

EEO PUBLIC FILE REPORT

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

Stations Included in Report: WACY-TV, WGBA-TV, WLWK-CD

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 | | | | 3 |
| C2 | Internal Candidate / WorkLife | | | | 13 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 36 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 4 |
| C6 | America's Job Exchange | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| 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 | |
| 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 | |
| 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 | |

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|------|-------------------------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------|----|
| C38 | Asian American Journalists Association (AAJA) | 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 | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 21 |
| C100 | Tvjobs.com | PO Box 4116 Oceanside, CA 92052 | www.tvjobs.com | 760-754-8177 | 3 |
| 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 | | | | 6 |
| C131 | Agency/Search Firm | | | | 2 |
| C132 | Bing | One Microsoft Way Redmond, WA 98052-7329 | | | |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 17 |
| 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 | |
| C167 | Symphony Talent Job | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| 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 | |

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|------|------------------|-----------------------------|--------------------------------------------------------------------------------|--------------|---|
| 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 | |
| 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 | |
| C183 | LinkedIn_Slots | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C192 | LinkedIn_Slots | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C197 | NABJ | 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 | 3 |
| 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 | |

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|------|--------------------------|-----------------------------|--------------------------------------------------------------------------------|--------------|--|
| 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 | |
| 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 | |

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| 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 | |
| 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 | |
| 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 | |

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| 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 | 3 |
| 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 | |
| C1668 | Advocap - Deb Tauer - 2929 Harrison (debraj@advocap.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1669 | Advocap - Melinda Riemenapp - 181 E. North Water Street Suite 210 (melindar@advocap.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1670 | Berlin Job Center - Jeffrey Murphy (Veterans Representative) - 237 Broadway Street, Suite C (jeffrey.murphy@dwd.wisconsin.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1671 | Berlin Job Center - Keri Harke (Certified Workforce Development Professionals) - 237 Broadway Street Suite C (kerih@advocap.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1672 | Door County Job Center - General Workforce/Job Center Contact Email - 1300 Egg Harbor Road, Suite 124 (info@bayareawdb.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1673 | Fox Cities Workforce Development Center - Charles Gintz (Business Representative) - 1802 Appleton Road (charles.gintz@dwd.wisconsin.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1674 | Fox Cities Workforce Development Center - Jeffrey Murphy (Veterans Representative) - 1802 Appleton Road (jeffrey.murphy@dwd.wisconsin.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1675 | Fox Valley Lao/Hmong Association Inc. - - 2198 S. Memorial Dr. (Kelly.Aschebrook@dwd.wisconsin.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1676 | NEWCAP - Lynn Ratzburg - 1201 Main Street (lynnratzburg@newcap.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1677 | Oconto County Job Center - - 1201 Main Street (lynnratzburg@newcap.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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| C1678 | Oneida Nation Job Training Programs - Stephen West (Director, Job Training Programs) - 2640 West Point Road P.O. Box 365 (Mailing) (swest@oneidanation.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1679 | Oshkosh Area Workforce Development Center - Jeffrey Murphy (Veterans Representative) - 219 Washington Avenue, Suite 107 (jeffrey.murphy@dwd.wisconsin.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1680 | Shawano County Job Center - Courtney Windorski - 607 East Elizabeth Street (cwindorski@fsc-corp.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1681 | Valley Packaging Industries Inc - Dan Weiner - 110 N Kensington Dr (vpi@vpind.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1682 | We Are Hope Inc. - Kim Carley - 1300 Egg Harbor Road (info@wearehope.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1683 | Wisconsin Job Center Marinette - - 1605 University Drive, Suite A (KLeanna@gwMarinette.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1684 | Wisconsin Job Center Marinette - General Workforce/Job Center Contact Email - 1605 University Drive (info@bayareawdb.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

