

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2022 - July 31, 2023

Station Included in Report: WTMJ-TV

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				29
C2	Internal Candidate / WorkLife				35
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	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		3
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		60
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				7
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		21
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1551	Dislocated Worker Assistance Center - - 3347 Kohler Memorial Drive, Memorial Mall (derek.jablonicki@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1552	Goodwill Workforce Connection Center (James O. Wright Center for Work & Training) - Laura Romens - 6055 North 91st Street (Laura.Romens@goodwillsew.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1553	Grace Hmong Alliance Church - Rev. Wang Chao Lee - 2604 W. Orchard St. (ghalliance1@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1554	HIRE Center - Willie Ellis - 816 W National Ave #2 (rhinkle@milwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1555	Hmong / American Friendship Association, Inc - Loneng Kiatoukasy - 3824 W Vliet St (loneng@hmongamer.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1556	Hmong American Women Association (HAWA) - Mai Xia Lee (Youth Coordinator) - 7212 West Fond Du Lac Avenue (maixia_hawa@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1558	Intefaith Employment Services - Carol Eschner - 600 W Virginia St (pdelemenhorst@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1559	Interfaith Older Adult Programs - - 600 W Virginia St (lbittman@interfaithmilw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1560	Kenosha Achievement Center - Paula Williams - 1218 79Th Street (info@thekac.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1561	Kenosha County Job Center - - 8600 Sheridan Road (doug.bartz@kenoshacounty.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1562	Kenosha County Job Center - Alfonso Garcia (Veterans Representative) - 8600 Sheridan Rd (Alfonzo.garcia@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1563	Kenosha County Job Center - General Workforce/Job Center Contact Email - 8600 Sheridan Road (jobcenter@dwd.state.wi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1564	La Casa de Esperanza, Inc - Anselmo Villarreal - 410 Arcadian Ave (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1565	La Casa de Esperanza, Inc. - Javier O. Cervera - 410 Arcadian Avenue (info@lacasadeesperanza.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1566	Milwaukee Area Technical College - Jenny McGillian - 6665 South Howell Avenue (alsupkir@matc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1567	Milwaukee Urban League - Ralph Holloman - 435 W North Ave (ssharp@tmul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1568	MJCN: Milwaukee Job Center Norh - Michelle Dekeuster - 4030 North 29th Street (nellis@ywcawsew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1569	MJCN: Southeast (Maximus) - Michelle Dekeuster - 1304 South 70th Street (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1570	Northeast Comprehensive Job Center - - 1915 N Martin Luther King Drive (nellis@ywcawsew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1571	Northeast Comprehensive Job Center (Milwaukee Job Center YWCA) - Stephen Klatp (Veterans Representatives) - 1915 North Dr Martin Luther King Drive (nellis@ywcawsew.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1572	OIC of America - Marc Boutet - 2020 North 57th Street (marc.boutet@centerinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1573	Ozaukee County Workforce Development Center - Amanda Kelsey - 5555 West Highland Road (wfdc-info@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1575	Racine County Workforce Development Center - Valerie Hanson (Business Representative) - 1717 Taylor Avenue (HSWebTech@gorcine.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1576	SER Jobs for Progress - Mikelle Bloechl - 611 West National Avenue Suite 310 (mbloechl@ser-national.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1577	Sheboygan County Job Center - Brian Ognacevic - 3620 Wilgus Avenue (michael.james@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1578	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - - 2701 South Chase Avenue, P.O. Box 4129 (53204) (carmen.lerma@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1579	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - General Workforce/Job Center Contact Email - 2701 South Chase Avenue P.O. Box 4129 (53204) (info@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1580	Southeast Comprehensive Job Center (Milwaukee) (MJCN: Southeast (UMOS) - Leonor Rosas (Business Representative) - 2701 South Chase Avenue, P.O. Box 4129 (53204) (leonor.rosas@umos.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1581	Spotted Eagle Inc. -- Native American program - - 3209 W Highland Blvd. (mcghee@spottedeagle.