

WQOW Television, WXOW Television
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
WXOW Weekend Multi Media Journalist	1-2, 8-13, 15-20, 22-25, 28-51	8
WXOW News Producer	1-2, 4-5, 9-13, 15-20, 22-25, 28-51	5
WXOW News Producer	1-2, 4-5, 9-13, 15-20, 22-25, 28-51	5
WQOW – Assignment Editor	1-2, 5-6, 9-13, 15-20, 22-25, 28-51	5
WQOW WEEKEND MULTI MEDIA JOURNALIST	1-2, 9-13, 15-20, 22-25, 28-51	11
WXOW Morning Anchor/MMJ	1-2, 5, 7, 9-11, 13, 15-20, 22-25, 28-51	5
WQOW Evening Production Assistant	1-2, 4, 9-11, 13-25, 28-51	21
WXOW Weekend Master Control Operator/Photographer	1-2, 5, 9-11, 13, 15-20, 22-25, 28-51	5
WQOW Sports/News Videographer	1-2, 9-11, 13, 15-20, 22-25, 28-41, 43-51	51
WXOW WEEKEND ANCHOR/MMJ	1-2, 8-11, 13, 15-20, 22-25, 28-41, 43-51	51
Sales Assistant	1-2, 9-11, 15-20, 22, 24-26, 28-41, 43-51	26
WQOW News Producer	1-2, 9-11, 15-22, 24-25, 28-41, 43-51	21
WXOW Morning Anchor/MMJ	1-5, 8-11, 15-20, 22, 24-25, 28-41, 43-51	5
WQOW WEEKEND DIRECTOR	1-2, 5-6, 9-11, 15-22, 24-25, 28-41, 43-51	5
WQOW MULTI MEDIA JOURNALIST	1-2, 9-11, 15-22, 24-25, 28-41, 43-51	29
WXOW Weekend Meteorologist	1-2, 9-11, 15-22, 24-25, 28-41, 43-51	9
WXOW/WQOW Local Sales Manager	1-3, 9-11, 15-20, 22, 24-25, 28-41, 43-51	51
WQOW Weekend Meteorologist	2, 9-11, 15-20, 22, 24-25, 27-41, 43-51	11
WXOW News Producer	2, 5-6, 9-11, 15-20, 22, 24-25, 28-41, 43-51	5

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications-removed April 2021. Contact info no longer valid 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
3	Corporate Recruiter	N	2
4	Current Employee	N	4
5	Current Employee/Internal Promotion	N	8
6	Employee Referral	N	3
7	Employment Agency	N	1
8	Former Employee	N	3
9	Handshake-Distributes to approx. 40 colleges Online Jobs, multiple states including, Wisconsin Phone : 6085551212 Url : https://app.joinhandshake.com/login Online Job Postings Manual Posting	N	5
10	Illinois Media School-Replaced Illinois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
11	Indeed.com www.indeed.com Online, Wisconsin Url : www.indeed.com Web Based Job Postings Manual Posting	N	8

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Internal Hire/Promotion PO Box 3119 La Crosse, Wisconsin 54602 Employee Referral or promotion Manual Posting	N	0
13	Job Bank - NATAS (emmy online added Oct. 2019) Removed 11/2020 as website insecure Online postings only Online, Wisconsin Phone : 0000000000 Url : https://jobbank.emmyonline.org/ Job Bank Manual Posting	N	0
14	Job Board	N	1
15	Job Center of Wisconsin-(Only use when wages CAN be posted-added 09-23-14) 201 E. Washington Avenue Madison, Wisconsin 53703 Phone : 888-258-9966 Employer Services Manual Posting	N	0
16	KBJR 6 - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
17	KTIV TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
18	KTTC TV 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	KVOA TV, Inc. - Angela Betzhold PO Box 5188 Tuscon, Arizona 85703 Email : abetzhold@kvoa.com Angela Betzhold	N	0
20	KWWL TV 500 E. 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Fax : 1-319-291-1233 Sandy Youngblut	N	0
21	Linked In	N	5
22	Luther College 700 College Dr Decorah, Iowa 52101 Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Service	Y	0
23	Madison Media Institute-closed 12/31/2018 2702 Agriculture Dr Madison, Wisconsin 53714 Phone : 608-237-8312 Email : Nbrost1@mediainstitute.edu Nathaniel Brost	N	0
24	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-834-648-5204 Mark Shilstone	N	0
25	Mississippi State University-MET Jobs only Box 9556 Mississippi State, Mississippi 39762 Phone : 662-325-3344 Career Service Center Manual Posting	N	0
26	On Air Recruitment Ad	N	4
27	Other Source	N	1

