

# EEO PUBLIC FILE REPORT

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

**Station Included in Report:** WTMJ-TV

## 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
<b>Common Sources</b>					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				20
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			26
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		29
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				5
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	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	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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

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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	
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	

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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	1
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	

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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	1
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	
C1551	Dislocated Worker Assistance Center - - 3347 Kohler Memorial Drive, Memorial Mall (derek.jablonicki@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1552	Goodwill Workforce Connection Center (James O. Wright Center for Work & Training) - Lisa Norman (Supervisor/Employment Specialist) - 6055 North 91st Street (lisa.norman@goodwillsew.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1553	Grace Hmong Alliance Church - Rev. Wang Chao Lee - 2604 W. Orchard St. (ghalliance1@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1554	HIRE Center - Willie Ellis - 816 W National Ave #2 (rhinkle@milwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1555	Hmong / American Friendship Association, Inc - Loneng Kiatoukaysy - 3824 W Vliet St (loneng@hmongamer.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1556	Hmong American Women Association (HAWA) - Mai Xia Lee (Youth Coordinator) - 7212 West Fond Du Lac Avenue (maixia_hawa@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1557	INROADS / WISCONSIN Inc, Great Lakes Region - Randall Jackson - 633 W Wisconsin Ave (dortego@inroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1558	Intefaith Employment Services - Carol Eschner - 600 W Virginia St (pdelemenhorst@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1559	Interfaith Older Adult Programs - - 600 W Virginia St (lbittman@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1560	Kenosha Achievement Center - Paula Williams - 1218 79Th Street (info@thekac.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1561	Kenosha County Job Center - - 8600 Sheridan Road (doug.bartz@kenoshacounty.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1562	Kenosha County Job Center - Alfonso Garcia (Veterans Representative) - 8600 Sheridan Rd (Alfonzo.garcia@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1563	Kenosha County Job Center - General Workforce/Job Center Contact Email - 8600 Sheridan Road (jobcenter@dwd.state.wi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1564	La Casa de Esperanza, Inc - Anselmo Villarreal - 410 Arcadian Ave (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1565	La Casa de Esperanza, Inc. - Javier O. Cervera - 410 Arcadian Avenue (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1566	Milwaukee Area Technical College - Jenny McGillian - 6665 South Howell Avenue (alsupkir@matc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1567	Milwaukee Urban League - Ralph Holloman - 435 W North Ave (ssharp@tmul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1568	MJCN: Milwaukee Job Center Norh - Michelle Dekeuster - 4030 North 29th Street (nellis@ywcasew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1569	MJCN: Southeast (Maximus) - Michelle Dekeuster - 1304 South 70th Street (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1570	Northeast Comprehensive Job Center - - 1915 N Martin Luther King Drive (nellis@ywcasew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1571	Northeast Comprehensive Job Center (Milwaukee Job Center YWCA) - Stephen Klatp (Veterans Representatives) - 1915 North Dr Martin Luther King Drive (nellis@ywcasew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1572	OIC of America - Marc Boutet - 2020 North 57th Street (marc.boutet@centerinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1573	Ozaukee County Workforce Development Center - Amanda Kelsey - 5555 West Highland Road (wfdc-info@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1574	Ozaukee County Workforce Development Center (Mequon) (Workforce Development Center of Ozaukee County) - Amanda Kelsey (Business Representative) - 5555 West Highland Road, P.O. Box 547 (aakelsey@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1575	Racine County Workforce Development Center - Valerie Hanson (Business Representative) - 1717 Taylor Avenue (HSWebTech@gorcine.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1576	SER Jobs for Progress - Mikelle Bloechl - 611 West National Avenue Suite 310 (mbloechl@ser-national.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1577	Sheboygan County Job Center - Brian Ognacevic - 3620 Wilgus Avenue (michael.james@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1578	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - - 2701 South Chase Avenue, P.O. Box 4129 (53204) (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1579	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - General Workforce/Job Center Contact Email - 2701 South Chase Avenue P.O. Box 4129 (53204) (info@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1580	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - Leonor Rosas (Business Representative) - 2701 South Chase Avenue, P.O. Box 4129 (53204) (leonor.rosas@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1581	Spotted Eagle Inc. -- Native American program - - 3209 W Highland Blvd. (mcghee@spottedeagle.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1582	University of Wisconsin, Milwaukee - Ada Walker - 2200 E. Kenwood Blvd. P.O. Box 413 (awalker@uwm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1583	Urban Strategies - Lamont Smith - 600 East Mason Street (lsmith@urbanstrategies.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1584	Walworth County Job Center - Rick Heine (Business Representative) - 1000 East Centralia Street (rheine@dwfs.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1585	Washington County Workforce Development Center - Brian Feltes - 2200 Green Tree Road (brian.feltes@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1586	Waukesha County Workforce Development Center (Pewaukee) - Staci Eggert - 892 Main Street (seggert@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1587	Waukesha County Workforce Development Center (Pewaukee) - Stan Kogutkiewicz (Veterans Representative) - 892 Main Street (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1588	Workforce Development Center of Jefferson County - - 874 Collins Road (jobcenterofwisconsin@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1589	Workforce Development Center of Jefferson County - Cindy Rushbrook - 874 Collins Road (crushbrook@oppinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1590	Workforce Development Center of Ozaukee County - Stan Kogutkiewicz (Veterans Representative) - 5555 West Highland Road, P.O. Box 547 (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1591	Workforce Development Center of Washington County - Denise Puffer (Business Representative) - 2200 Green Tree Road (dpuffer@wfdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1592	Workforce Development Center of Washington County - Tracey Lilly - 2200 Green Tree Road (tlilly@morainepark.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1593	WRTP/BIG STEP - Rhandi Berth - 3841 West Wisconsin Avenue (rberth@wrtp.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1686	Advocap - Cary Wright - 19 West 1st Street (caryw@advocap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1687	Marian University - Ashly Garner - 45 South National Avenue (aggarners4@marianuniversity.edu )	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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 Accommodation 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	