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1582	University of Wisconsin, Milwaukee - Ada Walker - 2200 E. Kenwood Blvd. P.O. Box 413 (awalker@uwm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1583	Urban Strategies - Lamont Smith - 600 East Mason Street (lsmith@urbanstrategies.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1584	Walworth County Job Center - Rick Heine (Business Representative) - 1000 East Centralia Street (rheine@dwfs.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1585	Washington County Workforce Development Center - Brian Feltes - 2200 Green Tree Road (brian.feltes@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1586	Waukesha County Workforce Development Center (Pewaukee) - Staci Eggert - 892 Main Street (seggert@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1587	Waukesha County Workforce Development Center (Pewaukee) - Stan Kogutkiewicz (Veterans Representative) - 892 Main Street (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1588	Workforce Development Center of Jefferson County - - 874 Collins Road (jobcenterofwisconsin@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1589	Workforce Development Center of Jefferson County - Cindy Rushbrook - 874 Collins Road (crushbrook@oppinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1590	Workforce Development Center of Ozaukee County - Stan Kogutkiewicz (Veterans Representative) - 5555 West Highland Road, P.O. Box 547 (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1591	Workforce Development Center of Washington County - Denise Puffer (Business Representative) - 2200 Green Tree Road (dpuffer@wfdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1592	Workforce Development Center of Washington County - Tracey Lilly - 2200 Green Tree Road (lilly@morainepark.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1593	WRTP/BIG STEP - Rhandi Berth - 3841 West Wisconsin Avenue (rberth@wrtp.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2214	Handshake	HANDSHAKE CORPORATION 627 Broadway, 9th Floor New York, NY 10012			1
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	American Broadcasting School	712 N. Watson Rd, Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College	2320 S. 19th St Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L3	Carroll University	100 N. East Ave. Waukesha, WI 53186	Deb Weber dweber@carrollu.edu	262-524-7377	
L4	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH. D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College	113 Gray St. Arlington, MA 02476	Mary Sullivan careers@emerson.edu	781-646-1077	
L6	Goodwill Industries	6055 N 91st St Milwaukee, WI 53225	Theresa Brugger theresa.brugger@goodwillsew.com	414-353-6400	
L7	Hispanic Chamber of Commerce	816 W. National Ave. Milwaukee, WI 53204	Nathan Jones nathan@hccw.org mcameron@hccw.org	414-643-6963	
L8	Illinois News Broadcasters Association (INBA)/Chicago Headline Club	#1 University Circle Macomb, IL 61455	Bob Roberts or Jim Gee BoRoWMAQ@aol.com		
L9	Marquette University / Broadcast Communications	1217 W. Wisconsin Ave. Milwaukee, WI 53233	Dr. Michael Havice michael.havice@marquette.edu	414-288-3495	
L10	Milwaukee Indian Manpower Council	3134 W. State St. Milwaukee, WI 53208	Kathy Tyson tyson@spottedeagle.us darrenkroenke@gmail.com	414-342-0700	
L11	Milwaukee Urban League	2800 W. Wright St. Milwaukee, WI 53210	Sakuri Fears sfears@tml.org employment@tml.org	414-374-5850 ext. 103	
L12	Milwaukee School of Engineering	1025 Milwaukee St. Milwaukee, WI 53202	Cathy Ferraro ferraro@msoe.edu	414-277-7120	
L13	Ohio & Illinois Centers for Broadcasting	9885 Rockside Rd., Ste 160 Cleveland, OH 44125	Don Clark dclark@beonair.com gary@beonair.com	312-884-8000	
L14	SER-Jobs for Progress	1020-30 W. Mitchell St. Milwaukee, WI 53204	Brianna Fox bfox@ser-national.org valdez@milwaukeeeser.org	414-649-2640	
L15	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Green Bay ? Careers	2420 Nicolet Dr. SS 1916 Green Bay, WI 54311	Program Assistant careers@uwgb.edu	920-465-2163	
L17	University of Wisconsin-Milwaukee	PO Box 413 Milwaukee, WI 54311	Jessica McBride mcbridej@uwm.edu pleshin@uwm.edu	414-229-4436	
L18	University of Wisconsin-Oshkosh Radio, TV & Film	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-2443	
L19	Wisconsin Broadcasters Association	44 E. Mifflin, Ste 900 Madison, WI 53703	Mandy Endicott mendisicott@wi-broadcasters.org	608-255-2600	
L20	Concordia University	12800 W. Lake Dr. Mequon, WI 53092	Krista Hasselquist krista.hasselquist@cuw.edu www.myinterface.com/concordia-wisconsin	262-243-4566	
L21	University of Colorado at Boulder, School of Journalism and Mass Communication	1511 University Ave. 478UCB Boulder, CO 80309	Christine Mahoney christine.mahoney@colorado.edu www.myinterface.com/cuboulder_journalism	303-492-0460	
L22	University of Wisconsin-Eau Claire	105 Garfield Ave. Eau Claire, WI 54702	Judy Gatlin gatlinj@uwec.edu www.myinterface.com/uwec	715-836-2637	
L23	Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 N. Teutonia Ave. Milwaukee, WI 53209	Deann Paulson-Warn WJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	

