

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
Master Control Operator/Director	1-14, 16-54, 56, 59-69, 71-91	59
Master Control Operator/Director	1-14, 16-36, 38-45, 47-56, 59-74, 76-84, 86-91	55
Master Control Operator/Director	1-14, 16-36, 38-45, 47-56, 59-74, 76-84, 86-91	70
Local Sales Manager	1-5, 7-21, 23-28, 30-36, 39-41, 43-56, 59-69, 71-74, 76-84, 86-91	55
Assignment Editor	1-14, 16-20, 23-36, 38-54, 56, 59-69, 71-74, 76-91	76
Account Executive	1-14, 16-20, 23-36, 38-54, 56-69, 71-74, 76-84, 86-91	57

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	602 communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
3	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa 53025 Phone : 515-287-1555 Url : www.aarp.org Email : pethompson@aarp.org Pam Thompson	N	0
4	ABS 712 North Watson Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelke McConnell	N	0
5	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
6	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
8	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
9	Advance Services 1302 Riverside Blvd Norfolk, Nebraska 68701 Phone : 402.379.9823 Url : http://www.advanceservices.com/ Email : rachels@advanceservices.com Fax : 1-402-379-2000 Rachel Stolp	N	0
10	AEP at Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	N	0
11	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	African American Chamber of Commerce - MN 401 N Robert Street Suite 150 St. Paul, Minnesota 55101 Phone : 651-224-4320 Url : www.minnesotabcc.org Email : info@minnesotabcc.org n/a n/a	N	0
13	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
14	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
15	Agency Referral	N	1
16	Aiken Technical College Career Center P.O. Box 696 Aiken, South Carolina 29802 Phone : 803.593.9954 ext. 12 Email : placement@atc.edu Paula Layfield	N	0
17	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
18	Albany State University 504 College Drive Albany, Georgia 31705 Phone : 229-500-3436 Email : careerservices@asurams.edu Dr. Julie Francis-Pettway	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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19	Albany Technical College 1704 S. Slappey Blvd. Albany, Georgia 31701 Phone : (229) 430-3939 Fax : 1-229-430-6180 Peggy Haire	N	0
20	Alcorn State University Box 359 Lorman, Mississippi 39096 Phone : 601-877-6111 Email : cbristow@lorman.alcorn.edu Fax : 1-601-877-2975 Clinton Bristow, Jr.	N	0
21	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : careerservices@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
22	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Do not send emails as of 8/15/17 Denver Manual Posting	N	0
23	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
24	American Assn. of Blacks in Energy P. O. Box 51371 New Orleans, Louisiana 70151 Phone : 504-244-1349 Email : E7CS@aol.com Eula Lynch	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
26	American Indian Chamber of Commerce in Kansas P.O. Box 750222 Topeka, Kansas 66675 Phone : (785) 749-8434 Fax : (785) 832-6605 Marilyn Bread	N	0
27	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Suzanne -	N	0
28	American Marketing Association Madison PO Box 259692 Madison, Wisconsin 53725 Url : www.amamadison.org/ Email : madison@amamadison.org Paul Nylander	N	0
29	Ancilla College 9601 Union Road Donaldson, Indiana 46513 Fax : 1-574-935-1773 Jim Cawthon	N	0
30	Arkansas Technical University 1605 Coliseum Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Email : mba@mbaweb.org Fax : 1-479-964-0863 Bubba Sender	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Army Community service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-4652 Url : http://www.monteery.army.mil/acs/index.html Email : kevin.ann.moore@us.army.mil Fax : 1-831-242-7662 Kevin Moore	N	0
32	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Linda Steiner	N	0
33	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
34	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Ladonna Jackson	N	0
35	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
36	Badger Herald 326 W. Gorham St. Madison, Wisconsin 53703 Phone : (608)257-4712 x 313 Url : www.badgerherald.com Email : Editor@badgerherald.com Fax : 1-608-258-3029 Tara Golshan	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Baker College of Muskegon 1903 Marquette Ave. Muskegon, Michigan 49442 Phone : 231-777-6500 Url : www.Baker.edu Fax : 1-231-777-6501 Margie Broton	N	0
38	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : cdc@bakeru.edu Susan Wade	N	0
39	Baldwin Wallace College 275 Eastlake Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Center	N	0
40	Ball State University Dept of Telecommunications Muncie, Indiana 47306 Phone : 765-285-1872 Email : jneedham@bsu.edu James Needham	N	0
41	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
42	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0