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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	
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	American Broadcasting School	712 N. Watson Rd, Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College	2320 S. 19th St Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L3	Carroll University	100 N. East Ave. Waukesha, WI 53186	Deb Weber dweber@carrollu.edu	262-524-7377	
L4	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH. D. orlik1pb@cmich.edu	989-774-3851	

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L5	Emerson College	113 Gray St. Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L6	Goodwill Industries	6055 N 91st St Milwaukee, WI 53225	Lisa Norman lisa.norman@goodwillsew.com	414-353-6400	
L7	Hispanic Chamber of Commerce	816 W. National Ave. Milwaukee, WI 53204	Nathan Jones nathan@hccw.org mcameron@hccw.org	414-643-6963	
L8	Illinois News Broadcasters Association (INBA)/Chicago Headline Club	#1 University Circle Macomb, IL 61455	Bob Roberts or Jim Gee BoRoWMAQ@aol.com		
L9	Marquette University / Broadcast Communications	1217 W. Wisconsin Ave. Milwaukee, WI 53233	Dr. Michael Havice michael.havice@marquette.edu	414-288-3495	
L10	Milwaukee Indian Manpower Council	3134 W. State St. Milwaukee, WI 53208	Kathy Tyson tyson@spottedeagle.us darrenkroenke@gmail.com	414-342-0700	
L11	Milwaukee Urban League	2800 W. Wright St. Milwaukee, WI 53210	Sakuri Fears sfears@tmul.org employment@tmul.org	414-374-5850 ext. 103	
L12	Milwaukee School of Engineering	1025 Milwaukee St. Milwaukee, WI 53202	Cathy Ferraro ferraro@msoe.edu	414-277-7120	
L13	Ohio & Illinois Centers for Broadcasting	9885 Rockside Rd., Ste 160 Cleveland, OH 44125	Don Clark dclark@beonair.com gary@beonair.com	312-884-8000	
L14	SER-Jobs for Progress	1020-30 W. Mitchell St. Milwaukee, WI 53204	Brianna Fox bfox@ser-national.org valdez@milwaukeeeser.org	414-649-2640	
L15	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Green Bay ? Careers	2420 Nicolet Dr. SS 1916 Green Bay, WI 54311	Program Assistant careers@uwgb.edu	920-465-2163	
L17	University of Wisconsin-Milwaukee	PO Box 413 Milwaukee, WI 54311	Jessica McBride mcbrij@uwm.edu pleshin@uwm.edu	414-229-4436	
L18	University of Wisconsin-Oshkosh Radio, TV & Film	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-2443	
L19	Wisconsin Broadcasters Association	44 E. Mifflin, Ste 900 Madison, WI 53703	Mandy Endicott mendicott@wi-broadcasters.org	608-255-2600	
L20	Concordia University	12800 W. Lake Dr. Mequon, WI 53092	Krista Hasselquist krista.hasselquist@cuw.edu www.myinterface.com/concordia-wisconsin	262-243-4566	
L21	University of Colorado at Boulder, School of Journalism and Mass Communication	1511 University Ave. 478UCB Boulder, CO 80309	Christine Mahoney christine.mahoney@colorado.edu www.myinterface.com/cuboulder_journalism	303-492-0460	
L22	University of Wisconsin-Eau Claire	105 Garfield Ave. Eau Claire, WI 54702	Judy Gatlin gatlinj@uwec.edu www.myinterface.com/uwec	715-836-2637	
L23	Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 N. Teutonia Ave. Milwaukee, WI 53209	Deann Paulson-Warn WJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	
L24	Wisconsin Tech Connect	2740 W. Mason St. Green Bay, WI 54307	Janet www.wisconsintechconnect.com	920-498-5528	

