

WBAY-TV
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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
Evening Meteorologist	3-4, 6-8, 11, 13-15	3
Technical Media Producer	3-4, 7-8, 11, 13-15	4
Weekend AM News Anchor/MMJ	4-8, 13-15	4
IT Manager/Assistant Chief Engineer	4, 7-9, 11-15	7
Promotions Producer	2, 4-5, 7-8, 13-15	2
News Producer	4-5, 7-8, 11, 13-15	4
Sports Producer/MMJ	4-5, 7-8, 13-15	7
Creative Services Photographer/Editor	3-5, 7-8, 11, 13-15	3
Television Broadcast Engineer	3-5, 7-8, 11-15	3
Account Executive	2, 4-5, 7-8, 11, 13-15	2
News Director	1, 3-5, 7-8, 11, 13-15	3
Digital News Producer	3-5, 7, 11, 13-15	4
News Producer	4-5, 7-8, 11, 13-15	7
Creative Services Photographer/Editor	2, 4-5, 7-8, 13-15	2
Technical Media Producer	3-5, 7-8, 10, 13-15	3
News Editor	3-5, 7-8, 13-15	4
Technical Media Producer	3-5, 7-8, 10, 13-15	10
Assistant News Director	3-4, 7-8, 13-15	3
Technical Media Producer	4-5, 7-8, 10, 13-15	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Current Employee	N	3
2	Current Employee - Transfer/Promotion	N	3
3	Employee Referral	N	16
4	Gray Television Group, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta, Georgia 30319 Phone : 404-266-8333 Url : https://gray.tv Human Resources Manual Posting	N	20
5	Handshake 660 4th St 113 San Francisco, California 94104 Phone : 920-465-2163 Url : https://app.joinhandshake.com/ Administrative Support Manual Posting	N	1
6	Illinois Center for Broadcasting 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 ext. 3114 Url : http://www.funjobsonair.com Email : cjackson@beonair.com Carl Jackson	N	0
7	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Url : https://www.indeed.com Human Resources Manual Posting	N	6
8	Job Center of Wisconsin 325 N. Roosevelt Street Green Bay, Wisconsin 54301 Phone : 920-448-6773 Url : https://jobcenterofwisconsin.com Georgia Drossart Manual Posting	N	0

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9	Michigan Works 312 E. Genesee Saginaw, Michigan 48607 Phone : 888-522-0103 Url : http://www.michiganworks.com Rob Arndt Manual Posting	N	0
10	On Air Recruitment Ad	N	4
11	Oneida Tribe of Indians 909 Packerland Drive Green Bay, Wisconsin 54303 Phone : 920-496-7860 Url : https://oneida-nsn.gov Email : HRD_jobs@oneidanation.org HR Administrative	N	0
12	SBE Member Jobs Online 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Scott Jones Manual Posting	N	0
13	WBAY-TV 115 S. Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-438-3220 Url : http://www.wbay.com Email : kcoonen@wbay.com Kelly Coonen	N	0
14	Wisconsin Broadcasters Association 44 E. Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://wi-broadcasters.org Torrie Kennedy Manual Posting	N	0
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			53

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/25/2021	Provision of training to management	Our General Manager attended an EEO Seminar: Developing Signature Traits of an Inclusive Leader which was held as part of the WBA's 2021 Summer Conference.	1	General Manager
2	11/8/2021	Participation in scholarship programs	Two WBAY Managers participated in WBA EEO Scholarship Judging. WBAY also made a donation to the scholarship program.	2	Operations Director Office Manager
3	2/17/2022	Provision of training to management	On February 17, 2022, our Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
4	4/1/2022	Participation in Job Fairs	Our News Director participated in a Career Fair at the Midwest Journalism Conference on April 1st and 2nd 2022.	1	News Director
5	5/19/2022	Provision of training to management	Webinar "Understanding and Mitigating Unconscious Bias in Our Everyday Lives" with Binu Palta Hill, University of WI, Madison.	1	Office Manager
6	Ongoing Event	Establishment of an intern program designed to assist members of the community	During this reporting year, 1 intern participated in our program. The intern worked with the Engineering Department to learn about the responsibilities of a broadcast engineer.	1	Intern
7	6/22/2022	Provision of training to management	WBA Conference - General Manager attended EEO Session: Practical Steps to Diversify Your Station on June 22, 2022	1	General Manager