

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2017 - July 31, 2018

Stations Included in Report: WACY-TV, WGBA-TV, WLWK-CD

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
Common Sources					
C1	Employee Referral				4
C2	Internal Candidate / WorkLife				18
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			49
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1

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C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		11
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				4
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3

Local Sources

L1	TV Jobs		TVJobs.com		
L2	Wisconsin Technical Colleges		Wisconsin Tech Connect http://www.wisconsintechconnect.com/Account/EmployerLogin		
L3	Job Center of Wisconsin	WI	Job Center of Wisconsin https://jobcenterofwisconsin.com/presentation/employers/default.aspx		
L4	UW- Oshkosh	800 Algoma Blvd Career Services Oshkosh, WI 54901	Career Services stalls82@uwosh.edu https://uwosh.joinhandshake.com/login	920-424-2181	
L5	UW- Green Bay*	UW-GB 2420 Nicolet Dr Student Employment Green Bay, WI 54311	Student Employment careers@uwgb.edu PRO- Phoenix Recruitment Online: http://www.uwgb.edu/careers/connections/p	920-465-2556	
L6	St. Norbert College	Hire a Knight/Career & Professional Development 100 Grant St DePere, WI 54915	Career & Professional Development careers@snc.edu Hire a Knight: http://app.purplebriefcase.com/pb/account/login?s=SNC	920-403-3040	
L7	Jobs for WI Grads	2420 Nicolet Drive Green Bay, WI 54311	Jobs for WI Grads/ Linda Peacock wijobs4wigrads@uwgb.edu https://www.myinterfase.com/wisconsin/employer	920-465-2163	
L8	Emerson College*	216 Tremont St., 4th Floor, Student Employment 120 Boylston St Boston, MA 02116	student_employment@emerson.edu careers@emerson.edu http://www.emerson.edu/student-employment/contact-us	617-824-8655	
L9	Wisconsin Broadcasters Association	44 E Mifflin St, Ste 900 Madison, WI 53703	mendicott@wi-broadcasters.org, lbaun@wi-broadcasters.org http://www.wi-broadcasters.org/careers/job-bank/	608-255-2600	

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L10	Central Michigan University*	College of Communication and Fine Arts Moore Hall 129 Mt. Pleasant, MI 48859	Prof. Peter Orlik orlik1pb@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFADepartmentofJournalism/DOJResources	989-774-3851	
L11	Michaels Media, LLC*	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com www.collectivetalent.com	813-254-9695	
L12	UW- Madison*	333 E Campus Mall #9701 Madison, WI 53715-1382	J McBride mcbridej@uwm.edu https://jobcenter.wisc.edu/	608.262.5627	
L13	American Broadcasting School*	4511 SE 29th ST Oklahoma City, OK 73115	Michelle michelle@radioschool.com http://www.radioschool.com	(405) 672-6511	
L14	University of Colorado- Boulder*	133 UCB Boulder, CO 80309-0133	Christine Mahoney / Career Services Christine.Mahoney@colorado.edu http://www.colorado.edu/career/employer/employer-resources/posting-your-pos	303-492-6541	
L15	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	www.bates.ctc.edu	253-680-7000	
L16	University of North Texas	1155 Union Circle Denton, TX 76203	slocum@unt.edu www.unt.edu	940-565-2000	
L17	University of Milwaukee	P.O. Box 413 Milwaukee, WI 53201	mcbridej@uwm.edu www.uwm.edu	414-229-1122	
L18	Marquette University	1250 W. Wisconsin Ave Milwaukee, WI 53233	www.marquette.edu	800-222-6544	
Total Number of Interviewees Referred:				109	

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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 [13675]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C97 Start Date: 2018-02-27
Digital Content Producer [14442]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C1 Start Date: 2018-07-23
Director II [13534]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-12-04
Evening Anchor, MMJ [13341]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C2 Start Date: 2018-01-29
General Manager, TV - Sales [14045]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-16
Media Prep Technician [14207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Media Prep Technician [14207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Media Prep Technician [14207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Media Prep Technician [14207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Meteorologist, Weekend [13497]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C5 Start Date: 2017-12-18
Multimedia Journalist [12624]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C130, C131, C132, C134	Code Number: C5 Start Date: 2017-10-30
Multimedia Journalist [13835]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C3 Start Date: 2018-05-29
Sales Support Asst II [13737]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L4, L5, L8, L9, L11, L15, L16, L17	Code Number: C97 Start Date: 2018-03-27

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>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.</p>	<p>April 14, 2018 - Meteorologist, Cameron Moreland teams up with meteorologists (and national weather service) to talk about his career and weather safety at Bay Park Square Mall in Green Bay.</p>
	<p>October 7th, 2017 - Meteorologist, Cameron Moreland visits Northern Lights cub scouts District Fall Fun day to present a Weather Talk</p>
	<p>October 10th, 2017 - Meteorologist, Cameron Moreland visits Marinette County Farmers Association to present Extreme Wisconsin Weather for their annual meeting.</p>
	<p>September 13, 2017 - Anchor, Stacy Engebretson, Visits Southwest Highschool's Media Literacy class to discuss current events and her career in media.</p>
	<p>April 5, 2018 - Anchor, Stacy Engebretson, Visits Southwest Highschool's Media Literacy class to discuss current events and her career in media.</p>
	<p>September 14, 2017 - Meteorologist, Cameron Moreland Hosts the Celebration of Hope Luncheon in Sturgeon Bay, WI</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>The Human Resources Department coordinates the college internship program for the stations that allows an opportunity for college students to get practical hands-on experience in broadcasting employment. During the reporting period, 1 student attending college participated in an internship in the creative services and marketing department.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WGBA, WACY, WLWK-CD participate in the E.W Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WGBA employees enjoy the opportunity to pursue career advancement through online training in station related skills such as management, leadership, career growth planning, job interviewing, and a variety of specific skill sets. This e-learning system is also used for the EEO training and other mandatory compliance training.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>October 30th, 2017 - Meteorologist, Cameron Moreland visits Franklin Middle School to celebrate achievement of students who excelled in their areas of career interest.</p>
	<p>April 11, 2018 - Syble Hopp Students visit NBC26 to meet with Meteorologist Cameron Moreland to learn about his career and Broadcasting. Toured the weathercenter</p>
	<p>January 5, 2018 - Meteorologist, Cameron Moreland visits TJ Walker School (Sturgeon Bay) and gave a weather presentation in an auditorium of 6th graders.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	November 10, 2017 - Meteorologist, Cameron Moreland visits Crivitz Elementary school to give a weather presentation to 2nd graders.
	June 5, 2018 - Meteorologist, Cameron Moreland visits Bay View Middle school to give a weather presentation
	May 30, 2018 - Lombardi Middle School visited NBC26 to Tour the Stations and Newsroom
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	All newly hired or promoted managers are assigned mandatory EEO training within the first month of their hire/promotion.
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.	WGBA airs a 30 second EEO spot intermittently in which we reiterate our EEO policy and dedication to providing broad outreach regarding job vacancies at our stations.