urban League - Ralph Holloman - 435 W North Ave (ssharp@tmul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1568	MJCN: Milwaukee Job Center North - Michelle Dekeuster - 4030 North 29th Street (nellis@ywcawis.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1569	MJCN: Southeast (Maximus) - Michelle Dekeuster - 1304 South 70th Street (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1570	Northeast Comprehensive Job Center - - 1915 N Martin Luther King Drive (nellis@ywcasew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1571	Northeast Comprehensive Job Center (Milwaukee Job Center YWCA) - Stephen Klatp (Veterans Representatives) - 1915 North Dr Martin Luther King Drive (nellis@ywcasew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1572	OIC of America - Marc Boutet - 2020 North 57th Street (marc.boutet@centerinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1573	Ozaukee County Workforce Development Center - Amanda Kelsey - 5555 West Highland Road (wfdc-info@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1574	Ozaukee County Workforce Development Center (Mequon) (Workforce Develpoment Center of Ozaukee County) - Amanda Kelsey (Business Representative) - 5555 West Highland Road, P.O. Box 547 (aakelsey@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1575	Racine County Workforce Development Center - Valerie Hanson (Business Representative) - 1717 Taylor Avenue (HSWebTech@gorcine.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1576	SER Jobs for Progress - Mikelle Bloechl - 611 West National Avenue Suite 310 (mbloechl@ser-national.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1577	Sheboygan County Job Center - Brian Ognacevic - 3620 Wilgus Avenue (michael.james@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1578	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - - 2701 South Chase Avenue, P.O. Box 4129 (53204) (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1579	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - General Workforce/Job Center Contact Email - 2701 South Chase Avenue P.O. Box 4129 (53204) (info@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1580	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - Leonor Rosas (Business Representative) - 2701 South Chase Avenue, P.O. Box 4129 (53204) (leonor.rosas@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1581	Spotted Eagle Inc. -- Native American program - - 3209 W Highland Blvd. (mcghee@spottedeagle.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1582	University of Wisconsin, Milwaukee - Ada Walker - 2200 E. Kenwood Blvd. P.O. Box 413 (awalker@uwm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1583	Urban Strategies - Lamont Smith - 600 East Mason Street (lsmith@urbanstrategies.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1584	Walworth County Job Center - Rick Heine (Business Representative) - 1000 East Centralia Street (rheine@dwfs.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1585	Washington County Workforce Development Center - Brian Feltes - 2200 Green Tree Road (brian.feltes@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1586	Waukesha County Workforce Development Center (Pewaukee) - Staci Eggert - 892 Main Street (seggert@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1587	Waukesha County Workforce Development Center (Pewaukee) - Stan Kogutkiewicz (Veterans Representative) - 892 Main Street (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1588	Workforce Development Center of Jefferson County - - 874 Collins Road (jobcenterofwisconsin@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1589	Workforce Development Center of Jefferson County - Cindy Rushbrook - 874 Collins Road (crushbrook@oppinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1590	Workforce Development Center of Ozaukee County - Stan Kogutkiewicz (Veterans Representative) - 5555 West Highland Road, P.O. Box 547 (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1591	Workforce Development Center of Washington County - Denise Puffer (Business Representative) - 2200 Green Tree Road (dpuffer@wfdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1592	Workforce Development Center of Washington County - Tracey Lilly - 2200 Green Tree Road (tlilly@morainepark.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1593	WRTP/BIG STEP - Rhandi Berth - 3841 West Wisconsin Avenue (rberth@wrtp.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1686	Advocap - Cary Wright - 19 West 1st Street (caryw@advocap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1687	Marian University - Ashly Garner - 45 South National Avenue (aggarner54@marianuniversity.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	American Broadcasting School	712 N. Watson Rd, Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College	2320 S. 19th St Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L3	Carroll University	100 N. East Ave. Waukesha, WI 53186	Deb Weber dweber@carrollu.edu	262-524-7377	
L4	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH. D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College	113 Gray St. Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L6	Goodwill Industries	6055 N 91st St Milwaukee, WI 53225	Lisa Norman lisa.norman@goodwillsew.com	414-353-6400	

