

WITI Fox 6 IS AN EQUAL OPPORTUNITY EMPLOYER**Coverage Period:** August 1, 2020 – July 31, 2021**Station's Comprising Station Employment Unit:** WITI-Fox 6**Section 1: Vacancy Information**

<i>Full-time Positions Filled by Job Title</i>	<i>Date of Hire</i>	<i>Recruitment Source of Hire</i>
Director of Finance	9/8/2020	Indeed
Reporter	10/19/2020	Employee Referral
Digital Sales Coordinator	10/19/2020	Linked In
Account Executive	10/29/2020	Employee Referral
HR Coordinator	10/12/2020	Internal Candidate
Assignment Editor	12/21/2020	Linked In
Reporter *	12/21/2020	Internal Candidate
Weekend Anchor / Reporter	1/4/2021	FOXCareers.com
MMJ*	1/15/2021	Staffing Agency
Executive Assistant	2/1/2021	Internal Candidate
IT Support Specialist	2/22/21	FOX6Now.com
Executive Producer	3/8/2021	FOXCareers.com
Sports Producer	3/15/2021	FOXCareers.com
Anchor	4/8/2021	Job Board
Promotions Producer	5/3/2021	FOXCareers.com
Account Executive	7/12/21	Employee Referral
Real Milwaukee Producer	7/12/21	Internal Candidate

Hired from the same interviewee pool**Total Number of Persons Interviewed During Applicable Period: 68****Section 2: Recruitment Source Information**

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Employee Referrals - Internal WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209	5	
Employee Referrals WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209	9	

WITI-FOX 6 9001 N. Green Bay Rd. Milwaukee, WI 53209 Sharming Nathan www.fox6now.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
KTVU/KICU-TV 2 Jack London Sq Oakland, CA. 94607 Christine Nohr Christine.nohr@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WJBK 16550 West Nine Mile Rd. Southfield, MI. 48075 Cynthia Smith Cynthia.smith@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
KTTV/KCOP-TV 1999 South Bundy Dr Los Angeles, CA. 90025 Denise Rosas Tonia.carter@foxtv.com denise.rosas@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
KSAZ-TV/KUTP 511 W. Adams St. Phoenix, AZ. 85003 Heather Hanson heather.hanson@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Fox Television Stations TVHO-NY 1211 Avenue of the Americas New York, NY.10036 Heather.frascella@foxtv.com linda.distefano@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WTVT 3213 W Kennedy Blvd Tampa, FL 33609 Iris Sierra Iris.sierra@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer

<p>Fox Stations Sales (FSS) - New York 205 E. 67th St, 2nd Floor New York, NY. 10065 Janet Lardo janet.lardo@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>WFLD/WPWR-TV 205 N Michigan Ave Chicago, IL 60601 Sharming Nathan Sharmin.Scott-Nathan@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>KMSP-TV/WFTC 11358 Viking Dr Eden Prairie, MN.55344 Kate O'Hara Kate.ohara@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>KTBC 119 E. 10th St. Austin, TX. 78701 Lisa Cordes Lisa.cordes@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>KDFW/KDFI 400 N. Griffin St. Dallas, TX.75202 Nicole Robles Nicole.robles@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>WAGA-TV 1551 Briarcliff Rd., NE Atlanta, GA. 30306 Regina Davis Regina.davis@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>WNYW/WWOR-TV 205 East 67th Street New York, NY. 10065 Roselyn Barranda Roselyn.barranda@foxtv.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>

KRIV/KTXH 4261 Southwest Freeway Houston, TX. 77027 Tracey Rivers Tracey.rivers@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WTFX-TV 330 Market St Philadelphia, PA.19106 Adrienne Pritchett Adrienne.Pritchett@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC. 20016 Murphy Baker Murphy.Baker@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WOFL/WOGX/WRBW 35 Skyline Dr Lake Mary, FL. 32746 Iraida Morillo Iraida.Morillo@foxtv.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
FOX Station Sales 205 E. 67 th Street New York, NY 10065 Bonnie Yuen Bonnie.yuen@fox.com		Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Indiana Hispanic Chamber PO Box 20881 Indianapolis, IN 46220 Rdlr7225@aol.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Produce
National Association of Black Journalists- Chicago Chapter P.O Box 11425 Chicago, IL. 60611 312-409-4495 Kp_chaney@yahoo.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer

<p>Illinois Media School 530 S. State St. Chicago, Illinois 60605 331-215-4733 rhiller@beonair.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Illinois Centers for Broadcasting 530 S State Street Chicago, IL 60605 dclark@beonair.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>National Latino Education Institute 2011 West Pershing Rd Chicago, IL. 60609 dsanchez@nlei.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Chicago Urban League 4510 S. Michigan Ave. Chicago, IL. 60653 awells@thechicagourbanleague.org kloftis@chicagourbanleague.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Chicago Women in Publishing PO Box 268107 Chicago, IL. 60626 info@cwip.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>City of Chicago Mayor's Office of People with Disabilities 2102 W. Ogden Ave. Chicago, Illinois 60612 312-744-6673 Lavonzell.paige@cityofchicago.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Japanese American Citizens League 5415 North Clark Street Chicago, IL 60640 byoshino@jacl.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>

<p>National Black MBA Association 1 East Wacker Dr., Suite 3500 Chicago, IL. 60601 hr@nbmbaa.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Rainbow Push Coalition 930 East 50th Street Chicago, IL. 60615 mmckinnonprice@rainbowpush.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Skills for Chicagoland's Future 191 N. Wacker Dr. Ste 925 Chicago, IL. 60606 312-906-7200 dpoupard@skillsforchicagoland.com tpcarter@skillsforchicagoland.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Organization of Chinese Americans 1322 18th St., NW Washington D.C. 20036 oca@ocanational.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Native American Journalist Assoc. NAJA_OU Gaylord College 395 Lindsey St. Norman, OK 73019-4201 pamsilas@naja.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Fort Wayne Urban League 2135 S Hanna St. Fort Wayne, IN 46803 rhamilton@fwurbanleague.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Aurora University 347 S. Gladstone Ave. Aurora, IL. 60506 career@aurora.edu</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>

Roosevelt University 430 S. Michigan Ave. Chicago, IL. 60605 career@roosevelt.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Robert Morris College 401 S. State Street Chicago, IL.60605 careerservices@robertmorris.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Southern Illinois University-Edwardsville State Route 157 Edwardsville, IL. 62026 careerdevelopment@siue.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Southern Illinois University-Carbondale Woody Hall B204 Mail Code 4703 Carbondale, IL. 62901 careerservices@siu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Northern Illinois University 220 Campus Life Bldg. DeKalb, IL. 60115 careerservices@niu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Account Executive, Reporter, MMJ,
Columbia College 623 S. Wabash Chicago, IL. 60605 Angela Sheridan asheridon@colum.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Chicago State University 9501 S. King Drive Chicago, IL 60628 clist@csu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer

Northeastern Illinois University 5500 North St. Louis Ave. Chicago, IL. 60625 T-blackwell@neiu.edu e-blair@neiu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
University of Illinois – Chicago Office of Career Services 1200 West Harrison Street (M/C 099) Ste 3050 Chicago, IL. 60607 thy@uic.edu OCS@uic.edu jlhayes@uillinois.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Western Illinois University 1 University Circle Macomb, IL 61455 careers@wiu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer
Eastern IL University 600 Lincoln Ave Charleston, IL 61920 careers@eiu.edu		Director of Finance, Digital Sales Coordinator, Weekend Anchor/Reporter, Sports Producer
University of Chicago 5801 S. Ellis Avenue Chicago, IL 60637 bosworth@uchicago.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Executive Assistant, Account Executive, Real MKE Producer
Bradley University 1501 W Bradley Ave Peoria, IL 61625 jpesek@bradley.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Illinois State University jdmarsh@illinoisState.edu cdeblaey@ilstu.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 53233 Charonda.oliphant@marquette.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer