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L24	Wisconsin Tech Connect	2740 W. Mason St. Green Bay, WI 54307	Janet www.wisconsintechconnect.com	920-498-5528	
L25	Cardinal Stritch College	6801 N. Yates Rd. Milwaukee, WI 53217	Angela career@stritch.edu	414-410-4157	
L26	Collins College	4750 S. 44th Pl Phoenix, AZ 85040	Amy Roberts aroberts@collinscollege.edu	480-446-1112	
L27	Hmong American Friendship Association	3824 W. Vliet St. Milwaukee, WI 53208	pachia@hmongamer.org	414-344-6575	
L28	Interfaith Older Adults Program	600 W. Virginia St., Ste 300 Milwaukee, WI 53204	Barb Smith bsmith@interfaithmilw.org http://interfaithmilw.org/	414-291-7500 ext. 233	
L29	Mississippi State University	PO Box PF/130 McComas Hall Mississippi State, MS 39761	Karyn Brown kbrown@comm.msstate.edu http://www.msstate.edu/	662-325-7952	
L30	Mount Mary College	2900 N. Menomonee River Pkwy Milwaukee, WI 53213	adcardev@mtmary.edu https://www.mtmary.edu/	414-258-4810	
L31	Social Development Commission	231 W. Wisconsin Ave. #14 Milwaukee, WI 53203	mhernandez@cr-sdc.org http://www.cr-sdc.org/SDC.htm	414-906-2700	
L32	UMOS	6550 N. 76th St. Milwaukee, WI 53223	Addy Bonnetti adhemar.bonnetti@umos.org http://www.umos.org/	414-486-5281	
L33	United Cerebral Palsy of Southeastern Wisconsin	7519 W. Oklahoma Milwaukee, WI 53219	Roselle Rogers mpayleitner@ucpsew.org	414-329-4500	
L34	University of Wisconsin-Madison	821 University Ave. Madison, WI 53706	Corinne Ahrens cmahrens2@wisc.edu http://www.wisc.edu/	608-262-3691	
L35	Brown College	1440 Northland Dr. Medota Heights, MN 55120	Rebecca Ewanga https://browncollege.optimalresume.com/ employer	651-905-3465	
L36	Silver Spring Neighborhood CtC.	5460 N. 64th St. Milwaukee, WI 53203	Stu Jackson Fax 414-463-4858	414-463-7950 ext. 60	
L37	YWCA of Greater Milwaukee	1915 North Doctor MLK Dr. Milwaukee, WI 53212	Eddie Rogers Eddie.Rogers@ywcamilw.org http://www.ywcasew.org/site/c.7oJELQPw FhJWG/b.8083533/k.BDB7/Home.htm	414-374-1800	
L38	b-roll.net	1623 D St. NE Washington, DC 20002	Kevin Johnson info@b-roll.net http://www.b-roll.net	202-470-5396	
L39	Idaho State University	921 S. 8th Ave. Pocatello, ID 83209	www.masscomm@isu.edu	208-282-6453	
L40	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L41	Collective Talent		bille@michaelsmedia.com		
L42	MilwaukeeJobs.com	1000 Water Street Milwaukee, WI 53202	www.milwaukeejobs.com		
L43					
Total Number of Interviewees Referred:				199	