WQOW Television, WXOW Television

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Quincy Herald Whig 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
29	Quincy Media, Inc. 130 S. Fifth St. Quincy, Illinois 62301 Phone : 217-221-3418 Url : http://www.quincymediareers.com/ Email : lvanness@quincymedia.com Lesley Van Ness	N	1
30	Rochester Community & Technical College 851 30th Ave SE Rochester, Minnesota 55904 Phone : 507-285-7260 Email : deb.vang@rctc.edu Career Services	N	0
31	Specs Howard School of Media Arts 23801 Industrial Park Dr Farmington Hills, Michigan 48335 Phone : 248-358-9000 Email : nshiner@specshoward.edu Nancy Shiner	N	0
32	Sportscasters Talent Agency of America Online recruiting agency Pacific Coast, California Phone : 9496487822 Url : https://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	N	0
33	St. Mary's University 700 Terrace Heights, #6 Winona, Minnesota 55987 Phone : 507-457-1597 Email : careerservices@smumn.edu Career Service	N	0

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	2
35	University of Dubuque-deleted-utilizes Handshake 05/12/21. 2000 University Ave Dubuque, Iowa 52001 Phone : 563-589-3132 Email : career@dbq.edu Fax : 1-563-589-3352 Career Service	N	0
36	UW- Eau Claire Multicultural affairs 225 Schofield Hall Eau Claire, Wisconsin 54701 Phone : 715-836-3367 Email : vuecc@uwec.edu Fax : 1-715-836-3499 Career Service	N	0
37	UW-La Crosse Multicultural Ctr 1725 State St La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : OMSS@uwlax.edu Fax : 1-608-785-8837 Career Service	N	0
38	WAOW TV/WYOW TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : apaszkot@waow.com Fax : 1-715-848-0195 Aimee Paszkot	N	0
39	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	WEEK - Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
41	WGEM TV 513 Hampshire St. Quincy, Illinois 62301 Phone : 217-228-6617 Email : tstutheit@wgem.com Fax : 1-217-228-6617 Terri Stutheit	N	0
42	Winona State University-Warrior Jobs website (Included in Handshake website listed in this report) Removed 2019. 110 Gildemeiste Hall Winona, Minnesota 55987 Phone : 507-457-5878 Career Services Manual Posting	N	0
43	Wisconsin Broadcasters Association 44 E. Mifflin St., Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Career Service Manual Posting	N	0
44	WKOW TV 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-661-2794 Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
45	Workforce Connections -- added 02/2016 2615 East Avenue South La Crosse, Wisconsin 54601 Email : workforceconnections@workforceconnections.org Carol Workforce Connections	N	0

WQOW Television, WXOW Television**EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	WPTA - Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	1
47	WREX TV 10322 Auburn Road Rockford, Illinois 61103 Phone : 815-335-7856 Email : twesseln@wrex.com Fax : 1-815-335-1002 Theresa Wesseln	N	0
48	WSIL Television - Bethany Tanner 1416 Country Aire Drive Carterville, Illinois 62918 Email : btanner@wsilte.com Bethany Tanner	N	0
49	WVVA TV 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Email : asluss@wvva.com Fax : 1-304-325-5586 Audrey Sluss	N	0
50	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
51	WXOW/WQOW Website 3705 CTH 25 La Crescent, Minnesota 55947 Phone : 507-895-9872 Email : twopat@wxow.com Fax : 1-507-895-8640 Theresa Wopat	N	12
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

WQOW Television, WXOW Television
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	WQOW and WXOW offered a paid internship program called Quinternship. The purpose behind the Quinternship paid program is to offer students in the field of journalism, broadcasting, communication and related fields, the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is a curriculum for each position. Our stations hosted 7 Quinterns over the course of this reporting period from local colleges/universities.	3	News Director at WQOW News Director at WXOW HR Manager
2	3/9/2021	Participation in events sponsored by community groups	News Anchor, Dave Solie, attended the Wisconsin Broadcasters Association (WBA) virtual student seminar. Dave served as a speaker, answering questions from students interested in broadcasting. The most common question from students – what skills are you looking for along with what sets candidates apart? Dave spoke with students about two and a half hours.	1	News Anchor
3	3/24/2021	Provision of training to management	Dave Booth and Theresa Wopat attended a webinar for EEO Compliance titled "EEO Seminar: Staying on Top of your Broadcast FCC EEO Obligations" hosted by Wilkinson Barker Knauer Law firm.	2	HR Manager General Manager
4	6/7/2021	Participation in Job Fairs	Sean Dwyer, News Director for WXOW, attended the WBA Virtual Job/Career Fair on Monday, June 7th. Virtual job fair can provide the station with a common-sense approach to a new recruiting tool – the internet. This virtual job fair was a success, especially with the challenges of Covid-19.	1	News Director