Local Sources

| | | | | | |
|----|------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--|
| L1 | TV Jobs | | TVJobs.com | | |
| L2 | Wisconsin Technical Colleges | | Wisconsin Tech Connect http://www.wisconsin-techconnect.com/Account/EmployeeLogin | | |
| L3 | Job Center of Wisconsin | WI | Job Center of Wisconsin https://jobcenterofwisconsin.com/presentation/employers/default.aspx | | |
| L4 | UW- Oshkosh | 800 Algoma Blvd Career Services Oshkosh, WI 54901 | Career Services stalls82@uwosh.edu https://uwosh.joinhandshake.com/login | 920-424-2181 | |
| L5 | UW- Green Bay* | UW-GB 2420 Nicolet Dr Student Employment Green Bay, WI 54311 | Student Employment careers@uwgb.edu PRO- Phoenix Recruitment Online: http://www.uwgb.edu/careers/connections/p | 920-465-2556 | |
| L6 | St. Norbert College | Hire a Knight/Career & Professional Development 100 Grant St DePere, WI 54915 | Career & Professional Development careers@snc.edu Hire a Knight: http://app.purplebriefcase.com/pb/account/login?s=SNC | 920-403-3040 | |
| L7 | Jobs for WI Grads | 2420 Nicolet Drive Green Bay, WI 54311 | Jobs for WI Grads/ Linda Peacock wijobs4wigrads@uwgb.edu https://www.myinterfase.com/wisconsin/employer | 920-465-2163 | |
| L8 | Emerson College | 216 Tremont St., 4th Floor, Student Employment 120 Boylston St Boston, MA 02116 | student_employment@emerson.edu careers@emerson.edu http://www.emerson.edu/student-employment/contact-us | 617-824-8655 | |

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|-----|------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--|
| L9 | Wisconsin Broadcasters Association | 44 E Mifflin St, Ste 900 Madison, WI 53703 | mendicott@wi-broadcasters.org, lbaun@wi-broadcasters.org http://www.wi-broadcasters.org/careers/job-bank/ | 608-255-2600 | |
| L10 | Central Michigan University | College of Communication and Fine Arts Moore Hall 129 Mt. Pleasant, MI 48859 | Prof. Peter Orlik orlik1pb@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFADepartmentofJournalism/DOJResources | 989-774-3851 | |
| L11 | Michaels Media, LLC* | 1721 Richardson Place Tampa, FL 33606 | Michael Bille bille@michaelsmedia.com www.collectivetalent.com | 813-254-9695 | |
| L12 | UW- Madison | 333 E Campus Mall #9701 Madison, WI 53715-1382 | J McBride mcbridej@uwm.edu https://jobcenter.wisc.edu/ | 608.262.5627 | |
| L13 | American Broadcasting School | 4511 SE 29th ST Oklahoma City, OK 73115 | Michelle michelle@radioschool.com http://www.radioschool.com | (405) 672-6511 | |
| L14 | University of Colorado- Boulder | 133 UCB Boulder, CO 80309-0133 | Christine Mahoney / Career Services Christine.Mahoney@colorado.edu http://www.colorado.edu/career/employer/employer-resources/posting-your-pos | 303-492-6541 | |
| L15 | Bates Technical College | 1101 S. Yakima Ave Tacoma, WA 98405 | www.bates.ctc.edu | 253-680-7000 | |
| L16 | University of North Texas | 1155 Union Circle Denton, TX 76203 | slocum@unt.edu www.unt.edu | 940-565-2000 | |
| L17 | University of Milwaukee | P.O. Box 413 Milwaukee, WI 53201 | mcbridej@uwm.edu www.uwm.edu | 414-229-1122 | |
| L18 | Marquette University | 1250 W. Wisconsin Ave Milwaukee, WI 53233 | www.marquette.edu | 800-222-6544 | |

Total Number of Interviewees Referred: 111

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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 [14667] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L4, L5, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17 | Code Number: C134 Start Date: 2018-11-13 |
| Account Exec, Integrated [14989] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C192, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C134 Start Date: 2019-02-20 |
| Account Exec, Integrated [JR020522] | C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C2 Start Date: 2019-07-08 |
| Dir, Creative Services [14612] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L4, L5, L8, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C2 Start Date: 2018-12-03 |
| Evening Anchor, MMJ [14854] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L3, L4, L5, L9, L10, L11, L13, L15, L16, L17 | Code Number: C3 Start Date: 2019-01-28 |
| HR Generalist [JR020384] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C192, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C134 Start Date: 2019-06-03 |