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L7	Hispanic Chamber of Commerce	816 W. National Ave. Milwaukee, WI 53204	Nathan Jones nathan@hccw.org mcameron@hccw.org	414-643-6963	
L8	Illinois News Broadcasters Association (INBA)/Chicago Headline Club	#1 University Circle Macomb, IL 61455	Bob Roberts or Jim Gee BoRoWMAQ@aol.com		
L9	Marquette University / Broadcast Communications	1217 W. Wisconsin Ave. Milwaukee, WI 53233	Dr. Michael Havice michael.havice@marquette.edu	414-288-3495	
L10	Milwaukee Indian Manpower Council	3134 W. State St. Milwaukee, WI 53208	Kathy Tyson tyson@spottedeagle.us darrenkroenke@gmail.com	414-342-0700	
L11	Milwaukee Urban League	2800 W. Wright St. Milwaukee, WI 53210	Sakuri Fears sfears@tmul.org employment@tmul.org	414-374-5850 ext. 103	
L12	Milwaukee School of Engineering	1025 Milwaukee St. Milwaukee, WI 53202	Cathy Ferraro ferraro@msoe.edu	414-277-7120	
L13	Ohio & Illinois Centers for Broadcasting	9885 Rockside Rd., Ste 160 Cleveland, OH 44125	Don Clark dclark@beonair.com gary@beonair.com	312-884-8000	
L14	SER-Jobs for Progress	1020-30 W. Mitchell St. Milwaukee, WI 53204	Brianna Fox bfox@ser-national.org valdez@milwaukeeeser.org	414-649-2640	
L15	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Green Bay ? Careers	2420 Nicolet Dr. SS 1916 Green Bay, WI 54311	Program Assistant careers@uwgb.edu	920-465-2163	
L17	University of Wisconsin-Milwaukee	PO Box 413 Milwaukee, WI 54311	Jessica McBride mcbrij@uwm.edu pleshin@uwm.edu	414-229-4436	
L18	University of Wisconsin-Oshkosh Radio, TV & Film	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-2443	
L19	Wisconsin Broadcasters Association	44 E. Mifflin, Ste 900 Madison, WI 53703	Mandy Endicott mendicott@wi-broadcasters.org	608-255-2600	
L20	Concordia University	12800 W. Lake Dr. Mequon, WI 53092	Krista Hasselquist krista.hasselquist@cuw.edu www.myinterface.com/concordia-wisconsin	262-243-4566	
L21	University of Colorado at Boulder, School of Journalism and Mass Communication	1511 University Ave. 478UCB Boulder, CO 80309	Christine Mahoney christine.mahoney@colorado.edu www.myinterface.com/cuboulder_journalism	303-492-0460	
L22	University of Wisconsin-Eau Claire	105 Garfield Ave. Eau Claire, WI 54702	Judy Gatlin gatlinj@uwec.edu www.myinterface.com/uwec	715-836-2637	
L23	Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 N. Teutonia Ave. Milwaukee, WI 53209	Deann Paulson-Warn WJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	3
L24	Wisconsin Tech Connect	2740 W. Mason St. Green Bay, WI 54307	Janet www.wisconsintechconnect.com	920-498-5528	
L25	Cardinal Stritch College	6801 N. Yates Rd. Milwaukee, WI 53217	Angela career@stritch.edu	414-410-4157	
L26	Collins College	4750 S. 44th Pl Phoenix, AZ 85040	Amy Roberts aroberts@collinscollege.edu	480-446-1112	