WREX Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Bellevue University 1000 Galvin Road South Bellevue, Nebraska 68005-3098 Phone : 402-557-7423 Email : careerservices@bellevue.edu Bailey Petzoldt	N	0
44	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2675 Url : www.beloit.edu Email : jobpostings@beloit.edu Fax : 1-608-363-2675 Angela Davis	N	0
45	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
46	Belvidere Chamber of Commerce 130 South State Street Ste. 300 Belvidere, Illinois 61008 Phone : (815) 544-4357 Url : http://www.belviderechamber.com/ Email : execdirector@belviderechamber.com Fax : 1-815-547-7654 Amy Grafton	N	0
47	Black College Radio & Television PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Email : LoJelks@aol.com Lo Jelks	N	0
48	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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49	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Email : rnettles@oppd.com Fax : 1-402-636-3659 Richard Nettles	N	0
50	Black Womens Network 703 SE Hackberry Topeka, Kansas 66607 Phone : 785-232-0008 Email : BKCushinberry@yahoo.com Beverly Cushinberry	N	0
51	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : ckoerth@blackhawk.edu Colleen Koerth	N	0
52	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Url : ddavis@blindinc.org Email : ddavis@blindinc.org Dick Davis	N	0
53	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1-813-494-4555 Michael Bille	N	0
54	Columbia College Chicago 618 S Michigan Ave Chicago, Illinois 60605 Phone : 312-369-8994 Url : colum.edu Email : jhalperin@colum.edu Jennifer Halperin	N	0
55	Current Employee	N	3