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L25	Cardinal Stritch College	6801 N. Yates Rd. Milwaukee, WI 53217	Angela career@stritch.edu	414-410-4157	
L26	Collins College	4750 S. 44th Pl Phoenix, AZ 85040	Amy Roberts aroberts@collinscollege.edu	480-446-1112	
L27	Hmong American Friendship Association	3824 W. Vliet St. Milwaukee, WI 53208	pachia@hmongamer.org	414-344-6575	
L28	Interfaith Older Adults Program	600 W. Virginia St., Ste 300 Milwaukee, WI 53204	Barb Smith bsmith@interfaithmilw.org http://interfaithmilw.org/	414-291-7500 ext. 233	
L29	Mississippi State University	PO Box PF/130 McComas Hall Mississippi State, MS 39761	Karyn Brown kbrown@comm.msstate.edu http://www.msstate.edu/	662-325-7952	
L30	Mount Mary College	2900 N. Menomonee River Pkwy Milwaukee, WI 53213	adcardev@mtmary.edu https://www.mtmary.edu/	414-258-4810	
L31	Social Development Commission	231 W. Wisconsin Ave. #14 Milwaukee, WI 53203	mhernandez@cr-sdc.org http://www.cr-sdc.org/SDC.htm	414-906-2700	
L32	UMOS	6550 N. 76th St. Milwaukee, WI 53223	Addy Bonnetti adhemar.bonnetti@umos.org http://www.umos.org/	414-486-5281	
L33	United Cerebral Palsy of Southeastern Wisconsin	7519 W. Oklahoma Milwaukee, WI 53219	Roselle Rogers mpayleitner@ucpsew.org	414-329-4500	
L34	University of Wisconsin-Madison	821 University Ave. Madison, WI 53706	Corinne Ahrens cmahrens2@wisc.edu http://www.wisc.edu/	608-262-3691	
L35	Brown College	1440 Northland Dr. Medota Heights, MN 55120	Rebecca Ewanga https://browncollege.optimalresume.com/employer	651-905-3465	
L36	Silver Spring Neighborhood Ctc.	5460 N. 64th St. Milwaukee, WI 53203	Stu Jackson Fax 414-463-4858	414-463-7950 ext. 60	
L37	YWCA of Greater Milwaukee	1915 North Doctor MLK Dr. Milwaukee, WI 53212	Eddie Rogers Eddie.Rogers@ywcamilw.org http://www.ywcasew.org/site/c.7oJELQPwFhJWG/b.8083533/k.BDB7/Home.htm	414-374-1800	
L38	b-roll.net	1623 D St. NE Washington, DC 20002	Kevin Johnson info@b-roll.net http://www.b-roll.net	202-470-5396	
L39	Idaho State University	921 S. 8th Ave. Pocatello, ID 83209	www.masscomm@isu.edu	208-282-6453	
L40	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L41	Collective Talent		bille@michaelsmedia.com		
L42	MilwaukeeJobs.com	1000 Water Street Milwaukee, WI 53202	www.milwaukeejobs.com		
L43					
Total Number of Interviewees Referred:					104

