

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2019 - July 31, 2020

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				10
C2	Internal Candidate / WorkLife				17
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			24
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		39
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	13
C130	Face-to-face Networking				1

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C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		20
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	

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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	

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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	1
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	4
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	

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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	
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	

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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	
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	

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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	
Local Sources					
L1	TV Jobs		TVJobs.com		
L2	Wisconsin Technical Colleges		Wisconsin Tech Connect http://www.wisconsintechconnect.com/Account/Employer/Login		
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	

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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	
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/employer/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	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	
Total Number of Interviewees Referred:				135	

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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, Integrated [JR021268]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, 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, L4, L5, L6, L8, L9, L10, L11, L12, L14, L16, L18	Code Number: C3 Start Date: 2020-02-19
Account Exec, Integrated [JR022727]	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, L8, L9, L11, L15, L16, L17	Code Number: C134 Start Date: 2020-04-27
Account Exec, Integrated [JR022973]	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: C235 Start Date: 2020-07-20
Account Exec, Integrated [JR023247]	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, L8, L9, L11, L12, L15, L16, L17	Code Number: C97 Start Date: 2020-05-04

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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]
Digital Strategist [JR022663]	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, L15, L16, L17, L18	Code Number: C97 Start Date: 2020-06-22
Director II [JR020865]	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, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18	Code Number: C100 Start Date: 2019-10-07
General Sales Manager [JR020910]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C183, C192, 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, L4, L5, L8, L9, L11, L13, L15, L16, L17	Code Number: C1 Start Date: 2019-09-30
Media Prep Technician [JR021540]	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, C1670, C1671, C1672, C1673, C1674, C1675, C1676, C1677, C1678, C1679, C1680, C1681, C1682, C1683, C1684, L4, L5, L6, L8, L9, L10, L11, L13, L14, L15, L16, L17	Code Number: C2 Start Date: 2019-09-23
Multimedia Journalist [14423]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C130, C131, C132, C134, C165, C166, C167, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18	Code Number: C100 Start Date: 2019-10-03

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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 [JR021416]	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, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18	Code Number: C3 Start Date: 2020-03-09
Multimedia Journalist [JR021897]	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, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C233 Start Date: 2019-10-29
Multimedia Journalist [JR022831]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L6, L8, L9, L10, L12, L16, L18	Code Number: C2 Start Date: 2020-02-10
Sports Anchor [JR020941]	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, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18	Code Number: C2 Start Date: 2019-09-09

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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.	Eric Fuehrer HRBP attended on behalf of WGBA the Wisconsin Broadcaster Association (WGA) job fair on 1/29/2020 and focused on our job opening(s). Focus was on open Sales positions at WGBA.
	Eric Fuehrer HRBP attended on behalf of WGBA the UW-Madison Advertising and Communication Job Fair. Focus was on positions in Sales at WGBA 2/11/2020
	HR Generalist for WGBA promoted and participated in the Wisconsin Broadcaster Association (WBA) virtual job fair from , 7/20/2020-7/24/2020. Open position promoted: Account Executive, Assistant News Direction, Director II and Multimedia Journalist.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	NBC26 and our parent company, The E.W. Scripps Company partnered with the News Literacy Project and Appleton East High School, Appleton WI to help educate students on how to be informed news consumers. News literacy is a concept to help the next generation of news consumers learn how to discern credible information from misinformation in today's media. We kicked off News Literacy Week 1/27/2020 by airing a news story developed by the journalism students at Appleton East High School and co-produced with NBC26. The students chose the topic of school safety from a student's point of view.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The E.W. Scripps Company Sales Process Training: One (1) Account Executive and the Local/General Sales Manager completed the Scripps Sales Process training in this reporting year. Three (3) Account Executives are currently taking the Sales Process Training and started in June 2020. This is an intensive program for Account Executives to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.
	Station Leadership Champions selected and announced to staff. Role is held for two year. Leadership Champions help keep The Leadership Challenge and our five leadership practices visible and top-of-mind at our locations. Champions conduct training sessions on the leadership practices and are a go-to resource at their location around leadership. At each location, in addition to two non-manager Leadership Champions, a manager Leadership Champion is a specific resource for managers and works with them on management skills related to the leadership practices. In addition to this program helping employees gain leadership skills, they also participated in a week-long training event at Camp Joy in Ohio. Sessions presented in reporting year were Enable Others to Act (9/2019 & 10/2019) and Challenge the Process (2/2020).

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Weather and broadcasting education by Morning Anchor/MMJ Brooke Hafs and Morning Meteorologist Michael Fish to Denmark, WI early childhood education on 10/7/19.
	Chief Meteorologist Cameron Moreland was select to join the Celebrity Luncheon recognizes for 6th Grade Language & Literature students at Franklin Middle School in Green Bay, WI who excelled in our Personal Profile Design Project. Cameron talked with students about: Importance of education in life With family, continuing to high school, college, technical school, advanced education, for career choices, for promotions. Extra-curricular Activities: How participating in after school activities develops lifelong learning skills. Volunteer Work / Community Service / Job Shadowing: How can students in middle and high school make a positive contribution to society.
	Weather and broadcasting education by Chief Meteorologist Cameron Moreland with Franklin Elementary 2nd graders Manitowoc, WI on 11/5/2019
	Chief Meteorologist Cameron Moreland was invited to respond to question about weather and the education it takes to be a meteorologist by Go Valley Kids on 5/27/2020.
	Weather and broadcasting education by Chief Meteorologist Cameron Moreland for Westwood Elementary School De Pere WI 4th graders on 12/10/2019
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	On May 6, 2020 Anchor Nina Sparano hosted virtually on behalf of NBC26 a town hall on job/career resources to help give viewers resources to get through the pandemic. Local Experts (Jim Golembeski Bay Area Workforce Development, Paula Christenson Strategic Career Coach, and Becky Bartoszik, President with Fox Cities Chamber of Commerce)from the community focused on the job market, who's hiring, what jobs are available, tips on how to make your resume standout.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Quarterly webinar series-Equity, Diversity, Inclusion September 23, 2019 The content for the webinar was as follows: Seek to understand - Put yourself in a place where you can understand things from someone else's perspectives. Engage and be vulnerable - If you aren't sure what to say, its ok to ask. Take ownership in becoming part of the solutions. Acknowledge our role in being a part of the solution and agree to work together to achieve it.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	All newly hired or promoted managers at the stations are assigned mandatory EEO training within the first month of their hire/promotion, then annually thereafter. Local Sales Manager (Sue Trotman) participated in the EEO and Lawful Hiring training on 11/27/2019
	Unlearning Systemic Racism presented by YMCA 7/1/2020 (Virtual attended by HR Generalist Nikki Christiansen)
	Session on 3/2/2020 with Rachel Bauer, co-founder and chief creative officer of Gild Collective to help us: Seek to understand. The unique challenges and inequities for women in the workplace. Engage and be vulnerable. Recognize the value of creating a diverse workforce and drivers of recruitment, retention and engagement of female employees. Take ownership in becoming part of the solution. Acknowledge our role in being a part of the solution by creating change and building a culture of advocacy.
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.
	Your Move Employment Campaign for Sales for WGBA. Campaign has ran on stations since 11/2019 and continues as we try to recruit for our sales team. This is to get a wide understanding for our TV market can promote and opportunity for our community on employment available.