

**WBAY-TV**  
**EEO PUBLIC FILE REPORT**  
**January 17, 2017 - July 31, 2017**

**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>
Digital Account Executive	3, 9-11, 13-14, 17, 21-25	21
Sports Reporter	2-3, 7, 10-15, 17, 20-24	21
News Photojournalist	2-3, 7, 9-17, 22-25	13
Digital Producer/Editor	2-3, 5, 7, 9-15, 17, 21-25	22
News Reporter/Multi Media Journalist	1-4, 7, 9-15, 17-18, 21-24	4
News Producer	3, 6-12, 14-15, 17, 20-24	21
Multi-Media Journalist	3, 5-8, 10-12, 14-15, 17, 22-24	6
Account Executive	3, 5-8, 10-11, 14, 17, 22-24	5
Digital Producer/Editor	3, 6-12, 14, 17, 19, 22-24	19
Multi Media Journalist/Photojournalist	3, 6-8, 10-12, 14-15, 17, 21-24	21
Executive Producer - Nightside	3-8, 10-12, 14-15, 17, 22-24	4

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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	Agency Referral	N	1
2	BEA Broadcast Education Association 1771 N St NW Washington, District of Columbia 20036 Url : <a href="http://www.beaweb.org/wp/">www.beaweb.org/wp/</a> none none Manual Posting	N	0
3	Conservative Jobs/The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : <a href="http://www.conservativejobs.com">http://www.conservativejobs.com</a> Inez Kratman Manual Posting	N	0
4	Current Employee - Transfer/Promotion	N	2
5	Employee Referral	N	4
6	Gray Television Group, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Phone : 404-266-8333 Url : <a href="https://gray.tv">https://gray.tv</a> Human Resources Manual Posting	N	1
7	Illinois Center for Broadcasting 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 ext. 3114 Url : <a href="http://www.funjobsonair.com">http://www.funjobsonair.com</a> Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Carl Jackson	N	0
8	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : <a href="https://www.indeed.com">https://www.indeed.com</a> Human Resources Manual Posting	N	0

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9	Itt-Tech 470 Security Blvd Green Bay, Wisconsin 54313 Phone : 920-662-9000 Url : <a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a> Email : <a href="mailto:sgraap@itt-tech.edu">sgraap@itt-tech.edu</a> Steve Graap	N	0
10	Job Center of Wisconsin 325 N. Rossevelt Street Green Bay, Wisconsin 54301 Phone : 920-448-6773 Url : <a href="https://jobcenterofwisconsin.com">https://jobcenterofwisconsin.com</a> Georgia Drossart Manual Posting	N	0
11	Jobs for Wisconsin Grads University of Wisconsin- Green Bay 2420 Nicolet Dr. Student Services Bldg Rm 1600 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://jobs4wigrads.com">http://jobs4wigrads.com</a> Adminstrative Support Manual Posting	N	0
12	Madison Media Institute One Point Place, Suite 1 Madison, Wisconsin 53719 Phone : 800-236-4997 Url : <a href="http://www.mediainstitute.edu">http://www.mediainstitute.edu</a> Email : <a href="mailto:Nbrost1@mediainstitute.edu">Nbrost1@mediainstitute.edu</a> Nathaniel Brost	N	0
13	Media General 333 E. Franklin Street Richmond, Virginia 23219 Phone : 804-887-5009 ext. 6793 Url : <a href="http://www.mediageneral.com">www.mediageneral.com</a> Susan Ellenburg Manual Posting	N	2
14	Michigan Works 312 E. Genesee Saginaw, Michigan 48607 Phone : 888-522-0103 Url : <a href="http://www.michiganworks.com">http://www.michiganworks.com</a> Rob Arndt Manual Posting	N	0

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15	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://nahj.org">http://nahj.org</a> Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Julio Moran	N	0
16	National Press Photographers Association 3200 Croasdaile Dr. Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 ext. 16 Url : <a href="https://nppa.org">https://nppa.org</a> Sarah McGregor Manual Posting	N	0
17	Oneida Tribe of Indians 909 Packerland Drive Green Bay, Wisconsin 54303 Phone : 920-496-7860 Url : <a href="https://oneida-nsn.gov">https://oneida-nsn.gov</a> Email : <a href="mailto:hrd_general@oneidanation.org">hrd_general@oneidanation.org</a> HR Administrative	N	0
18	Other Source	N	1
19	TV Jobs PO Box 4116 Oceanside, California Phone : 877-988-9808 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Halloway Manual Posting	N	1
20	UW Madison School of Journalism Placement Office 821 University Avenue Madison, Wisconsin 53706 Phone : 608-890-1046 Url : <a href="http://www.wisc.edu">http://www.wisc.edu</a> Pam Garcia Manual Posting	N	0
21	Walk In/Self-Referral	N	8

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22	WBAY-TV 115 S. Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-438-3220 Url : <a href="http://www.wbay.com">http://www.wbay.com</a> Email : <a href="mailto:kcoonen@wbay.com">kcoonen@wbay.com</a> Kelly Coonen	N	2
23	WIPCCC 122 W. Washington Ave Ste. 700 Madison, Wisconsin 53703 Url : <a href="http://www.wipccc.org">http://www.wipccc.org</a> Jobs Online Manual Posting	N	0
24	Wisconsin Broadcasters Association 44 E. Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : <a href="http://wi-broadcasters.org">http://wi-broadcasters.org</a> Torrie Kennedy Manual Posting	N	0
25	Wisconsin Tech Connect 4622 University Ave PO Box 7874 Madison, Wisconsin 53707 Url : <a href="http://www.wisconsintechconnect.com">http://www.wisconsintechconnect.com</a> Jobs Online Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</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	1/25/2017	Participation in Job Fairs	WBAY participated in a job fair held at the Madison Concourse Hotel in Madison, WI.	1	General Manager
2	1/25/2017	Provision of training to management	Steve Lavin, General Manager, attended an EEO Seminar: Avoiding Discrimination in Employment Terminations at the WBA 2016 Winter Conference in Madison, WI.	1	General Manager
3	1/27/2017	Participation in events or programs sponsored by educational institutions	General Manager gave a tour to some University of Green Bay Juniors and went over different majors that are part of the Broadcasting Careers.	1	General Manager
4	1/31/2017	Establishment of an intern program designed to assist members of the community	WBAY had 4 interns that worked with our sales departments, promotions department, and news department.	1	General Sales Manager Promotions Manager News Director
5	2/7/2017	Participation in events or programs sponsored by educational institutions	Meteorologist at the station completed a job shadow at the station with a high school junior interested in a meteorology career.	1	Meteorologist
6	3/23/2017	Provision of training to management	The Station participated in a training webinar "The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations" presented by Joan Stewart of Wiley Rein, LLP to the employees of Gray Television.	3	Business Manager General Manager Accounting Clerk
7	6/14/2017	Provision of training to management	EEO Seminar: What's New with EEO at the FCC held during the WBA's 2017 Summer Conference.	1	GM/Vice President