# EEO PUBLIC FILE REPORT

## 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 [JR020631]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C182, C183, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-10-28
Account Exec, Integrated [JR022095]	C1, C2, C3, C5, C69, C97, C100, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-10-28
Account Exec, Integrated [JR022233]	C1, C2, C3, C5, C69, C97, C100, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2020-02-28
Assignment Editor [JR020775]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-08-19

# EEO PUBLIC FILE REPORT

## 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]
Assignment Editor [JR021821]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-09-23
Dir, Editorial [JR021817]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C130 Start Date: 2019-11-18
Exec Producer, Digital [JR022075]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-12-30
Meteorologist, Weekend [JR022933]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C100 Start Date: 2020-04-06

## EEO PUBLIC FILE REPORT

### 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]
Midday Anchor, MMJ [JR021622]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1686, C1687, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-12-02
Multimedia Journalist [JR021015]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-08-12
Producer [JR021248]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C178, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C97 Start Date: 2019-08-26
Producer [JR021550]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593	Code Number: C235 Start Date: 2019-08-26

# EEO PUBLIC FILE REPORT

## 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]
Producer [JR021605]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2019-09-09
Producer [JR021831]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C5 Start Date: 2019-10-07
Producer [JR022183]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2019-12-02

# EEO PUBLIC FILE REPORT

## 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]
Producer [JR023331]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, 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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2020-04-27
Reporter [JR020184]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, 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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2019-08-12
Reporter [JR021556]	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, C1551, C1552, C1553, C1554, C1555, C1556, C1557, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1574, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C131 Start Date: 2020-01-13



## EEO PUBLIC FILE REPORT

### 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.	Date of station participation: August 7 to 11, 2019 Participating employees: Marcus Riley, Editorial Director, Nicole Buckley, Senior Manager of Investigative/Enterprise Host/Sponsor of activity: National Association of Black Journalists Career Fair Brief description of activity and station participation: Marcus Riley and Nicole Buckley attended the NABJ Conference and Career Fair in Miami. Marcus and Nicole recruited and manned the Scripps career table and met with numerous people looking for jobs. They talked about various news positions and answered questions. Marcus also gave social media presentations to guests.
	Date of station participation: September 5 to 6, 2019 Participating employees: Jessie Garcia, Broadcast Director Host/Sponsor of activity: National Association of Hispanic Journalists Career Fair Brief description of activity and station participation: Jessie Garcia attended the NAHJ Conference and Career Fair in San Antonio. Jessie recruited and manned the Scripps career table and met with numerous people looking for jobs. She talked about various news positions and answered questions.
	Date of station participation: January 29, 2020 Participating employees: Joe Poss, TV GM, Eric Fuehrer, Human Resources Business Partner Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: The staff attended the Wisconsin Broadcasters Association Winter Job/Career Fair in Madison and recruited and manned the Scripps table. They had a list of open positions and talked to possible job recruits about jobs.
	Date of station participation: February 11, 2020 Participating employees: Joe Poss, TV General Manager and Eric Fuehrer, HR Business Partner Host/Sponsor of activity: UW Madison Brief description of activity and station participation: Our staff attended the Advertising & Communications Career Fair in Madison and recruited and manned the Scripps job table. They had a list of open positions and talked to possible job recruits about potential jobs.
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.	Date of station participation: November 4, 2019 Participating employees: Shannon Sims, Anchor/Reporter Host/Sponsor of activity: Boys and Girls Clubs of Greater Milwaukee Brief description of activity and station participation: Shannon Sims participated in a round robin discussion at the Boys and Girls Clubs workshop for their annual celebrating GIRLS event. Shannon spoke to the group about her career, goal setting and planning their education after high school.