Madison Media Institute 2702 Agriculture Dr. Madison, WI 53718 Susan Array sarray@mediainstitute.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Wilberforce University 1055 N Bickett Rd Wilberforce, OH 45384 vjones@wilberforce.edu		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Handshake ¹ https://joinhandshake.com/		Director of Finance, Digital Sales Coordinator, Weekend Anchor/Reporter, Account Executive, Human Resource Coordinator, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, Executive Assistant, IT Technician, Executive Producer, Anchor/Reporter, Promo Producer, Account Executive, Real MKE Producer
TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Mark Halloway		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Job Center of Wisconsin 201 E. Washington Ave. Madison, WI 53707 R. Gassmann *submit on line at: www.jobcenterofwisconsin.com		Director of Finance, Digital Sales Coordinator, Weekend Anchor/Reporter, Account Executive, Human Resource Coordinator, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, Executive Assistant, IT Technician, Sports Producer, Executive Producer, Anchor/Reporter, Promo Producer, Account Executive, Real MKE Producer
Wisconsin Broadcaster's Association 44 E. Mifflin St. Suite 900 Madison, WI 53703 Kyle Geissler *submit on-line at: www.wi-broadcasters.org		Digital Sales Coordinator, Account Executive, Human Resource Coordinator, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, Executive Assistant, IT Technician, Sports Producer, Executive Assistant, Anchor/Reporter, Promo Producer, Account Executive, Real MKE Producer

¹ Handshake is a job-sourcing network that partners with over 1,000 colleges and universities across the country. Through a registered profile, WITI posts job openings on Handshake's website, and selects specific schools to which Handshake distributes the job openings. WITI selected 33 colleges and universities within the station's geographic area.

<p>Centro Hispano 810 W. Badger Rd. Madison, WI 53713 Peter Munoz pmunoz@chdc.us</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Community Action Coalition for South Central WI 1717 N. Stoughton Rd. Madison, WI 53704 Libby Rowe cac@cacscw.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Goodwill of SE Wisconsin 6055 N. 91st Street Milwaukee, WI 53225 Lisa Norman Lisa.norman@goodwillsew.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone</p>		<p>Director of Finance, Digital Sales Coordinator, Weekend Anchor/Reporter, Account Executive, Human Resource Coordinator, Sports Producer, Executive Producer</p>
<p>Milwaukee Urban League 435 W. North Ave. Milwaukee, WI 53212 Betty Speed bspeed@tmul.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>National Association of Black College Journalists lojelks@aol.com</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>
<p>Racine/Kenosha Community Action Agency 2113 N. Wisconsin St. Racine, WI 53402 Gary Cotton gcotton@rkcaa.org</p>		<p>Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer</p>

Silver Spring Neighborhood Center 5460 N. 64 th St. Milwaukee, WI 53218 Patricia Schmal pschmal@ssnc-milw.org		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Social Development Commission 1304 S. 70 th St. Milwaukee, WI 53214 Jan Stenlund marketing@cr-sdc.org		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
UMOS – United Migrant Opportunity Services 2701 S. Chase Ave. Milwaukee, WI 53207 Addy Bonnetti adhemar.bonnetti@umos.org		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
WI Employment & Training Association 1213 N. Sherman Ave. #324 Madison, WI 53704 Employment Director info@wetainc.org		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
YWCA 3101 Latham Drive Madison, WI 53713 Program Assistant programassistantywca@gmail.com		Director of Finance, Digital Sales Coordinator, Human Resource Coordinator, Weekend Anchor/Reporter, Account Executive, Executive Producer, Sports Producer, Producer, Assignment Editor, Reporter, MMJ, Weekend Anchor/Reporter, IT Technician, Anchor/Reporter, Executive Assistant, Promo Producer, Account Executive, Real MKE Producer
Washington Heights Workforce 10325 S. Halsted Street Chicago, IL 60628 Denise Holman dholman@desiatchicago.com		Real MKE Producer
Big Shoe Network P.O. Box 11725 Milwaukee, WI 53211		
Spots n' Dots 167 Oakdale Rd. Johnson City, NY 13790 Gene McKay		
414 Digital P.O. Box 51022 Milwaukee, WI 53203 Eric Lauer		