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L27	Hmong American Friendship Association	3824 W. Vliet St. Milwaukee, WI 53208	pachia@hmongamer.org	414-344-6575	
L28	Interfaith Older Adults Program	600 W. Virginia St., Ste 300 Milwaukee, WI 53204	Barb Smith bsmith@interfaithmilw.org http://interfaithmilw.org/	414-291-7500 ext. 233	
L29	Mississippi State University	PO Box PF/130 McComas Hall Mississippi State, MS 39761	Karyn Brown kbrown@comm.msstate.edu http://www.msstate.edu/	662-325-7952	
L30	Mount Mary College	2900 N. Menomonee River Pkwy Milwaukee, WI 53213	adcardev@mtmary.edu https://www.mtmary.edu/	414-258-4810	
L31	Social Development Commission	231 W. Wisconsin Ave. #14 Milwaukee, WI 53203	mhernandez@cr-sdc.org http://www.cr-sdc.org/SDC.htm	414-906-2700	
L32	UMOS	6550 N. 76th St. Milwaukee, WI 53223	Addy Bonnetti adhemar.bonnetti@umos.org http://www.umos.org/	414-486-5281	
L33	United Cerebral Palsy of Southeastern Wisconsin	7519 W. Oklahoma Milwaukee, WI 53219	Roselle Rogers mpayleitner@ucpsew.org	414-329-4500	
L34	University of Wisconsin-Madison	821 University Ave. Madison, WI 53706	Corinne Ahrens cmahrens2@wisc.edu http://www.wisc.edu/	608-262-3691	
L35	Brown College	1440 Northland Dr. Medota Heights, MN 55120	Rebecca Ewanga https://browncollege.optimalresume.com/employer	651-905-3465	
L36	Silver Spring Neighborhood Ctc.	5460 N. 64th St. Milwaukee, WI 53203	Stu Jackson Fax 414-463-4858	414-463-7950 ext. 60	
L37	YWCA of Greater Milwaukee	1915 North Doctor MLK Dr. Milwaukee, WI 53212	Eddie Rogers Eddie.Rogers@ywcamilw.org http://www.ywcasew.org/site/c.7oJELQPwFhJWG/b.8083533/k.BDB7/Home.htm	414-374-1800	
L38	b-roll.net	1623 D St. NE Washington, DC 20002	Kevin Johnson info@b-roll.net http://www.b-roll.net	202-470-5396	
L39	Idaho State University	921 S. 8th Ave. Pocatello, ID 83209	www.masscomm@isu.edu	208-282-6453	
L40	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L41	Collective Talent		bille@michaelsmedia.com		
L42	MilwaukeeJobs.com	1000 Water Street Milwaukee, WI 53202	www.milwaukeejobs.com		
L43					

Total Number of Interviewees Referred: 170

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [14721]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C164, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2018-10-29
Assignment Editor [14804]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C164, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-10-08
Assignment Editor [JR020896]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-06-24
Digital Content Producer [14878]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C27, C69, C95, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C134 Start Date: 2018-10-22
Digital Content Producer [JR020457]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-06-03

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Digital Content Producer [JR020719]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C178, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-05-20
Digital Sales Support Assoc [14615]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C164, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2018-09-24
Dir, Broadcast [14913]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2019-01-02
Dir, HR Business Partner [15041]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C181, C193, C194, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C97 Start Date: 2019-03-11
Editor II [14887]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C164, C168, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-10-08

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Editor II [JR020552]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C181, C193, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-04-22
Exec Producer [14791]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2018-12-03
Exec Producer, Digital [14970]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C97 Start Date: 2018-12-10
IT Ops Tech III [14231]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C37, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2018-08-27
Local Sales Manager [JR020364]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-02-25
Multimedia Journalist [14506]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C131 Start Date: 2018-12-11
Multimedia Journalist [14506]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C134 Start Date: 2018-10-22
Multimedia Journalist [15080]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-01-08

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [15081]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C131 Start Date: 2019-02-04
Multimedia Journalist [JR020131]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-05-28
Ops Engineer II [JR021073]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-06-17
Photographer II [14816]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C164, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-10-08

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR020366]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-03-11
Producer [14511]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C97 Start Date: 2018-08-20
Producer [15048]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C69, C97, C100, C130, C131, C132, C134, C165, C167, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-02-18
Sales Support Asst II [14641]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2018-08-13
Sales Support Asst II [JR021117]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2019-07-08