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: April 21, 2020 Participating employees: Vince Vitrano, Anchor Host/Sponsor of activity: Park View Middle School Career Day Brief description of activity and station participation: Vince Vitrano participated in a virtual career day and talked to the students about broadcasting, journalism and communications. Students provided questions ahead of time. Vince gave a virtual tour of the station. He talked about what type of education you need to get into certain fields. He also answered questions about his job, the challenges he faces and what he likes about his job.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Date of station participation: 8/1/2019 to 7/31/2020 Participating employees: 3 Morning Blend Interns / 4 News/Digital Interns Host/Sponsor of activity: WTMJ-TV, The Morning Blend, WTMJ-TV News Brief description of activity and station participation: During this reporting period we had 3 Morning Blend interns. Students participating in The Morning Blend/Creative Services program learn and assist in the production of a daily talk show. Interns help with guest coordination, from greeting guests/clients to assisting them with set up and escorting them from green room to studio. They assist in taking photos during the show for later use on social media. They also have the opportunity to learn non-linear editing and assisting in populating our website with content, from writing description to posting video. They also have the opportunity to help write scripts for the show as well as learn about producing the show. (Morning Blend Intern: 12/13/18 to 8/15/19) (Morning Blend Intern: 9/9/19 to present) (Morning Blend Intern: 1/29/20 to present) During this reporting period we had 3 Digital interns and 1 Producer intern. Students participating in the News/Digital department internship learn and assist in the newsroom. On the assignment desk they answer calls, listen to scanners and help with setting up shoots for the day. While shadowing producers they help write stories, log sound and assist guests. While shadowing reporters they learn more about interview techniques, shooting and editing. The goal is to come out of the internship with a demo reel and/or writing samples, depending on their primary area of interest. They also learn about web posting. (Digital Intern: 6/17/19 to 9/23/19) (Digital Intern: 6/19/19 to 12/31/19) (Digital Intern: 10/8/19 to present) (Producer Intern: 10/15/19 to 4/27/20)</p>
<p>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).</p>	<p>Date of station participation: May 7, 2020 Participating employees: Brian Niznansky, Meteorologist Host/Sponsor of activity: UWM Alumni Association Brief description of activity and station participation: Brian Niznansky presented a virtual behind the scenes tour of the Storm Chaser, followed by questions and answers session. He spoke about his job, about the weather, working at the TMJ4 station and answered more questions.</p>

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Date of station participation: August 1, 2019 to July 31, 2020 Participating employees: Jim Collins, Senior Producer Content Marketing, Dennis Carney, Account Executive, James Kust, Senior Manager Digital Content Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: Station Leadership Champions selected and announced to staff. Role is held for two years, beginning August 2019. 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.</p>
	<p>Date of station participation: August 1, 2019 to July 31, 2020 Participating employees: Tim Vetscher, Editorial Director, Brian OFarrell, Local Sales Manager Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: WTMJ-TV and its employees participate in the E.W. Scripps company Career Management Program that includes training to help employees develop their career skills. In addition, all station employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.</p>
	<p>Date of station participation: September 19, 2019 Participating employees: Marcus Riley, Editorial Director, Adriana Mendez, Reporter and MMJ, James Kust, Senior Manager of Digital Content, Jessie Garcia, Broadcast Director, and Jessie Williams, Executive Producer Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: Marcus Riley, Adriana Mendez, James Kust, Jessie Garcia, and Jessie Williams took part in Scripps' Local Content Strategy Training. The two-day virtual course covered topics like Sourcing &amp; Pitching and Writing for the Viewer with the goal of creating better journalism that supports our local content strategy.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Date of station participation: October 7, 2019 Participating employees: Jesse Ritka, Meteorologist Host/Sponsor of activity: Raymond Elementary School Brief description of activity and station participation: Jesse Ritka gave a weather presentation to the Raymond 4H Club students. She talked about weather, what she does in her current role at TMJ4, showed them the Storm Chaser and answered questions from the students.</p>

