

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2016 - July 31, 2017

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				7
C2	Internal Candidate / WorkLife				
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			30
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	1
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	

EEO PUBLIC FILE REPORT

C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		15
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
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				7
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		8
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C147	testing once more	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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	

EEO PUBLIC FILE REPORT

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	
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: 82

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 [12252]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-01-30
Account Exec, Integrated [12252]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-05-08
Account Exec, Integrated [13026]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-07-10
Dir, Creative Services [12458]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L4, L5, L8, L9, L10, L11, L13, L15, L16, L17	Code Number: C3 Start Date: 2017-01-09
Meteorologist, Morning [12913]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-05-08
Morning Anchor, MMJ [12986]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-06-05
Multimedia Journalist [12190]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C43, C69, C130, C131, C132, C134, C146, C147, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L13, L15, L16, L17, L18	Code Number: C3 Start Date: 2017-01-30
Multimedia Journalist [12623]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C131 Start Date: 2017-04-17
Multimedia Journalist [12623]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-05-03
Multimedia Journalist [12624]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C130, C131, C132, C134	Code Number: C19 Start Date: 2017-04-18
Multimedia Journalist [12624]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-07-31
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: 2017-07-24
Photographer II [12051]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L4, L5, L8, L9, L10, L11, L13, L15, L16, L17	Code Number: C130 Start Date: 2016-08-25

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 [13052]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-26
Sales Support Asst II [12578]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-02-22
Sr Account Executive [11529]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C97, C116, C130, C146, L1, L3, L4, L5, L8, L9, L10, L11, L13, L15, L16, L17	Code Number: C130 Start Date: 2016-09-12
Weekend Anchor, MMJ(C) [12406]	C1, C2, C3, C5, C69, C95, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7	Code Number: C95 Start Date: 2017-03-06

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>WGBA Director of Sales Shelly Lukasik participated in the University of Wisconsin - Oshkosh Career Fair on October 5, 2016.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>The station's Human Resources Department coordinates the college internship program that allows college student the opportunity to get practical hands-on experience in broadcasting employment. During the reporting period, three students attending college participated in an internship in news, sports, and creative services/marketing. The program ran from 5/23/16 - 7/31/17.</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 and its employees 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 and leaderships, 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>The station's Human Resource Director conducted Growth Planning workshops on March 7 and 8, 2017. This workshop is designed to help employees identify their professional development goals, and where they want to grow, and what trainings and development is needed to help employees grow in their career by creating a growth plan.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Meteorologist Cameron Moreland visited Holiday House and conducted a Severe Weather presentation on January 27, 2017.</p> <p>Meteorologist Cameron Moreland visited Syble Hopp School and conducted a Severe Weather presentation on October 14, 2016.</p> <p>Meteorologist Cameron Moreland visited Franklin Elementary School and conducted a Severe Weather presentation on November 2, 2016.</p> <p>Meteorologist Cameron Moreland visited Foster School and conducted a Severe Weather presentation on February 10, 2017.</p> <p>Meteorologist Cameron Moreland visited Clovis Grove Elementary School and conducted a Severe Weather presentation on April 19, 2017.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Station management attended a half-day session on June 21, 2017 where they were trained on our compliance and their role with employment law. Specific training topics included: anti-harassment, taking complaints, EEO laws, disability and leave matters, performance management, and terminations.</p>