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, Local [JR028061]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2022-10-17
Account Exec, Local [JR030826]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-06-06
Dir, Broadcast [JR029809]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2022-09-30

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]
Editor II [JR030772]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2023-01-09
Editor II [JR031190]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2023-04-17
Exec Producer [JR030867]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2023-03-06

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]
Exec Producer [JR031721]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2023-07-10
Facilities Asst I [JR030994]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C3 Start Date: 2023-05-22
Managing Editor [JR030877]	C1, C2, C3, C5, C69, C95, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C97 Start Date: 2023-03-20

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]
Meteorologist [JR029616]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2022-10-03
Meteorologist, Weekend [JR029913]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C97 Start Date: 2022-09-19
Multimedia Journalist [JR029189]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C3 Start Date: 2022-08-22

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]
Multimedia Journalist [JR030771]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-03-06
Multimedia Journalist [JR031376]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C131 Start Date: 2023-07-05
Multimedia Journalist [JR031470]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2023-07-24
Multimedia Journalist [JR031490]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C134 Start Date: 2023-07-17

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]
Multimedia Journalist [JR031654]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C130 Start Date: 2023-07-17
Ops Engineer II [JR030026]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2022-09-26
Ops Engineer II [JR030765]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2023-01-02

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]
Photographer II [JR029882]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C2 Start Date: 2022-11-28
Producer [JR029791]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2022-10-10
Producer [JR030244]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C97 Start Date: 2022-12-01

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 [JR030388]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-02-20
Producer [JR031191]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-07-06
Receptionist [JR030755]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-02-06

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]
Specialty MMJ [JR029235]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2022-10-03
Specialty MMJ [JR029498]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C131 Start Date: 2023-01-23
Studio Tech I [JR030868]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1551, C1552, C1553, C1554, C1555, C1556, C1558, C1559, C1560, C1561, C1562, C1563, C1564, C1565, C1566, C1567, C1568, C1569, C1570, C1571, C1572, C1573, C1575, C1576, C1577, C1578, C1579, C1580, C1581, C1582, C1583, C1584, C1585, C1586, C1587, C1588, C1589, C1590, C1591, C1592, C1593, C1906, C1912, C2214, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L41	Code Number: C1 Start Date: 2023-02-20

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: October 5, 2022
Participating employees: News Director
Host/Sponsor of activity: Iowa State University
Virtual Internship and Networking Career Fair
Brief description: Tim Vetscher attended the Iowa State University Internship and Networking Career Far. He met virtually with students looking for jobs or internships. Tim talked about the education needed to get jobs and what it is like to work in a newsroom. Tim talked about various open positions and answered questions.

Date of station participation: April 11, 2023
Participating employees: TMJ4 Senior Manager, Digital Content, Morning Executive Producer
Host/Sponsor of activity: University of Wisconsin - Milwaukee
Brief description: James Kust and Stella Nichols attended the JAMS (Journalism, Advertising and Media Studies) Internship and Job Fair at UWM. They recruited and manned the Scripps career table and met with numerous people looking for jobs. They answered questions and talked about open positions at the station.

Date of station participation: April 26, 2023
Participating employees: News Anchors
Host/Sponsor of activity: Howard Fuller Collegiate Academy
Brief description: Shannon Sims and Charles Benson attended the Howard Fuller Collegiate Academy annual career far. They met with students and talked about their careers and the newsroom. They talked about the education needed to get jobs and different aspects of news. They also answered questions from the students.

