

WBAY-TV
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
News Producer	3, 6, 8-12, 14, 18-20	3
News Producer	3, 6, 8-12, 14, 18-20	11
Multimedia Journalist	3, 6-10, 12, 14, 17-20	3
Creative Services Photographer/Editor	3, 6-7, 9-10, 13-14, 18-20	3
Associate Producer/Editor	6-7, 9-10, 12, 14, 18-20	6
Multimedia Journalist	6-7, 9-12, 14, 18-20	6
Multimedia Editor/Producer	6-7, 9-10, 12, 14, 18-20	6
Multimedia Videographer/Editor	6-7, 9-10, 12, 14, 18-20	9
Weekend Meteorologist	6, 9-12, 14-15, 18-20	11
Account Executive	4, 6, 9-10, 14, 18-20	4
Multimedia Journalist	4, 6-10, 12, 14, 18-20	4
Weekday Morning & Noon Anchor	3, 6, 9-10, 18-20	3
Technical Media Producer	4, 6, 9-10, 14, 18-20	4
Chief Engineer	2, 4-6, 8-10, 13-14, 16, 18-20	4
Multimedia Journalist	2, 6-10, 14, 18-20	6
Multimedia Journalist	2, 6-10, 14, 18-20	6
News Producer	2, 6-7, 9-10, 14-15, 18-20	6
Sports MMJ/Anchor	1, 4, 6-10, 18-20	6

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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	Agency Referral	N	1
2	Conservative Jobs/The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://www.conservativejobs.com Inez Kratman Manual Posting	N	0
3	Current Employee - Transfer/Promotion	N	4
4	Employee Referral	N	5
5	Former Employee Referral	N	1
6	Gray Television Group, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Phone : 404-266-8333 Url : https://gray.tv Human Resources Manual Posting	N	28
7	Handshake 660 4th St 113 San Francisco, California 94104 Phone : 920-465-2163 Url : https://app.joinhandshake.com/ Administrative Support Manual Posting	N	0
8	Illinois Center for Broadcasting 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 ext. 3114 Url : http://www.funjobsonair.com Email : cjackson@beonair.com Carl Jackson	N	0
9	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : https://www.indeed.com Human Resources Manual Posting	N	5

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10	Job Center of Wisconsin 325 N. Roosevelt Street Green Bay, Wisconsin 54301 Phone : 920-448-6773 Url : https://jobcenterofwisconsin.com Georgia Drossart Manual Posting	N	0
11	Linked In	N	3
12	Madison Media Institute One Point Place, Suite 1 Madison, Wisconsin 53719 Phone : 800-236-4997 Url : http://www.mediainstitute.edu Email : Nbrost1@mediainstitute.edu Nathaniel Brost	N	0
13	Michigan Works 312 E. Genesee Saginaw, Michigan 48607 Phone : 888-522-0103 Url : http://www.michiganworks.com Rob Arndt Manual Posting	N	0
14	Oneida Tribe of Indians 909 Packerland Drive Green Bay, Wisconsin 54303 Phone : 920-496-7860 Url : https://oneida-nsn.gov Email : HRD_jobs@oneidanation.org HR Administrative	N	0
15	Other Source	N	2
16	SBE Member Jobs Online 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Scott Jones Manual Posting	N	0

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17	UW Madison School of Journalism Placement Office 821 University Avenue Madison, Wisconsin 53706 Phone : 608-890-1046 Url : http://www.wisc.edu Pam Garcia Manual Posting	N	0
18	WBAY-TV 115 S. Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-438-3220 Url : http://www.wbay.com Email : kcoonen@wbay.com Kelly Coonen	N	0
19	Wisconsin Broadcasters Association 44 E. Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://wi-broadcasters.org Torrie Kennedy Manual Posting	N	0
20	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/6/2020	Provision of training to management	Three WBAY managers participated in a five-week training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively. Our General Manager and News Director participated in July-August 2020; our General Sales Manager participated in May-June 2021.	3	General Manager New Director General Sales Manager
2	11/19/2020	Provision of training to management	Webinar The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations	1	Office Manager
3	3/24/2021	Provision of training to management	Attended a Webinar titled "Staying on Top of your FCC EEO Obligations" conducted by an attorney at Wilkinson Barker Knauer.	1	Office Manager