

WBAY-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2, 4-8, 11, 16-17, 19-20, 22	2
Reporter/Multimedia Journalist	1, 4-9, 11, 13-14, 16-17, 19-20, 22	9
Newscast Director/Master Control	1, 3-8, 11, 16-17, 19, 21-22	7
Reporter/Multimedia Journalist	4, 6-8, 11-12, 14, 16, 18-19, 22	4
Account Executive	1, 3-8, 16-17, 19-20, 22	3
Account Executive	1, 3-8, 16-17, 19-20, 22	3
Digital Content Producer/Editor	1, 4-8, 10-11, 13-14, 16-17, 19-20, 22	10
News Producer	1, 3-8, 11, 13-14, 16-17, 19-20, 22	7
National Sales Manager	3-4, 6-8, 16, 19-20, 22	3
Sales Assistant	3-8, 16-17, 19-22	3
Sports Reporter/MMJ	1, 4-8, 11, 14-17, 19-20, 22	4
News Producer	1, 4-8, 11, 14, 16-17, 19-20, 22	4
News Reporter/Multi Media Journalist	1, 3-8, 11, 14, 16-17, 19-20, 22	3
Technical Media Operator	1, 3-8, 10, 17, 19-20, 22	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	Conservative Jobs/The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://www.conservativejobs.com Inez Kratman Manual Posting	N	0
2	Current Employee - Transfer/Promotion	N	1
3	Employee Referral	N	9
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	11
5	Handshake University of Wisconsin- Green Bay 2420 Nicolet Dr. Student Services Bldg Rm 1600 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://app.joinhandshake.com/ Administrative Support Manual Posting	N	0
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	3

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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
9	Job Fair	N	2
10	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 212-615-9373 Liz Lattanza Manual Posting	N	2
11	Madison Media Institute One Point Place, Suite 1 Madison, Wisconsin 53719 Phone : 800-236-4997 Url : http://www.mediainstitute.edu Email : Nbrost1@mediainstitute.edu Nathaniel Brost	N	0
12	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Rich Recruiter	N	0
13	Michigan Works 312 E. Genesee Saginaw, Michigan 48607 Phone : 888-522-0103 Url : http://www.michiganworks.com Rob Arndt Manual Posting	N	0
14	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://nahj.org Email : kolivas@nahj.org Julio Moran	N	0

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15	Non-Employee Referral	N	1
16	Oneida Tribe of Indians 909 Packerland Drive Green Bay, Wisconsin 54303 Phone : 920-496-7860 Url : https://oneida-nsn.gov Email : hrd_general@oneidanation.org HR Administrative	N	0
17	Purple Briefcase -WIPCCC 122 W. Washington Ave Ste. 700 Madison, Wisconsin 53703 Url : https://app.purplebriefcase.com Jobs Online Manual Posting	N	0
18	TV Jobs PO Box 4116 Oceanside, California Phone : 877-988-9808 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
19	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	1
20	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
21	Wisconsin Tech Connect 4622 University Ave PO Box 7874 Madison, Wisconsin 53707 Url : http://www.wisconsintechconnect.com Jobs Online Manual Posting	N	0

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22	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	12/7/2018	Participation in scholarship programs	WBAY participates in the WBA Scholarship program by making an initial evaluation of several scholarship candidates. We review the applications and provide scoring input which is then provided to the Education Committee and the WBA Foundation Board for Judging.	2	Operations Director Office Manager
2	1/30/2019	Provision of training to management	GM Steve Lavin attended EEO Seminar: Effective Strategies to Address Legal Issues and Prevent Unlawful Discrimination During the Employment Relationship at a WBA Conference.	1	General Manager/VP
3	4/29/2019	Participation in Job Fairs	News Director, Matt Kummer went to a recruiting event/job fair at Northwestern University on April 29-30.	1	News Director
4	6/4/2019	Establishment of an intern program designed to assist members of the community	Summer internship for two college students. One student is from University of WI-Whitewater and One student from Indiana University.	2	UW Whitewater Indiana University
5	6/12/2019	Provision of training to management	Steve Lavin, GM, attended the EEO Seminar: Keeping up with the EEO at the FCC which was part of the WBA's 2019 Summer Conference.	1	General Manager/VP
6	6/20/2019	Provision of training to management	The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations	1	Office Manager