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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56	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920-3099 Phone : 217-581-2412 Url : http://www.eiu.edu/ Email : afreeswilliams@eiu.edu Bobbi Kingery	Y	0
57	Employee Referral	N	2
58	Former Employee	N	1
59	Highland Community College 2998 W Pearl City Rd Freeport, Illinois 61032 Phone : 815.599.3678 Url : http://www.highland.edu/ Theresa Kepner Manual Posting	N	1
60	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Url : www.ILBA.org Email : iba@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
61	Illinois Media School 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	N	0
62	KBJR 6 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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63	KTIV 3135 Floyd Blvd. Sioux City, Iowa 51108 Phone : 712-239-4100 x209 Url : www.ktiv.com Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
64	KTTC 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
65	KVOA Television Inc PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Fax : 1-520-620-1309 Angela Betzhold	N	0
66	KWWL 500 East 4th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0
67	La Voz Latina 730 N. Church Street Rockford, Illinois 61107 Phone : (815) 965-5784 Url : http://www.lavozlatina-rkfd.org/ Email : KRoush@lavozlatina-rkfd.org Fax : 1-815-965-5935 Kim Roush	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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68	Madison Media Institute/Rockford Career College (Madison) 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Url : mediainstitute.edu Email : nbrost1@mediainstitute.edu Nathaniel Brost	N	0
69	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com/jobsubmit.htm Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
70	Previous Applicant	N	1
71	QMI Corporate 130 S. 5th Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
72	Rock River Training Corp 303 N Main St Rockford, Illinois 61101 Phone : (815) 395-6600 Url : http://rockrivertraining.org/ Email : rrtc@rockrivertraining.org Fax : 1-815-966-2433 Michael Williams	N	0
73	Rock Valley College 3301 N. Mulford Rockford, Illinois 61111 Phone : 815-921-4111 Url : http://www.rockvalleycollege.edu/ Amanda Lonsway Manual Posting	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
74	SAG-AFTRA/American Federation of Television and Radio Artists 1034 S Brentwood Blvd. Ste 1310 St Louis, Missouri 63117 Phone : 314-231-0824 Email : mv@sagaftra.org Fax : 1-314-231-8412 Tanya Tweedy	N	0
75	St. Cloud State 720 4th Avenue South St. Cloud, Minnesota 56301 Phone : (320) 308-2284 Url : allstaff@itvs.com Email : mmills@stcloudstate.edu Fax : 1-320-308-2059 Mark Mills	N	0
76	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : tvjobs.com Mark Holloway Manual Posting	N	1
77	University of Colorado Boulder-College of Media Folsum Stadium Suite 110 Boulder, Colorado 80309-0020 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Start emails 3/13/18 Mahoney	Y	0
78	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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79	UW–Madison Dept of Atmospheric and Oceanic Sciences 1225 W. Dayton St., Rm 849 Madison , Wisconsin 53706 Phone : 608-263-2400 Url : http://www.wisc.edu/ Email : aos@aos.wisc.edu Career Recruiter	Y	0
80	WAOW 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : www.waow.com Email : kfuller@waow.com Fax : 1-715-848-0195 Kimberly Her	N	0
81	WBNG 560 Columbia Dr Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
82	WEEK 2907 Springfield Rd East Peoria, Illinois 61611 Phone : 309-698-3784 Url : www.week.com Email : ttesch@week.com Teddi Stonesifer	N	0
83	WGEM 513 Hampshire Quincy, Illinois 62301 Phone : 217-228-6617 Url : www.wgem.com Email : kwoodworth@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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84	WKOW 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
85	Word of Mouth Referral	N	2
86	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
87	WREX Website 10322 Auburn Road Rockford, Illinois 61103 Phone : 815-335-7830 Url : www.wrex.com Email : amoon@wrex.com Fax : 1-815-335-2297 Audrey Moon	N	6
88	WSIL Television, Southern Illinois Inc. 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilte.com Fax : 1-618-956-9184 Bethany Tanner	N	0
89	WVVA 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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90	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
91	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/23/2019	Establishment of an intern program designed to assist members of the community	WREX conducts a paid internship program called Quinternships. The purpose is to offer students in the fields of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital platform. Students who participate (Quinterns) will gain a variant of practical experience and an hourly wage. The Company strives to offer these opportunities to a diverse group of interns. Each Quintern is assigned a mentor and has a "curriculum" for each position. Our Winter Program had a Quintern from University of Wisconsin Whitewater. Our Summer Program has a Quintern from Western Illinois University, 5/1/20 to current.	3	Quintern Quintern News Director
2	9/17/2019	Establishment of training programs for station personnel	News Director Summits are a yearly event hosted by Quincy Media, Inc., where the news directors in the company get together to learn more on-the-job skills. News Directors share ideas, take part in different seminars lead by our corporate staff and our colleagues. We also take part in sessions with our digital and marketing counterparts to better understand how our jobs best integrate with theirs. We always come back to our stations with new information to use and share.	2	Station Manager Content Manager
3	9/27/2019	Establishment of training programs for station personnel	This training is one of the most intensive broadcast management training in the country. This 10-month executive-MBA style training covers everything a broadcaster would need to know about owning and/or operating a broadcast television or radio station. The training takes place 3 days every month in Washington, D.C. at the National Association of Broadcasters. Managers are treated with speakers from across the industry and provided opportunities to take part in events on Capitol Hill.	1	Station Manager

