

WSAW-TV, WYOW
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
Digital Sales Manager	2, 6-10, 12, 14, 16-17	10
Multimedia Marketing Consultant	2, 6-9, 12, 14, 16-17	7
Multimedia Marketing Consultant	2, 6-9, 12, 14, 16, 18	18
Multimedia Marketing Consultant	2, 6-9, 12, 14, 16-17	6
National Sales Assistant	2, 5-9, 12-14, 16-17	5
Creative Services Producer	2, 6-7, 9, 12, 14, 16	6
Creative Services Producer	1-2, 6-7, 9, 12, 14, 16	1
Creative Services Producer	2, 6-7, 9, 12, 14, 16	6
Creative Services Producer	2, 6-7, 9, 12, 14, 16	6
Producer AM Noon	2, 6-7, 9-10, 12, 14, 16-17	10
Multimedia Journalist	2, 6-9, 12, 14, 16-17	6
Multimedia Journalist	2, 6-9, 12, 14, 16-17	6
Digital Content Producer	2, 6-7, 9, 12, 14, 16-17	6
Multimedia Journalist	2, 6-9, 12, 14, 16-17	6
Multimedia Journalist	2, 6-9, 11-12, 14, 16	11
Multimedia Journalist	2, 6-10, 12, 14, 16	10
IT/Media Systems Engineer	2, 6-7, 9, 14, 16	9
Newscast Producer	2, 6-9, 12, 14, 16	9
Multimedia Marketing Consultant	2-4, 6-7, 9, 12, 14-16, 19	4

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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	Career or Job Fair - See Section III	N	1
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
3	Collective Talent 353 West 48th Street 4th Floor New York, New York 10036 Email : bille@michaelsmedia.com Michael Bille	Y	0
4	Employee Referral	N	2
5	Express Employment Professionals 1134 E Grand Ave Rothschild, Wisconsin 54474 Phone : 715-241-6721 Url : https://www.expresspros.com/westonwi/?utm_source=g Zach Koskey Manual Posting	N	1
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
7	Handshake 225 Bush Street San Francisco, California Url : https://app.joinhandshake.com/emp n/a n/a Manual Posting	N	1
8	Hmong American Center 1109 N 6th St Wausau, Wisconsin 54403 Phone : n/q Email : yeelengxiong@hmongamericancenter.org Yee Leng Xiong	Y	0

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9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	2
10	Internal Transfer/Promotion	N	3
11	Internship Program	N	1
12	Job Center of Wisconsin 731 N 1st Street #4000 Wausau, Wisconsin 54403 Url : http://jobcenterofwisconsin.com Career Placement Manual Posting	Y	0
13	Lakeside Lutheran High School 231 Woodland Beach Road Lake Mills, Wisconsin 53551 Email : office@llhs.org Career Placement	N	0
14	Northcentral Technical College 1000 W Campus Dr Wausau, Wisconsin 54401 Url : https://www.ntc.edu/ n/a n/a Manual Posting	Y	0
15	Sportscasters Talent Agency of America Sports positions only P.O. Box 1024 Del Mar, California 92014 Email : jon@staatalent.com Jon Chelesnik	Y	0
16	University of Wisconsin - Stevens Point 2100 Main St Stevens Point, Wisconsin 54481 Url : https://www.uwsp.edu/ n/a n/a Manual Posting	Y	0

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17	Wisconsin Broadcasters Association 44 E Mifflin St Unit 900 Madison, Wisconsin 53703 Url : https://www.wi-broadcasters.org N/A N/A Manual Posting	N	0
18	Word of Mouth Referral	N	1
19	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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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	8/1/2022	Establishment of an intern program designed to assist members of the community	During this reporting year, we had five students participate in our internship program from several different schools including Northcentral Technical College, UW-Stevens Point, University of Groningen, Netherlands, and Drake University. The interns learned all the aspects of being a news reporter, including reporting, writing, photography/video, editing and production of newscasts. They were supervised by the News Director.	5	News Director
2	10/12/2022	Participation in Job Fairs	WSAW News Director and Creative Services/Promotions Director participated in the UW-Stevens Point Job/Career and Internship Fair on October 12, 2022.	2	News Director CSD/Promotions Director
3	2/21/2023	Participation in Job Fairs	WSAW News Director participated in the Marathon County Job Center Job Fair/Hiring Event on February 21, 2023. WSAW News Director met with students from various schools including the "Project Search" students to discuss opportunities at the station.	1	News Director
4	2/25/2023	Participation in Job Fairs	WSAW News Director participated in the Wisconsin Broadcasters Association Job Fair held on February 25, 2023. The News Director met with students and discussed opportunities at the station.	1	News Director
5	2/28/2023	Participation in Job Fairs	WSAW News Director participated in the UW-Stevens Point Job/Career Fair and Internship Fair on February 28, 2023. The News Director met with students and discussed opportunities at the station.	1	News Director
6	4/13/2023	Provision of training to management	WSAW News Director participated in the Wisconsin Broadcasters Association EEO compliance Seminar "A Review of the FCC's EEO Requirements for Broadcasters held on April 13, 2023.	2	News Director Administrative Assistant

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7	4/20/2023	Provision of training to management	WSAW News Director and Administrative Assistant participated in the EEO compliance training for "The FCC's EEO Rules: A Webinar for Gray Television Stations presented by Joan Stewart Wiley Rein LLP on April 20, 2023.	2	News Director Administrative Assistant
8	4/21/2023	Participation in Job Fairs	WSAW News Director participated in the UW-Stevens Point Wausau Center Job Fair/Career Expo on April 21, 2023. The News Director met with students and discussed opportunities at the station.	1	News Director