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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] |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Media Prep Technician [JR020659] | C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C3 Start Date: 2019-05-06 |
| Multimedia Journalist [14325] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, C165, L4, L5, L8, L9, L11, L13, L16, L17 | Code Number: C3 Start Date: 2018-08-20 |
| Multimedia Journalist [14325] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, C165, L4, L5, L8, L9, L11, L13, L16, L17 | Code Number: C5 Start Date: 2018-08-27 |
| Multimedia Journalist [JR020472] | C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L9, L10, L11, L13, L14, L15, L16, L17 | Code Number: C1 Start Date: 2019-07-22 |
| Photographer II [14850] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L4, L5, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17 | Code Number: C97 Start Date: 2018-11-26 |
| Producer [14245] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L4, L5, L8, L11, L13, L15, L16, L17 | Code Number: C97 Start Date: 2018-08-13 |
| Producer [14907] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L4, L5, L9, L10, L11, L12, L13, L14, L15, L16, L17 | Code Number: C3 Start Date: 2019-01-07 |
| Sr Dir, News [JR020115] | C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C197, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L10, L11, L12, L13, L14, L15, L16, L17 | Code Number: C130 Start Date: 2019-03-25 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <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>NBC26 Sports MMJ, Kelly Price, was included in a "Women in Sports' Night on February 4th, 2019, which included a panel discussion, Q&A session and networking. Attendees were given a chance to learn about career paths of the guests and ask questions about how to pursue a career in sports.</p> |
| | <p>NBC26 Sports MMJ, Kelly Price, was a part of the Women in Sports panel for City Year Milwaukee on 3/1/19 .</p> |
| | <p>NBC26 Chief Meteorologist, Cameron Moreland was a part of Omro Middle School Career Day on 5.17.19.</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>WGBA, WACY, WLWK-CD participate in the E.W Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WGBA employees enjoy the opportunity to pursue career advancement through online training in station related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skill sets. This e-learning system is also used for the EEO training and other mandatory compliance training.</p> |
| | <p>8/15/18: Station Leadership Champions selected and announced to staff. Role is held for 2 years, beginning August 2018. Leadership Champions help keep The Leadership Challenge and our five leadership practices visible and top-of-mind at our locations. Champions conduct training sessions on the leadership practices and are a go-to resource at their location around leadership. At each location, in addition to two non-manager Leadership Champions, a manager Leadership Champion is a specific resource for managers and works with them on management skills related to the leadership practices. In addition to this program helping employees gain leadership skills, they also participated in a week long training event at Camp Joy in Ohio.</p> |
| <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> | <p>Meteorologist, Cameron Moreland, visited Neenah Middle School to talk about his career as a Meteorologist on September 26th, 2018</p> |
| | <p>Meteorologist, Cameron Moreland, visited the Arrow 4H Club in Appleton to talk about his career as a meteorologist on October 1st, 2018.</p> |
| | <p>Sports MMJ, Kelly Price, visited a middle school, Nativity Catholic School to speak about her career in broadcasting January, 2019</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Meteorologist, Cameron Moreland, hosted Pioneer Elementary from Ashwaubenon in NBC26 to talk about his career as a meteorologist, broadcasting which included a tour on November 13, 2018.</p> |
| | <p>Meteorologist, Cameron Moreland, visited Franklin Elementary School in Manitowoc to talk about weather on October 30th, 2018</p> |
| | <p>Meteorologist, Cameron Moreland, visited Doty Elementary School to talk about his career, weather and broadcasting on April 24, 2019.</p> |
| | <p>Meteorologist, Cameron Moreland, visited Houdoni Elementary School to talk about his career, weather and broadcasting on May 15, 2019.</p> |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>Several members of Station management participated in a half-day eLearning session during the reporting period and were trained on our compliance and their role with employment law. Specific training topics included: anti-harassment, taking complaints, EEO laws, disability and leave issues, performance management, and terminations.</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>WGBA airs a 30 second EEO spot intermittently in which we reiterate our EEO policy and dedication to providing broad outreach regarding job vacancies at our stations.</p> |