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Specialty MMJ [14803]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C157, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-10-22
Specialty Producer [JR020069]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-03-11
Sr Dir, Sales [JR020149]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-02-11
SrMgr,Enterprise/Investigative [14664]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-08-27
Supv, Production [15044]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C111, C130, C131, C132, C134, C165, C166, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C111 Start Date: 2019-04-08

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Date of station participation: August 1 to 3, 2018 Participating employees: Marcus Riley, Editorial Director Host/Sponsor of activity: National Association of Black Journalists Career Fair Brief description of activity and station participation: Marcus Riley attended the NABJ/NAHJ Conference and Career Fair in Detroit. Marcus recruited and manned the Scripps career table and met with numerous people looking for jobs. He talked about various news positions and answered questions. He also gave social media presentations to guests.</p>
	<p>Date of station participation: April 1, 2019 Participating employees: James Kust, Senior Manager Digital Content, Jessie Garcia, Broadcast Director, Jessie Williams, Executive Producer Host/Sponsor of activity: University of Wisconsin Milwaukee Brief description of activity and station participation: James, Jessie and Jessie attended the JAMS (Journalism, Advertising and Media Studies) Internship and Job Fair at UWM. They recruited and manned the Scripps career table and met with numerous people looking for jobs. They answered questions and talked about open positions at the station.</p>
	<p>Date of station participation: May 4, 2019 Participating employees: Marcus Riley, Editorial Director Host/Sponsor of activity: Chicago Journalism Job Fair (sponsored by the National Association of Hispanic Journalists and National Association of Black Journalists) Brief description of activity and station participation: Marcus Riley attended the Chicago Journalism Job Fair. Marcus recruited and manned the Scripps career table and met with numerous people looking for jobs. He talked about various news positions and answered questions.</p>
	<p>Date of station participation: June 12, 2019 Participating employees: Joe Poss, (TV GM), Eric Fuehrer (Human Resources Business Partner) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: The staff attended the Wisconsin Broadcasters Association Summer Job/Career Fair in Elkhart Lake and recruited and manned the Scripps table. They had a list of open positions and talked to possible job recruits about jobs.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>Date of station participation: November 13, 2018 Participating employees: Brian Niznansky, Meteorologist Host/Sponsor of activity: St. Johns Lutheran School - Racine Brief description of activity and station participation: Brian visited the school and discussed various aspects of his job as a meteorologist, such as forecasting weather patterns, preparing a forecast for broadcast and using a variety of instruments to predict weather. The kids also got to see the Storm Chaser and learn about how we forecast weather with that.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: January 24, 2019 Participating employees: Brian Niznansky, Meteorologist Host/Sponsor of activity: St. Lukes in Waukesha Brief description of activity and station participation: Brian visited the school and discussed various aspects of his job as a meteorologist, such as forecasting weather patterns, preparing a forecast for broadcast and using a variety of instruments to predict weather. The kids also got to see the Storm Chaser and learn about how we forecast weather with that.</p>
	<p>Date of station participation: February 11, 2019 Participating employees: Christina Flowers, News Producer Host/Sponsor of activity: Gwen T. Jackson School (Milwaukee Public School) Brief description of activity and station participation: Christina Flowers attended the Dream Big Career Day at Manpower Group. She spoke to four different groups of students in a fair setting. She spoke about getting a job in the television industry. She talked about things she does in her position, things that happen at a TV station and answered questions.</p>
	<p>Date of station participation: February 20, 2019 Participating employees: Joe Poss, TV General Manager Host/Sponsor of activity: Webster Transitional School Brief description of activity and station participation: Joe Poss attended the eighth grade career day at Webster Middle School Career Day. Joe talked to the 260 students about broadcasting, journalism and communications. He talked about what type of education you need to get into certain fields. He also answered questions about his job, the challenges he faces and what he likes about his job.</p>
	<p>Date of station participation: March 19, 2019 Participating employees: Lance Allan, Sports Anchor Host/Sponsor of activity: Germantown High School Career Pathways Brief description of activity and station participation: Lance Allan attended the Career Pathways Conference. Lance presented about his career and what it takes to be successful. He spoke to 130 students in four different sessions. He spoke about what paths lead to broadcast journalism. He also answered questions about his job, the challenges he faces and what he likes about his job.</p>
	<p>Date of station participation: March 21, 2019 Participating employees: Jesse Ritka, Meteorologist Host/Sponsor of activity: Parkway School Brief description of activity and station participation: Jesse visited the school and discussed various aspects of her job as a meteorologist, such as forecasting weather patterns, preparing a forecast for broadcast and using a variety of instruments to predict weather. The kids also got to see the Storm Chaser and learn about how we forecast weather with that. The kids are studying weather and climate in their earth science class.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: 8/1/2018 to 7/31/2019 Participating employees: 4 Morning Blend Interns / 5 News/Digital Interns Host/Sponsor of activity: WTMJ-TV, The Morning Blend, WTMJ-TV News Brief description of activity and station participation: Students participating in The Morning Blend/Creative Services program learn and assist in the production of a daily talk show. Interns help with guest coordination, from greeting guests/clients to assisting them with set up and escorting them from green room to studio. They assist in taking photos during the show for later use on social media. They also have the opportunity to learn non-linear editing and assisting in populating our website with content, from writing description to posting video. They also have the opportunity to help write scripts for the show as well as learn about producing the show. Maya Norman (6/5/17 to 8/20/18 Morning Blend Intern) Jackson Dufault (12/13/17 to 8/20/18 Morning Blend Intern) Dajuan Cherry (8/13/18 to 1/8/19 Morning Blend Intern) Julia Marshall (12/13/18 to 8/15/19 Morning Blend Intern) Students participating in the News/Digital department internship learn and assist in the newsroom. On the assignment desk they answer calls, listen to scanners and help with setting up shoots for the day. While shadowing producers they help write stories, log sound and assist guests. While shadowing reporters they learn more about interview techniques, shooting and editing. The goal is to come out of the internship with a demo reel and/or writing samples, depending on their primary area of interest. They also learn about web posting. Kevin Wells (Dig Content Producer Intern 5/28/18 to 6/7/19) Tess Klein (Dig Content Producer Intern 11/3/2017 to 5/1/2019) Phil Pinarski (Dig Content Producer Intern 5/29/18 to 5/8/2019) Sal Sendik (Intern 6/7/19 to present) Kaitlyn Herzog (Intern 6/19/19 to present)

