

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2024 - July 31, 2025

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				11
C2	Internal Candidate / WorkLife				16
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			10
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		20
C130	Face-to-face Networking				17
C131	Agency/Search Firm				4
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
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	
C181	TVJobs	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	
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	

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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	
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	

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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	
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	
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	
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	

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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	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3035	RCS Empowers, Inc. - Vicki Pfister (Vice President/Adult Services) - 1607 Geele Avenue (vpfister@rcsempowers.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3135	US_Diversity_Network	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.wisconsinconnect.com/Account/EmployerLogin		
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 stokesj@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	
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/DQJResources	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 mchridej@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	Jacob Paul Jedamus-Denu/ Career Services jacob.jedamus-denu@colorado.edu http://www.colorado.edu/career/employer/employer-resources/posting-your-pos		
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	mchridej@uwm.edu www.uwm.edu	414-229-1122	
L18	Marquette University	1250 W. Wisconsin Ave Milwaukee, WI 53233	www.marquette.edu	800-222-6544	

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L19	Oneida Job Center	2640 West Point Road Green Bay, WI 54304	Sean Powless spowles2@oneidanation.org oneida-nsn.gov	9204903789	
L20	We All Rise African American Resource Center	430 S Webster Ave Green Bay, WI 54305	Rachel Westenberg rachel@weallriseaarc.org weallriseaarc.org	9207709272	
Total Number of Interviewees Referred:					91

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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, Local [JR034259]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L2, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C1 Start Date: 2024-12-19
Account Exec, Local [JR034494]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L2, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C134 Start Date: 2025-03-31
Asst News Director [JR033896]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C2 Start Date: 2024-09-02
Director II [JR034700]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C1 Start Date: 2025-06-09
Multimedia Journalist [JR033535]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L2, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C130 Start Date: 2024-08-26

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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]
Multimedia Journalist [JR033873]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L4, L5, L6, L8, L9, L13, L16, L17, L19, L20	Code Number: C97 Start Date: 2024-09-09
Multimedia Journalist [JR034108]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L2, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C1 Start Date: 2024-10-14
Multimedia Journalist [JR034591]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C97 Start Date: 2025-05-27
Multimedia Journalist [JR034757]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C5 Start Date: 2025-05-19
Photographer II [JR034773]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C2 Start Date: 2025-05-19

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 [JR034773]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C1 Start Date: 2025-05-19
Producer, Creative Services [JR034578]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C1 Start Date: 2025-03-17
Producer, Creative Services [JR034599]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, C3135, L1, L4, L5, L6, L7, L9, L16, L17, L19, L20	Code Number: C5 Start Date: 2025-06-02
Sr Dir, News [JR034033]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C130 Start Date: 2024-10-28
Station Manager - Sr Dir, Sales [JR033822]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, 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, C1681, C1682, C1683, C1684, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3035, L1, L4, L5, L6, L7, L9, L13, L16, L17, L19, L20	Code Number: C2 Start Date: 2024-08-19

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date: Sep 11, 2024 Attended: Station Manager/Director of Sales, Jaclyn Clark & Executive Reporter, Bruce Harrison Description: Job fair for prospective candidates to learn more about open positions from various media outlets from around the state. Host: Wisconsin Broadcasters Association- Madison Marriott West Hotel in Middleton, WI Details: We attended a job fair in Madison hosted by the Wisconsin Broadcasters Association for potential candidates to learn more about open positions we had at our station.

Date: Feb 22, 2025 Attended: Station Manager/Director of Sales, Jaclyn Clark & Executive Reporter, Bruce Harrison; News Director, Bob Schaper; Production Supervisor, Kyle Spoelstra Description: Job fair for prospective candidates to learn more about open positions from various media outlets from around the state. Host: Wisconsin Broadcasters Association- Lambeau Field Details: We attended a job fair at Lambeau Field, Green Bay hosted by the Wisconsin Broadcasters Association for potential candidates to learn more about open positions we had at our station.

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

Date: October 23, 2024 Participating employees: Multimedia Journalist Host: Bay Port High School Description: Suamico neighborhood MMJ Pari Apostolakos visited a local high school to speak to a class of journalism students. From Pari: "I walked them through a day in the life of a news reporter, shared some work stories and told them about how I got into the business."

Date: 4/29/2025 Participating Employees: Assistant News Director, Brandon Kinnard Host: UW Oshkosh Description: I visited UW Oshkosh to speak with some college students. It was an upper-level class comprised of mainly juniors and seniors. There were 17 students present. I gave a lecture on reporting/storytelling, using examples from our neighborhood reporters. I also did a Q&A with the students and did some recruiting for our open positions.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date: 5/12/2025 Participating Employees: Meteorologist, Lauren Larsen Host: Red Smith School, Green Bay Description: Taught the students about clouds and cloud types. We talked about severe weather and safety as well as a look into why I became a meteorologist.</p>
	<p>Date: 5/14/2025 Participating Employees: Senior Reporter, Mac Hageman; Meteorologist, Lauren Larsen Host: Valleyview Elementary School, Ashwaubenon Description: Careers on Wheels event. Discussed our roles and why they are important. https://www.nbc26.com/news/local-news/student-s-enjoy-careers-on-wheels-in-ashwaubenon</p>
	<p>Date: 5/15/25 Participating Employees: Meteorologist, Lauren Larsen Host: Sullivan Elementary School, 1st grade classes Description: Discussed becoming a meteorologist, what a day in my life looks like. Other jobs meteorologists can have besides broadcasting, Storms and weather safety.</p>
	<p>Date: 5/20/25 Participating Employees: Meteorologist, Lauren Larsen Host: Franklin Middle School Description: Discussed becoming a meteorologist, what a day in my life looks like. Other jobs meteorologists can have besides broadcasting, Storms and weather safety.</p>
	<p>Date: 5/27/25 Participating Employees: Meteorologist, Lauren Larsen Host: St. John Lutheran School, Berlin Description: Discussed becoming a meteorologist, what a day in my life looks like. Other jobs meteorologists can have besides broadcasting, Storms and weather safety.</p>
	<p>Date: 5/29/25 Participating Employees: Meteorologist, Lauren Larsen Host: Sullivan Elementary, 4th grade classes, Green Bay Description: Discussed becoming a meteorologist, what a day in my life looks like. Other jobs meteorologists can have besides broadcasting, Storms and weather safety.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

E.W. Scripps Brief description: The Manager Essentials program is offered to people leaders and builds essential management and leadership skills in people managers, equipping them to unleash the best in their teams. This program offers three months of learning sessions and five months of coaching where participants gain the skills and knowledge needed to become a better leader. They learn how to communicate more effectively, delegate tasks, manage conflict and develop their direct reports and team. They learn from experienced professionals and connect with other managers and leaders from across the enterprise, helping them develop valuable relationships and build their professional network.

Scripps Talent Acquisition team, HR, and Legal have partnered to create comprehensive interview training for managers. During the 90-minute training, hiring managers learn about practical activities such as planning for an interview, developing interview questions and vetting info about a candidate from a third-party or online source. Hiring managers gain a better understanding of their role in developing expertise in structured, behavioral-based interviewing and selection, understanding important legal considerations during the interviewing process and learning how to drive a great candidate experience throughout the recruitment process.

Lead Training: 90-minute training for people leaders about Leading Effectively through Accountability and Development. Topics include Setting Goals & Performance Expectations, Follow up, Recognizing Employees, Policy vs Performance.

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.

WGBA airs a 30 sec EEO Spot intermittently in which we reiterate our EEO policy and dedication to providing broad outreach regarding job vacancies at our station.