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: October 30, 2019 Participating employees: Jeff Kiernan, Senior Director of Local Content, Eric Fuehrer, HR Business Partner Host/Sponsor of activity: Marquette University Brief description of activity and station participation: Jeff Kiernan and Eric Fuehrer networked and coached the Marquette University students. The students produced a live half hour newscast for the campus and Jeff critiqued the newscast, showing ways it could improve and giving feedback. The students also learned more about newsroom positions and about Jeff and Eric's job.</p>
	<p>Date of station participation: October 30, 2019 Participating employees: Ryan Scott, Content Operations Manager Host/Sponsor of activity: UW Madison, Communication Arts at Work Brief description of activity and station participation: Ryan Scott participated in the Alumni recruiting and networking event Communication Arts at Work. Ryan had small group and individual conversations with students. They spoke about Ryan's job and what he does, also how to get in the broadcast field and what skills the students need.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Date of station participation: August 1, 2019 to July 31, 2020 Participating employees: Ryan Scott, Content Operations Manager, Jeff Kiernan, Senior Director of Local Content, James Kust, Senior Manager of Digital Content, Gregg Schraufnagel, Creative Services Manager Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: WTMJ station managers attended Manager and the Law training led by Scripps internal legal counsel. The training covered best practices on managing employee performance and improving working relationships and reinforced the company EEO obligations and philosophy. Managers learned about our anti-harassment policy, how to respond to an employee complaint, learned about ADA &amp; FMLA, and employment practices (ie, hiring, performance management, and timely terminations).</p>

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: August and September, 2019 Participating employees: Various management level personnel Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: Scripps has invited BRBS World, Seek Company and The Carole Kneeland Project For Responsible Journalism to help us with Diversity and Inclusion Training. Scripps has quarterly webinars so employees understand and embrace the need for diverse and respectful workplaces. The diversity team has partnered with human resources and business leaders to develop an equity, diversity and inclusion plan that guides the company in four areas: race, gender, LGBTQ+ and veteran status. Scripps launched the first webinar session on race and ethnicity in the workplace. The session will be led by Dee Marshall, certified coach, trainer and consultant, and will take place on Monday, Sept. 23, from 2 to 3:30 p.m. Eastern time.</p>
	<p>Date of station participation: September 11, 2019 to December 6, 2019 Participating employees: Tim Vetscher Editorial Director and Brian OFarrell, Local Sales Manager Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: All newly hired or promoted managers are assigned mandatory EEO training within the first month of their hire/promotion.</p>
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.	<p>Date of station participation: September 30, 2019 Participating employees: Ryan Scott, Content Operation Manager Host/Sponsor of activity: UW Madison Brief description of activity and station participation: A UW Madison Journalism student and WISC intern came to the station to job shadow. She took a tour of the station, attended the editorial meetings, shadowed Lezlie Johnson and Tony Aria at the assignment desk, spoke with Tony Atkins and Kristin Byrne about reporting, shadowed Dave Mitchell leading up to the noon and sat with him in the control room, shadowed Rob Lowry, more assignment desk with Evan Vogel, then watched the 4:00 from the control room. Ryan Scott answered any questions, reviewed her resume and offered career advice.</p>
	<p>Date of station participation: October 11, 2019 Participating employees: Ana Verdin, News Assistant Host/Sponsor of activity: Pathfinders Southeastern Education Center Brief description of activity and station participation: Students from Pathfinders Southeastern Education Center received a tour of our station. They saw the newsroom and learned from various people in the newsroom what it takes to put on a newscast. They learned about different positions, watched part of a newscast and saw the control room.</p>

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: December 4, 2019 Participating employees: Jessie Garcia, Broadcast Director and Various Employees Host/Sponsor of activity: University of Milwaukee - Wisconsin Brief description of activity and station participation: Students from the Department of Journalism, Advertising and Media Studies from UWM came for a station tour. The students watched parts of a newscast from the studio and the control booth. They were able to hear directly from our journalists regarding their jobs, as well as how to source, write and pitch stories.</p>
	<p>Date of station participation: December 11, 2019 Participating employees: Jessie Garcia, Broadcast Director Host/Sponsor of activity: Wauwatosa West High School Brief description of activity and station participation: Students from Wauwatosa West High School got a tour of our station, including the newsroom, engineering, control room, production, etc. They learned what it takes to put on a broadcast and learned about multiple jobs. They also watched a newscast and saw how it was put together before hand and then came together on air.</p>
	<p>Date of station participation: January 10, 2020 Participating employees: Shannon Sims, Anchor and Various Station Management Host/Sponsor of activity: MKE Fellows Brief description of activity and station participation: A group from MKE Fellows came in for a tour and lunch at our station. They heard from the engineering and master control department, news assignment desk and digital and creative services about commercials and responsibilities. They asked questions after each person spoke about their job and what it takes to run a television station. They were then guided on tours around the building learning more about each department and the people that work there.</p>