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Date of station participation: August 1, 2018 to July 31, 2019 Participating employees: Various Scripps Employees Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: WTMJ-TV and its employees participate in the E.W. Scripps company Career Management Program that includes training to help employees develop their career skills. In addition, all station employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing and a variety of specific sill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: March 6, 2019 Participating employees: Ryan Scott, Content Operation Manager, Rachael Glaszcz, Special Projects Producer, Nick Sanders, Art Director Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The students at the UWM Business of Animation class came to our building. The students saw the studio and newsroom and spent time learning about the graphics department. Nick Sanders showed them around in graphics and answered any questions the group had. They learned the process of how graphics and animations get on air. The students found the information very helpful to them.

Date of station participation: March 14, 2019 Participating employees: Jessie Garcia, Broadcast Director Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The UWM students from the News Reporting class met with Jessie Garcia in news and learned how news operations works in our building. They saw our newsroom, watched a newscast and saw what it takes to get news on the air. The students asked questions after the newscast.

Date of station participation: March 15, 2019 Participating employees: Vince Vitrano, Anchor Host/Sponsor of activity: Brookfield East and Brookfield Central High Schools Brief description of activity and station participation: Vince spoke at the job skills class at Brookfield High Schools. This is a career forward class at the high school level. Vince spoke about his path to becoming a reporter/anchor at WTMJ-TV. He showed behind the scenes video of the newsroom, studio, editing and control room. He talked about careers in TV news and what education is needed. He talked about fake news and being a good news consumer and the impact of social media.