Additional interviewees from other sources: (17) interviewees from www.foxcareers.com, (1) interviewee from Rick Carr Agency, (13) interviewees from Linked In, (10) interviewees from Indeed, (2) interviewees from Glassdoor, (2) interviewees from an unknown recruiter, (2) interviewee from an unknown staffing agency, (3) interviewees from an unknown Job Board, (4) interviewee from unknown social media

In addition to the above recruitment source information, job openings are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

- WITI open positions are posted on the www.fox6now.com website and www.FOXcareers.com

Section 3: Supplemental Outreach Activities – August 1, 2020 - July 31, 2021

1. (i) Participation in at least three job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

WITI-FOX 6 participates in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations, Inc. and the job opportunities and internship/mentoring programs available within the group. A list of job openings and station contact information is available upon request

WITI participated in the following job fairs during the reporting period:

- **Roosevelt University Virtual Career Fair:** December 8, 2020 – Virtual – Attended by Julie Bednarek (HR Coordinator).
- **Wisconsin Broadcaster's Association Job Fair:** March 1 – March 5, 2021 – Virtual – Attended by Julie Bednarek (HR Coordinator).
- **Roosevelt University Virtual Career Fair:** April 8, 2021 – Virtual – Attended by Julie Bednarek (HR Coordinator).
- **Wisconsin Broadcaster's Association Job Fair:** June 7 – June 11, 2021 – Virtual – Attended by Julie Bednarek (HR Coordinator).

2. (ii) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

Staff Appearances and Community Involvement

On-going outreach efforts are supported by public speaking engagements by our staff, which includes, but is not limited to schools, local college/universities, civic, non-profit organizations and similar events.

- August 2020: SHARP Literacy Read With Me Fridays, is an event where local celebrities record themselves reading a children's book for the community to log in with their children to watch. (Aaron Maybin, Reporter)
- October 10, 2020: WITI Reporter emceed a virtual fundraiser for the St. Josaphat Basilica Foundation (Aaron Maybin, Reporter)
- October 23, 2020: WITI Meteorologist virtually emceed a fundraiser for the Schlitz Audubon Nature Center (Tom Wachs, Meteorologist)
- October 29, 2020: WITI Reporter virtually hosted a trivia night for Marquette University's Young Alumni Association (Aaron Maybin, Reporter)

- November 13, 2020: WITI Reporter virtually emceed an event for the North Region of the American Cancer Society (Brandon Cruz, Reporter)
- February 25, 2021: WITI Reporter virtually emceed the “Art for Social Justice: Art Gallery” event (Aaron Maybin, Reporter)
- March 2, 2021: WITI Reporter participated in a virtual Read Across America Day with St. Martini Lutheran School (Aaron Maybin, Reporter)
- May 28, 2021: WITI participated in the Bristol County School’s Career Day Vehicle Parade. WITI attended with a satellite truck and had a photojournalist and reporter speak to students about careers in broadcasting. (Kale Zimny, Photojournalist and Angelica Sanchez, Reporter)

3. **(iii) Participation in a mentorship program designed to assist members of the community to acquire skills needed for broadcast employment.**

Mentorship Program

WITI-FOX 6 partnered with Pewaukee High School to mentor 4 students interested in careers in broadcast journalism.

The objectives of the mentorship program are to:

- Provide students interested in journalism, communications, and media & related disciplines the opportunity to receive on-site exposure to experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students interested in journalism and media & related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired field.

The mentorship program consisted of 4 students being mentored by Chief Photographer, Andy Konkle, Reporter, Kasey Chronis, and Anchor Suzanne Spencer, Investigative Reporter, Bryan Polcyn.

Emma L. Bowen Foundations for Minority Interests in Media

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college.

The students earn both salaries and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the student interned. FOX Television Stations have been a corporate partner in this program since its inception and two of the Company’s executives are on the Foundation’s Board.

As a result of this participation, WITI hosted one student in the winter for 8 weeks (December 2020-January 2021) and one student in the summer for 8 weeks (June 2021-August 2021). The students were assigned to work with WITI’s Newsroom Digital Producers. The students were trained on the software used to create and update the station’s website. The students were responsible for writing content for the station’s site and received critiques and guidance on how to write for a digital audience.

