

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2020 - July 31, 2021

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				5
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			35
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		58
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C130	Face-to-face Networking				3
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
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	
C177	AAJA	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	1
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	

EEO PUBLIC FILE REPORT

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	
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	

EEO PUBLIC FILE REPORT

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	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	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	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	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	2
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
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	

EEO PUBLIC FILE REPORT

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	
C1870	Waupaca Area Job Center - Chris Schultz - 1979 Godfrey Drive P.O. Box 467 (chris.schultz@workforceeconomics.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1871	Waupaca Area Job Center - Jeffrey Murphy (Veterans Representative) - 1979 Godfrey Drive, P.O. Box 467 (mailing) (jeffrey.murphy@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	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	
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	

EEO PUBLIC FILE REPORT

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	
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	
Local Sources					
L1	TV Jobs		TVJobs.com		
L2	Wisconsin Technical Colleges		Wisconsin Tech Connect http://www.wisconsin-techconnect.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 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	
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	

EEO PUBLIC FILE REPORT

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/em ployer/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	mcbrijdej@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:					143

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]
Account Exec, Integrated [JR023701]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C5 Start Date: 2020-10-05
Account Exec, Integrated [JR024012]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L4, L5, L6, L8, L9, L10, L11, L12, L14, L16, L17, L18	Code Number: C131 Start Date: 2021-03-22
Director II [JR023558]	C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, C1870, C1871, 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, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C3 Start Date: 2020-09-01
Exec Producer [JR023916]	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, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C2 Start Date: 2020-10-05

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]
Meteorologist [JR024397]	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, C1668, C1669, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L4, L5, L8, L9, L11, L17	Code Number: C100 Start Date: 2021-03-15
Morning Anchor, MMJ [JR023933]	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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, C1870, C1871, 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, L4, L5, L8, L9, L11, L16	Code Number: C2 Start Date: 2020-10-26
Multimedia Journalist [JR023661]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1668, C1669, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C1 Start Date: 2020-10-01
Multimedia Journalist [JR023662]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C131 Start Date: 2020-08-31
Multimedia Journalist [JR023934]	C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, C1870, C1871, 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, L4, L5, L6, L8, L9, L10, L11, L14, L16, L17, L18	Code Number: C97 Start Date: 2021-05-17

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 [JR023934]	C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, C1870, C1871, 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, L4, L5, L6, L8, L9, L10, L11, L14, L16, L17, L18	Code Number: C97 Start Date: 2020-11-09
Multimedia Journalist [JR024286]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L5, L11	Code Number: C3 Start Date: 2020-12-18
Multimedia Journalist [JR025340]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L4, L5, L6, L8, L9, L10, L11, L12, L14, L16, L17, L18	Code Number: C97 Start Date: 2021-06-28
Photographer II [JR024024]	C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L4, L5, L6, L8, L9, L11, L12, L14, L16, L17, L18	Code Number: C3 Start Date: 2020-11-30
Producer [JR023914]	C1, C2, C3, C5, C69, C97, 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, C1668, C1669, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, 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, L1, L4, L5, L6, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18	Code Number: C134 Start Date: 2020-12-14

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>Nikki Christiansen, HR Generalist for WGBA attended the Wisconsin Broadcasters Virtual Job Fair from 3/1/21 - 3/5/21.</p>
	<p>Nikki Christiansen, HR Generalist for WGBA attended the UW-Madison, School of Journalism and Mass Communication virtual career fair on 3/10/21.</p>
	<p>Nikki Christiansen, HR Generalist for WGBA attended the Wisconsin Broadcasters Virtual Job Fair from 6/7/21 - 6/11/21.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>On July 8, 2021 Multimedia Journalists, Rachel Hopmayer, Eric Crest, Valerie Juarez and Jenna Bree completed Positive Storytelling training to advance their storytelling as Multimedia Journalists.</p>
	<p>Account Executives Emily Schlitz and Jordan Barthels went through Scripps Sales Process (SSP) training in Spring 2021.</p>
	<p>WGBA and its employees 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 stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning systems is also used for EEO training and other mandatory compliance trainings.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Gino Recchia, Weekend Meteorologist did a virtual presentation with Brickton's Lower Elementary on January 20, 2021 to talk about weather and his role as a weather broadcaster at NBC26 with students at Brickton.</p>
	<p>Cameron Moreland, Chief Meteorologist presented at the Go Green with Titledown to the community which included kids learning about broadcasting the weather on May 1, 2021.</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.

The following WGBA leaders (Matthew Smith - Creative Director, John Laughrin - News Director, and David Driessen - Engineering Director) attended the Manager and Law training provided by Scripps Corporate Counsel on 4/22/21. Matt Jarchow, Executive Producer attended the Manager and Law training provided by Scripps Corporate Counsel on 5/20/21. This is 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.

In January/February 2021, WGBA employees attended training for all managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to further ingrain concepts and practices into how we work, how we interact, and how we communicate. It's goal was for the staff to have a common language when discussing equity, diversity, and inclusion, and for us to have eyes wide open to how our differences can and should unite us. All WGBA employees and leadership went through Unconscious bias and microaggressions and "Seek" training in January/February 2021.

Matt Jarchow, Executive Producer completed EEO and Lawful Hiring in July 2021 as Matt was promoted and has direct reports. This course is essential for recruitment strategies that attract the right candidates, avoid discrimination in hiring both intentionally and unintentionally. There is learning about Equal Employment Opportunity laws that guide company's recruitment efforts and aid you in carrying out hiring practices that are fair and lawful.

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.