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

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4	10/16/2019	Establishment of training programs for station personnel	The station's chief engineer attended the 2019 Wisconsin Broadcaster's Association Clinic where he learned about creating a Continuity of Broadcast Operations plan for broadcast organizations from a project manager for FEMA, and attendees were led through a real-time hands-on disaster planning scenario. Other topics covered present and future broadcast engineering concerns.	1	Chief Engineer
5	11/14/2019	Establishment of training programs for station personnel	Our content manager was a participant in the 2018-19 Leadership Rockford networking program. At the end of that course, fellow participants voted for her to be a mentor to the incoming 2019-2020 class. Throughout the year, the group meets with other businesses, companies, organizations and civic leaders to discuss the role they play in making Rockford a better, more productive place. Her role in Leadership Rockford during this time was to coordinate schedules, help participants plan their final project, encourage conversation and plan social events.	1	Content Manager
6	11/15/2019	Participation in events or programs sponsored by educational institutions	Our Meteorologists travel to schools to teach Meteorology. Our Morning Meteorologist went to the Rockford IRQA School to talk about everything from severe and winter weather to his daily forecasting. He shared his knowledge of weather with the children and the teacher scheduled a station tour with him after the presentation so the children would be able to see how his job is done. Our Chief Meteorologist hosted a group of home school students to a lesson on weather and tour of the station a few weeks earlier.	2	Morning Meteorologist Chief Meteorologist

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

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7	11/18/2019	Establishment of training programs for station personnel	Quinstitute, sponsored by Quincy Media, Inc., took place November 18th and 19th, 2019. This is a very valuable event for each account executive. It provides the opportunity to closely analyze individual account lists in regards to account make-up, billing structure, existing commission structure and desired earning/commission structure. It is also a key time for each account executive to develop their sales plans and goals for the upcoming year. In addition, this event gives the account executives a chance to network with our account executives in the company. Successful completion of the Quinstitute program and implementation of its lessons and consistent adherence to its guidance help to progress the careers of attendees.	6	Local Sales Manager Senior Account Executive Account Executive Account Executive
8	1/25/2020	Establishment of training programs for station personnel	Our station manager attended a 3-day, high performance boot camp in Tampa FL. Creating a high performance team, recruitment skills, establishing business and vision plans and creating an environment where the employees can do great work were a few of the topics covered	1	Station Manager
9	3/1/2020	Participation in other activities designed by the station employment unit	WREX Project Tornado Virtual, each spring the WREX Meteorologists visit area schools to teach weather safety and answer questions about weather and meteorology. Due to the Covid pandemic, we created a special digital booklet that included information like "what is a tornado?", "ingredients to make a tornado," "tools meteorologists use," "watches vs. warnings," "the EF-scale," "tornado alley," the history of tornadoes in our area as well as information about how people can find their safe space at home. We also produced a 30-minute on-air special hitting on a number of these same subjects to better educate our viewers on severe weather and meteorology.	3	Chief Meteorologist Weekend Meteorologist Morning Meteorologist

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	5/11/2020	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate managers and employees about non-discrimination, harassment, and are followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of all employees. As of 5/11/20, employees were assigned and have completed "Harassment & Diversity" modules. Managers received the management version of "Harassment & Diversity". These courses require each employee to view an online presentation lasting approximately 20 minutes and take a 10 question quiz. On 3/16/20, a newly appointed Social Media and Digital Content Manager has completed 4 modules upon his promotion.	43	Station Manager News Director Local Sales Manager Chief Engineer
11	7/7/2020	Establishment of training programs for station personnel	During the reporting period, the station made UAS (drone) operations training and education available to an employee who ultimately became FAA certificated drone pilot and added drone operations to his duties for the station.	1	Multi Media Reporter/RPIC
12	7/27/2020	Listing of each upper-level category opening in a job bank or newsletter	During the period covered by this report, the station filled at least one upper-level position by listing the vacancy with media trade groups whose membership includes participation by women and minorities and other agencies that focus on minority participation/job placement. Among those recruitment sources were Black College Radio & Television, Illinois Broadcasters Association, Black Women's Network, American Business Women's Association, and American Association of Blacks in Energy.	1	Local Sales Manager

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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13	7/28/2020	Establishment of training programs for station personnel	Our Creative Services Supervisor attended a virtual summit by ProMaxbda: a global community of professionals passionately engaged in the marketing and promotion of television and video content. The 2020 ProMaxbda Station Summit is a two day virtual event where network, station groups, syndicators and local broadcasters discussed, talked and debated the issues, trends and emerging business opportunities driving success in local television.	1	Creative Services Supervisor