

**WISN-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2015 - July 29, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Anchor/Reporter Open Date: 6/25/2015 Hire Date: 12/14/2015	4-6, 8-16, 18-19, 21-24, 26, 28-32, 34, 36-57, 59-60	37
Creative Services Director Open Date: 7/21/2015 Hire Date: 10/29/2015	2, 4-6, 8-19, 21-24, 26, 28-32, 34, 36, 38-57, 59-60	17
Photojournalist Open Date: 7/24/2015 Hire Date: 9/21/2015	2, 4-6, 8-19, 21-24, 26, 28-32, 34, 36, 38-57, 59-60	11
Account Executive Open Date: 8/5/2015 Hire Date: 9/28/2015	2, 4-5, 8-16, 19, 21-26, 28-29, 31-32, 36, 38-43, 45, 47, 49-56, 59-60	11
Anchor/Reporter- Weekday Morning Open Date: 8/24/2015 Hire Date: 1/11/2016	2-6, 8-19, 21-24, 26, 28-29, 31-36, 38- 56, 58-60	17
National Sales Manager Open Date: 9/22/2015 Hire Date: 11/23/2015	2, 4-19, 21-26, 28-29, 31-32, 34, 36, 38 -56, 59-60	17
Administrative Assistant/Receptionist Open Date: 10/15/2015 Hire Date: 11/6/2015	2, 4-16, 19, 21-26, 28-29, 31-32, 34, 36, 38-56, 59-60	39
Assignment Editor Open Date: 10/22/2015 Hire Date: 12/9/2015	2, 4-17, 19-24, 26, 28-29, 31-32, 34, 36, 38-56, 59-60	11
Digital Media Editor Open Date: 10/22/2015 Hire Date: 12/14/2015	2, 4-16, 18-19, 21-24, 26, 28-29, 31-32, 34, 36, 38-56, 59-60	11
Assistant Creative Services Director Open Date: 11/2/2015 Hire Date: 2/1/2016	2, 4-6, 8-16, 18-24, 26, 28-29, 31-32, 34, 36, 38-56, 59-60	11
Account Executive Open Date: 11/30/2015 Hire Date: 1/12/2016	1-2, 4-5, 8, 10-16, 19, 21-26, 28-29, 31- 32, 34, 36, 38-42, 45-56, 59-60	11
Digital Media Manager Open Date: 12/21/2015 Hire Date: 2/29/2016	2, 4-8, 10-16, 18-19, 21-24, 26, 28-29, 31-32, 34, 36-56, 59-60	37
Executive Producer-Mornings Open Date: 1/20/2016 Hire Date: 3/1/2016	1-2, 4-6, 8, 10-19, 21-24, 26, 28-29, 31- 32, 34, 36, 38-56, 59-60	17
Newscast Producer Open Date: 2/5/2016 Hire Date: 4/4/2016	2, 4-6, 8, 10-16, 19-24, 26, 28-29, 31- 32, 34, 36, 38-42, 45-56, 59-60	11

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Newscast Producer Open Date: 2/5/2016 Hire Date: 5/16/2016	2, 4-6, 8, 10-16, 19-24, 26, 28-29, 31-32, 34, 36, 38-42, 45-56, 59-60	20
Account Executive Open Date: 2/17/2016 Hire Date: 3/21/2016	1-2, 4-5, 8, 10-16, 18-19, 21-24, 26, 28-29, 31-32, 34, 36, 38-42, 45-56, 59-60	11
Meteorologist Open Date: 3/4/2016 Hire Date: 6/6/2016	2, 4-6, 8, 10-24, 26, 28-29, 31-32, 34, 36, 38-56, 59-60	20
Executive Assistant Open Date: 3/8/2016 Hire Date: 5/9/2016	2, 4-5, 8, 10-11, 15, 21-27, 31, 38-39, 42, 47, 49-50, 52-54, 60	25
Account Executive Open Date: 6/8/2016 Hire Date: 7/5/2016	1-2, 4-8, 10-16, 18-24, 26-32, 34, 36, 38-41, 43-57, 59-60	11

