

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2025 - July 31, 2026

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				1
C2	Internal Candidate / WorkLife				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		28
C130	Face-to-face Networking				3
C131	Agency/Search Firm				
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		2
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	
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	

EEO PUBLIC FILE REPORT					
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	1
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
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	
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	

EEO PUBLIC FILE REPORT					
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	
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	
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	

EEO PUBLIC FILE REPORT					
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/DQResources	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	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	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	
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:				66	

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, Local [JR035963]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C97 Start Date: 2026-04-27
Account Exec, Local [JR036111]	C1, C2, C3, C5, C69, C97, C134, C181, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C134 Start Date: 2026-04-06
Exec Reporter [JR035800]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C2 Start Date: 2026-03-02
Media Prep Technician [JR035295]	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, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C181 Start Date: 2025-09-02
Meteorologist [JR035278]	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, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C3 Start Date: 2025-09-24

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, Weekend [JR036295]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C97 Start Date: 2026-06-22
Multimedia Journalist [JR034915]	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: 2025-08-18
Multimedia Journalist [JR035477]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C5 Start Date: 2026-01-05
Multimedia Journalist [JR035602]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C3 Start Date: 2026-03-23

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 [JR036049]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C3 Start Date: 2026-06-08
Producer [JR035410]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C1 Start Date: 2025-12-01
Traffic Copy Editor, Local [JR036235]	C1, C2, C3, C5, C69, C97, 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, C3035, C3135, L1, L2, L3, L4, L5, L6, L9, L13, L16, L17, L19, L20	Code Number: C97 Start Date: 2026-04-27

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: 2/28/2025 Attending: News Director, Station Manager Host: Wisconsin Broadcaster's Association Description: Job fair hosted at Lambeau Field focused on broadcasting
	Date: Monday, November 3 Who: Assistant News Director, station manager Sponsoring Group: UW-Madison School of Journalism and Mass Communications (SJMC) and Department of Communication Arts What: A career fair with UW-Madison students. Tim Vetscher and I also presented to and spoke with an SJMC class. Photos here:
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Date: 11/21/25 Participant: Chief Meteorologist Description: Presented to Classical School 3rd graders in Appleton.
	Date: 6/23/26 Participant: Director of Sales, Account Executive Host: UW-Oshkosh Description: invited by UW-Oshkosh to sit on a panel in June of professionals in the marketing industry and provide feedback on their business school curriculum. The event was basically for us to tell them if their students were prepared for industry jobs or if there are other things their students need to be better placed after graduation.
	4/29/26 Director of Sales UW-Oshkosh UW Oshkosh Professional Sales program. Students presented projects and were offered a Q&A session followed by networking opportunities.
	3/31/26 Meteorologist Oneida Early Education Center Presented about the weather to a group of preschool students at the Onedia Early education center
	4/29/26 Meteorologist Black Creek Elementary School Presented about weather and being a meteorologist to a third grade class
	5/6/26 Meteorologist, sr reporter, producer Annie Jackson Elementary School Attended an elementary school career day and presented about working in news
	5/22/26 Meteorologist, sr reporter Valley View Elementary School Showed 1st and 2nd grade students the storm tracker. Students were able to get inside and see how the cameras of the tracker worked

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	Date: Tuesday, May 19 Who: Jack Porter and Brandon Kinnard Sponsoring Group: SSM Health What: We brought the Storm Tracker to a sensory-friendly event to educate children on storm coverage.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Date of station participation: August 1, 2025 to July 31, 2026 Participating employees: Various Station Personnel Host/Sponsor of activity: E.W. Scripps Brief description: Skillsoft: EEO and Lawful Hiring practices Training that provides managers and hiring personnel with guidance on equal employment opportunity requirements, fair and consistent hiring practices, avoiding discrimination in recruitment and selection, and ensuring employment decisions comply with applicable laws and regulations.
	Date of station participation: August 1, 2025 to July 31, 2026 Participating employees: Various Station Personnel Host/Sponsor of activity: E.W. Scripps Brief description: Unleash Your Team's Potential Through Coaching - Training designed to help managers develop effective coaching skills, improve communication, support employee development, and foster an inclusive and productive work environment.