Date of station participation: May 9, 2019 Participating employees: Kent Aschenbrenner, Sr. Director of Engineering Host/Sponsor of activity: MATC Milwaukee Area Technical College Brief description of activity and station participation: MATC held its annual Portfolio Night, which is sponsored by MATC School of Media and Creative Arts. This night showcases career-centered portfolios of MATC students and their creative work. Kent attended with 150 MATC students. He talked to students about his job, our station, and what it takes to get into the media and broadcast business.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Date of station participation: January 23, 2019 to March 29, 2019 Participating employees: Jeff Kiernan (Senior Director of Local Content), Ryan Scott (Content Operations Manager), Bill Cavanaugh (Account Executive), James Kust (Senior Manager, Digital Content), Gregg Schraufnagel (Creative Services Director) Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: All newly hired or promoted managers are assigned mandatory EEO training within the first month of their hire/promotion.</p>
	<p>Date of station participation: June 12, 2019 Participating employees: Joe Poss (TV GM), Eric Fuehrer (Human Resources Business Partner) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: Joe Poss and Eric Fuehrer attended the EEO seminar: Keeping up With EEO at the FCC, which was held as part of the WBA 2019 Summer Conference on June 12, 2019.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Date of station participation: October 5, 2018 Participating employees: Ana Verdin, TV Newsroom Assistant Host/Sponsor of activity: Milwaukee Public Schools Brief description of activity and station participation: The students from Milwaukee Public Schools took a tour of the station. They toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>
	<p>Date of station participation: October 23, 2018 Participating employees: Brandon Rook, Reporter Host/Sponsor of activity: Pantheon Industries Brief description of activity and station participation: John from Pantheon Industries did a job shadow with Reporter Brandon Rook. Brandon talked about how his career began, pros and cons of the job and the educational requirements. He got a tour of the station and saw the studio and control room.</p>
	<p>Date of station participation: November 30, 2018 Participating employees: Ana Verdin, TV Newsroom Assistant Host/Sponsor of activity: University of Wisconsin Milwaukee Brief description of activity and station participation: The students from UWM took a tour of the station. They toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: December 17 - 18, 2018 Participating employees: Katie Pinkowski, Morning Blend Producer, Erica Stowe, Show Director Host/Sponsor of activity: Karen Dalessandro Brief description of activity and station participation: Karen Dalessandro job shadowed Katie Pinkowski to see how the show comes together. She learned about scheduling out the show, booking local and satellite guests, confirming the guests, writing copy and timing of the hour. She learned what each person on the team does and focused on Katies role as producer. Karen job shadowed Eric Stowe to see how the show is directed and what goes in to that. She learned about directing and anticipating the next shot.</p>
	<p>Date of station participation: January 15, 2019 Participating employees: Ryan Scott, Content Operation Manager Host/Sponsor of activity: Girl Scouts Troop 6355 Brief description of activity and station participation: The Girl Scouts Troop 6355 took a tour of the station. They toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live 6pm broadcast and also went in the control room.</p>
	<p>Date of station participation: January 18, 2019 Participating employees: Ana Verdin, TV Newsroom Assistant, Pete Zervakis, Reporter Host/Sponsor of activity: Milwaukee Collegiate Academy Brief description of activity and station participation: The students from Milwaukee Collegiate Academy were having their career expedition the week of January 14-18. They took a tour of the station. They toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>
	<p>Date of station participation: February 1, 2019 Participating employees: Ana Verdin, TV Newsroom Assistant Host/Sponsor of activity: Hearts for Home School Brief description of activity and station participation: The students from Hearts for Home School took a tour of the station. They toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>
	<p>Date of station participation: May 3, 2019 Participating employees: Ana Verdin, TV Newsroom Assistant Host/Sponsor of activity: East Troy High School Brief description of activity and station participation: Ana Verdin gave a tour to the broadcasting class at Easy Troy High School. The students met some of the anchors and producers to learn what they do in news. Ana showed behind the scenes tour of the newsroom, studio, editing and control room. The students watched a live newscast and also went in the control room to see a live show produced.</p>