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : <a href="http://www.602communications.com">www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	African American Chamber of Commerce 6203 W. Capitol Drive Milwaukee, Wisconsin 53216 Phone : 414-462-9450 Url : <a href="http://aaccmkc.org/Home_Page.html">http://aaccmkc.org/Home_Page.html</a> Email : <a href="mailto:info@aaccmkc.org">info@aaccmkc.org</a> Fax : 1-414-462-9450 Kermiath McClendon	N	0
3	Agency Referral	N	1
4	Alverno College 3401 South 39th Street Milwaukee, Wisconsin 53215 Phone : 414-382-6010 Url : <a href="http://www.alverno.edu/">http://www.alverno.edu/</a> Sandy Pikulik Manual Posting	N	0
5	American Indian Chamber of Commerce 10809 W. Lincoln Ave. #201 West Allis, Wisconsin 53227 Phone : 414-604-2044 Url : <a href="http://www.aiccw.org/">http://www.aiccw.org/</a> Email : <a href="mailto:craig@aiccw.org">craig@aiccw.org</a> Craig Anderson	N	0
6	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415.346.2051 x107 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Marcia Santillan Manual Posting	N	0

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7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
8	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2665 Email : lapc@beloit.edu Fax : 1-608-363-2109 Angela Davis	N	0
9	Brown Institute 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3402 Url : <a href="https://browncollege.optimalresume.com/employers/i">https://browncollege.optimalresume.com/employers/i</a> Email : MLeppi@browncollege.edu Mary Leppi	N	0
10	Bryant & Stratton College 310 W. Wisconsin Ave., Ste. 500E Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Url : <a href="http://www.bryantstratton.edu">www.bryantstratton.edu</a> Email : nepatterson@bryantstratton.edu Fax : 1-414-276-8370 Nancy Patterson	N	0
11	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com Career Services	N	34
12	Carroll University 100 N. East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7625 Email : tboduch@carrollu.edu Fax : 1-262-524-7377 Torrie Boduch	N	0

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13	Carthage College 2001 Alford Park Drive Kenosha, Wisconsin 53140 Phone : 262-551-8500 Email : jfrederick@carthage.edu Jean Frederick	N	0
14	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	2
15	Concordia University-Mequon 12800 N Lake Shore Dr Mequon, Wisconsin 53097 Phone : 262-243-4340 Url : <a href="https://www.cuw.edu/">https://www.cuw.edu/</a> Email : career.services@cuw.edu Career Services	Y	0
16	Council for the Spanish Speaking 614 W National Ave. Milwaukee, Wisconsin 53204 Phone : 414-384-3700 Email : spanishcentermilw@gmail.com Kay MacKenzie	N	0
17	Current Employee	N	15
18	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Url : <a href="http://www.smartrecruit.com/">http://www.smartrecruit.com/</a> Email : dolan@smartrecruit.com Tom Dolan	N	2
19	Edgewood College 1000 Edgewood Drive Madison, Wisconsin 53711 Phone : 608-663-2311 Shawn Johnson Manual Posting	N	0
20	Employee Referral	N	6

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21	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
22	Goodwill Industries 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-847-4830 Email : lnorman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	N	0
23	Hispanic Chamber of Commerce 1021 West National Avenue Milwaukee, Wisconsin 53204 Phone : (414) 643-6963 X105 Email : natalia@hccw.org Natalia Bonilla	N	0
24	Impact Coalition for Families 6051 W. Brown Deer Road, Suite 202 Brown Deer, Wisconsin 53233 Phone : 414-376-6606 Email : icfamilies@live.com Alexis Nash	N	0
25	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	16
26	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Email : stephanlm@lakeland.edu Fax : 1-920-565-1311 Lisa Stephan	N	0

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27	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 4149353402 Url : <a href="http://www.linkedin.com/">http://www.linkedin.com/</a> Jeff Weiner Manual Posting	N	4
28	Marian University 45 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-8138 Url : <a href="mailto:mhatlen@marianuniversity.edu">mhatlen@marianuniversity.edu</a> Mary Hatlen Manual Posting	N	0
29	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
30	Milwaukee Area Technical College 700 West State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6302 Jody Burdick Manual Posting	N	0
31	Milwaukee Urban League 435 W. North Ave. Milwaukee, Wisconsin 53212 Phone : 414-374-5850 Email : <a href="mailto:tevans@tmul.org">tevans@tmul.org</a> Travis Evans	N	0
32	Mount Mary College 2900 N Menomonee River Pkwy Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Email : <a href="mailto:juntunee@mtmary.edu">juntunee@mtmary.edu</a> Vivian Mickelson	N	0

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33	N.S. Bienstock 250 W. 57th Street New York, New York 10107 Phone : 212-765-3040 Rick Ramage Manual Posting	N	1
34	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	1
35	Napoli Management Group 8844 West Olympic Boulevard Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 David Ahrendts Manual Posting	N	2
36	Northland College 1411 Ellis Avenue Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1692 Patti Fenner-Leino	N	0
37	Previous Employee	N	2
38	Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Fax : 1-773-373-3571 Marjorie McKinnon-Price	N	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1