Wisconsin Broadcaster's Association Scholarship Fund

WITI donates money to support the Wisconsin Broadcaster's Association Scholarship fund which provides academic scholarships to students pursuing careers in broadcasting. As part of WITI's participation, the station airs on-air promotional announcements to direct interested individuals to the Wisconsin Broadcaster's website and we also place a link to the scholarship application on the FOX6now.com website. WITI also assists with selecting student recipients by judging applications. Applications consist of student's transcripts, letter of recommendations, an essay, and questionnaire.

4. (IV) Department Training Opportunities

During this reporting period, the Station, WITI FOX 6, provided training for employees in various departments as follows:

Management:

- Performance Management and Appraisal Training (March 24 and March 25, 2021) – presented by HR Regional Director
- EAP Three Part Leadership course (April 14, April 21, April 28, 2021) – presented by Aetna

Finance:

- Coupa Training / Workday Financials replacing JDE

Human Resources Department:

- Workday Weekly Training Video Calls – Ongoing for all FTS HR Directors to review and implement HR work processes and system updates.
- Weekly HR Support Calls – Ongoing for all FTS HR Directors in supporting colleagues with implementing work processes and station updates during the Covid pandemic and current events.
- Women@: A Conversation with Jean Fuentes, SVP of Human Resources, on her career background, thoughts on leadership, mentoring and the importance of diversity and inclusion – October 13, 2020 for all employees
- Workday Learning & Development Training – FOX Corporation offers Online Learning and Development Courses available to all employees. Several course sessions this reporting period include: "Leading in Times of Uncertainty," "Well-Being at Work," "Microsoft Office Excel" and "Microsoft Office Outlook" Tips and Tricks.
- Workday Learning & Development Training – Ongoing additional programs available for all employees included: "LinkedIn Learning," "Mentor Match," and "Harvard Business Mentor."

News Department:

- iNews – Beginner Course – September 2 – September 4, 2020 and September 8, 2020
- Scripting – September 9 – September 11, 2020
- Producer Training – September 14 – September 16, 2020
- Bit Central Training – September 21 – September 25, 2020
- iNews Control Room Training / Practice – October 12 – October 16, 2020
- Chyron Training – October 2, 2020 and October 5, 2020
- Edius Training – November 9 – November 10, 2020
- Vela Training – December 11, 2020
- Tagboard Training – January 7 – January 8, 2021

Engineering Department:

- Bit Central Training August 21 – August 22, 2020

- ITX Training – August 24 – August 28, 2020
- iNews Training – September 2 – September 5, 2020
- Chyron Training – October 2, 2020
- Ross Overdrive Training – October 20, 2020
- Vela Training – December 23, 2020
- iNews Training – January 20, 2021
- Vela Training – March 16, 2021
- Lexi Training – March 23, 2021

Sales Department

- Kantar Training – February 18, 2021
- Vela Training – June 3 and June 8, 2021
- Milwaukee Media Trends by Nielsen – June 16, 2021

Creative Services Department

- iNews Training – September 9, 2020
- Bit Central Training – September 22, 2020
- Edius Training – November 10 – November 11, 2020
- ITX Training – November 17, 2020

All Staff:

In addition, workshops and seminars are conducted through the Company's Employee Assistance Program (EAP) available for all employees. Various topics attended this reporting period included:

- "Becoming a Better You" – August 27, 2020
- "Financial Wellness Playbook" – October 8, 2020
- "Managing Interpretations & Expectations" – November 5, 2020
- "Finding Your Resilience During Covid" – November 18, 2020
- "Your New Normal & Staying Connected During Covid" – January 14, 2021
- "Wellness for Busy People" – February 3, 2021
- "The Power of Positive Thinking" – March 17, 2021
- "Resilience" – April 8, 2021
- "Managing Covid-19 Anxiety and Stress and Staying C.A.L.M." – April 28, 2021
- "Money Basics: Let's Build a Plan" – May 20, 2021
- "Challenges You've Met and Challenges Ahead with Covi-19 & Kids and Covid-19: How are your Kids Really Doing?" – June 9, 2021
- "Dealing with Burnout" – July 1, 2021
- "Happiness" – July 22, 2021