Date of station participation: August 3 to 7, 2022
Participating employees: Sr. Director, Content Strategy & Inclusive Journalism, Multimedia Journalist, Anchor
Host/Sponsor of activity: National Association of Black Journalists (NABJ) Convention and Career Fair
Brief description: Marcus Riley, Andrea Williams and Symone Woolridge attended the NABJ Convention and Career Fair in Las Vegas. They manned the Scripps table and did interviews with numerous people looking for jobs. They also handed out flyers with current available jobs and talked about various news positions and answered questions.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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.	Date of station participation: September 14 to 16, 2022 Participating employees: News Director Host/Sponsor of activity: Radio Television Digital News Association (RTDNA) Brief description: Tim Vetscher attended the Radio Television Digital News Association (RTDNA) conference in Indianapolis. Tim met and spoke with some Mizzou students about job opportunities we have at TMJ4. He answered any questions they had and spoke about our station and the jobs that we currently have open.
	Date of station participation: October 26, 2022 Participating employees: Anchor Host/Sponsor of activity: 19th Annual sySTEMnow Conference Brief description: Shannon Sims was the emcee for the STEMMY awards at the Italian Community Center. Southeast Wisconsin students, employers, educators and community members attend. This conference focuses on helping students be more proficient in science, technology, engineering and math through collaboration with employers and the community. Shannon spoke about her career, her education, what she does at the station and then was the emcee for the event that gave out awards to students.
	Date of station participation: April 11, 2023 Participating employees: Senior Manager of Digital Content Host/Sponsor of activity: WBA (Wisconsin Broadcasts Association) Brief description: James Kust attended the WBA Careers in Broadcasting Virtual Mixer. James spoke with students from across Wisconsin on an online platform to talk about all aspects of the business to learn about career opportunities. He answered many questions the students had and spoke about our station and the jobs that we currently have open.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: 8/1/2022 to 7/31/2023 Participating employees: 5 Morning Blend Interns, 6 News Interns Host/Sponsor of activity: WTMJ-TV, The Morning Blend Brief description: During this reporting period we had 5 paid Morning Blend interns. Students participating in The Morning Blend/Creative Services program learn and assist in the production of a daily talk show. They post photos of the show on social media. They also have the opportunity to learn non-linear editing and assisting in populating our website with content, from writing description to posting video. They also have the opportunity to help write scripts for the show as well as learn about producing the show. (Morning Blend Intern: 3/8/22 to 1/6/23) (Morning Blend Intern: 1/30/23 to 5/26/23) (Morning Blend Intern: 2/28/23 to 5/4/23) (Morning Blend Intern: 5/24/23 to 8/11/23) (Morning Blend Intern: 5/24/23 to 8/11/23) During this reporting period we had 2 paid Digital interns and 4 paid Producer intern. Students participating in the News/Digital department internship learn and assist in the newsroom. On the assignment desk they answer calls, listen to scanners and help with setting up shoots for the day. While shadowing producers they help write stories, log sound and assist guests. While shadowing reporters they learn more about interview techniques, shooting and editing. The goal is to come out of the internship with a demo reel and/or writing samples, depending on their primary area of interest. They also learn about web posting. (Digital Intern: 6/15/22 to 9/4/22) (Producer Intern: 10/4/22 to 3/30/23) (Producer Intern: 10/20/22 to 3/10/23) (Digital Intern: 5/27/23 to TBD) (Producer Intern: 5/8/23 to TBD) (Producer Intern: 5/22/23 to TBD)

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Date of station participation: 2023 Participating employees: Senior Manager of Enterprise and Investigative and Managing Editor Host/Sponsor of activity: E.W. Scripps Brief description: The Manager Essentials program builds essential management and leadership skills in people managers, equipping them to unleash the best in their teams. This program offers three months of learning sessions and five months of coaching where participants gain the skills and knowledge needed to become a better leader. They learn how to communicate more effectively, delegate tasks, manage conflict and develop their direct reports and team. They learn from experienced professionals and connect with other managers and leaders from across the enterprise, helping them develop valuable relationships and build their professional network.

Date of station participation: June of 2023 Participating employees: Various Newsroom Employees Host/Sponsor of activity: E.W. Scripps Brief description: Newsroom employees took part in Scripps' Change Management Training with 4 sessions. Session 1: A Little Change Can Change A Lot: How To Reconcile With Change, Session 2: Leading Through Change, Session 3: Coaching Through Resistance, Session 4: Communicating Change with Impact & Empathy. These sessions cover everything from understanding your own relationship with change to modelling the way during uncertainty to communicating with empathy.