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40	Silver Lake College 2406 South Alverno Road Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Email : jan.algozine@sl.edu Fax : 1-920-684-7082 Jan Algozine	N	0
41	Southeastern Oneida Tribal Services 6820 W Wedgewood Drive Milwaukee, Wisconsin 53220 Phone : 414-329-4101 Fax : 1-414-329-4120 Mark Powless	N	0
42	St. Norbert College 100 Grant Street De Pere, Wisconsin 54115 Phone : 920-403-3040 Theresa Refsguard Manual Posting	N	0
43	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : www.talentedynamics.com Email : connell@talentedynamics.com Sandra Connell	N	0
44	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Email : DavidChristopher@nwtgroup.com David Christopher	N	0
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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46	TvJobs.com www.jobs@tvjobs.com Oceanside, California 92052 Phone : 760-754-2115 Career Services Manual Posting	N	3
47	UW-Green Bay Career Services 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Email : peacockl@uwgb.edu Fax : 1-920-465-2920 Linda Peacock-Landrum	N	0
48	UW-Milwaukee Johnston Hall P O Box 413 Milwaukee, Wisconsin 53201 Phone : 414-229-1122 Mark Zorowski Manual Posting	N	0
49	UW-Oshkosh Career Services 800 Algoma Boulevard Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Email : pagestad@uwosh.edu Fax : 1-920-424-1000 Jaime Page-Stadler	N	0
50	UW-Parkside Advising and Career Services 900 Wood Road Kenosha, Wisconsin 53141 Phone : 262-595-2515 Email : advisingcenter@uwp.edu Fax : 1-262-595-2515 Gwen Jones	N	0
51	UW-River Falls Career Services 410 S. 3rd Street River Falls, Wisconsin 54022 Phone : 715-425-3572 Matthew Fitzgerald Manual Posting	N	0

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52	UW-Stevens Point Career Services 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3938 Email : career@uwsp.edu Fax : 1-715-346-3724 ..	N	0
53	UW-Stout 712 South Broadway 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1469 Email : laneam@uwstout.edu Fax : 1-715-232-3595 Amy Lane	N	0
54	UW-Whitewater 800 W. Main Street UC Room 146 Whitewater, Wisconsin 53190 Phone : 262-742-1511 Email : career@uww.edu Fax : 1-262-472-5539 Marge O'Leary	N	0
55	Veterans' Employment and Training Service 201 E. Washington Ave. (GEF-1) Madison, Wisconsin 53207 Phone : (608) 266-3110 Email : joyner.alvin.l@dol.gov Fax : 1-608-261-6710 Alvin Joyner	N	0
56	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : 608-796-3839 Email : amellefson@viterbo.edu Fax : 1-608-796-3050 Anne Ellefson	N	0
57	Waukesha County Tech College Student Employment Dept 892 Main Street Pewaukee, Wisconsin 53072 Phone : 262-695-7811 Url : www.wctc.edu/ses Janet Kling Manual Posting	N	0

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58	Weisman Media 1901 Raymond Drive, Suite 6 Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	1
59	Wisconsin Black Chamber of Commerce 3020 W. Vliet Street Milwaukee, Wisconsin 53208 Phone : 414-551-1656 Fax : 1-414-933-1656 Ruben Hopkins	N	0
60	Wisconsin Broadcasters Assoc 44 E Mifflin St/#900 Madison, Wisconsin 53703 Phone : 800-236-1922 Email : mendicott@wi-broadcasters.org Mandy Endicott	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>91</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/1/2015	Participation in scholarship programs	WISN-TV continued participation in the WBA Foundation's scholarship program, promoting the availability of the scholarship program, having applications on hand for inquiries from applicants, being available for questions and evaluating scholarship applications prior to them being sent on to the Education Committee and WBA Foundation Board for judging.	1	Director of Programming & Public Affairs
2	1/27/2016	Participation in Job Fairs	WISN-TV/Hearst Television was represented by Chris Gegg at the Medill/Northwestern School of Communications 2016 Career & Internship Fair on January 27, 2016 from 10:00am-3:00pm on the campus of Northwestern University.	1	News Director
3	5/15/2016	Establishment of an intern program designed to assist members of the community	WISN has conducted an on-going internship program for college students, which typically operates year round. Total of 4 students participated in this program in Summer 2016 - 3 in News, 2 in Creative Services.	2	Assistant News Director Creative Services Director
4	6/22/2016	Participation in Job Fairs	WISN-TV was represented by Ben Lorber at the Job/Career Fair which was held as part of the WBA's Summer Conference on Wednesday, June 22nd from 2:00pm-4:00pm at the Radisson Hotel, La Crosse, Wisconsin.	1	Director of Programming & Public Affairs