Date of station participation: 2022 - 2023 Participating employees: Various Newsroom Employees Host/Sponsor of activity: E.W. Scripps Brief description: Various newsroom employees took The Leadership Challenge course. At Scripps, we believe that everyone can be a leader regardless of title. Join us as we discuss how to begin your personal leadership journey, how leadership is defined at Scripps and our companys shared leadership language. We will also explore the five practices of extraordinary leadership, adapted from the book The Leadership Challenge by Barry Posner and James Kouzes.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: September 29, 2022
Participating employees: News Director
Host/Sponsor of activity: Marquette University
Brief description: Tim Vetscher attended the 10th annual Marquette Mentors at the Wisconsin Club. He met with some of the 200 mentors, mentees, mentee alumni and campus partners and he shared his expertise in the news department. Tim interviewed and talked about his education needed for certain positions and answered questions the students had about news professions.

Date of station participation: October 11, 2022
Participating employees: Multimedia Journalist
Host/Sponsor of activity: Marquette University
Brief description: Andrea Williams attended the Marquette media writing class. Andrea talked to the students about her education and her career in radio and television. She talked about writing scripts for newscasts and how to get a story on air and how to choose words to get your story point across. She also answered questions from the students.

Date of station participation: October 26, 2022
Participating employees: News Anchor & News Director
Host/Sponsor of activity: Marquette University
Brief description: Steve Chamraz & Tim Vetscher attended the weekly Marquette Now newscast and gave the student journalists advice on pursuing careers in broadcasting. They spent time sharing their expertise, critiqued their newscast, offered coaching and constructive feedback, talked about their profession and career path and answered questions they had about their professional jobs.

Date of station participation: November 29, 2022
Participating employees: Producer
Host/Sponsor of activity: UWM - University of Wisconsin - Milwaukee
Brief description: John Nudera spoke to the college students at UWM about his producer role and also behind the scenes aspect of broadcast television. He talked about highlights of some of the shows he has produced, different roles in the newsroom, went over contracts and education background needed for certain jobs in news. He also answered questions from the students.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: February 23, 2023 Participating employees: Multimedia Journalist Host/Sponsor of activity: Marquette University Brief description: Andrea Williams attended the Marquette media writing class and spoke to 19 students. Andrea talked to the students about her education and her career in radio and television and how she has made opportunities happen. She talked about writing scripts for newscasts and how to get a story on air and how to choose words to get your story point across. She went over the different skills needed for writing in TV and radio and answered questions from the students.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Date of station participation: August 1, 2022 to July 31, 2023 Participating employees: Various Station Personnel Host/Sponsor of activity: E.W. Scripps Brief description: E.W. Scripps has digital training sessions for Equity, Diversity and Inclusion Training. Classes taken are Equity, Diversity and Inclusion Strategy, Unconscious bias and microaggressions and SEEK Experiencing News as an African American/Black Person. Scripps has webinars so employees understand and embrace the need for diverse and respectful workplaces. The diversity team has partnered with human resources and business leaders to develop an equity, diversity and inclusion plan that guides the company in four areas: race, gender, LGBTQ+ and veteran status.</p>
<p>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.</p>	<p>Date of station participation: August 24, 2022 Participating employees: Chief Meteorologist Host/Sponsor of activity: University of Denver Brief description: A University of Denver student came to the station to job shadow. She took a tour of the station and weather center, attended the editorial meetings, shadowed our meteorologists in the weather department, went out in the Storm Chaser and learned about how to put on a weather forecast. The meteorologists answered any questions, reviewed her resume and offered career advice.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: October 25, 2022 Participating employees: News Director Host/Sponsor of activity: Marquette University Brief description: A Marquette Senior came to the station to job shadow. He took a tour of the station and attended the editorial meetings, shadowed our news director, other news managers, and sat in the control room and learned from some producers. The staff answered any questions, reviewed his resume and offered career advice.</p>