

**EEO PUBLIC FILE REPORT**

**Reporting Period:** August 1, 2021 - July 31, 2022

**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
<b>Common Sources</b>					
C1	Employee Referral				23
C2	Internal Candidate / WorkLife				51
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			17
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	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		27
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				3
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		14
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	
C180	rtdna	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	
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	2
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	

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C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	1
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	

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C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1551	Dislocated Worker Assistance Center - - 3347 Kohler Memorial Drive, Memorial Mall (derek.jablonski@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	Intefaiht 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 - Alfonzo 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	

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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	
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 (tlilly@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			
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 Accommodation 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	1
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	

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C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
<b>Local Sources</b>					
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@tmul.org employment@tmul.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 mendicott@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	

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L23	Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 N. Teutonia Ave. Milwaukee, WI 53209	Deann Paulson-Warn WIJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	
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:					149

## 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]
Assignment Editor [JR027137]	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: 2021-11-29
Chief Photographer [JR029416]	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: 2022-07-25
Client Content Producer/Host [JR027634]	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: 2022-01-10
Content Planner [JR026945]	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: 2021-11-01

## 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]
Digital Content Producer [JR026614]	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: 2021-10-25
Digital Content Producer [JR027069]	C1, C2, C3, C5, C69, C97, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-01-10
Dir, Editorial [JR027494]	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: 2021-12-27
Editor II [JR027497]	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: 2021-12-20



## 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]
Editor II [JR028759]	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: 2022-05-02
Exec Producer, Digital [JR026165]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C180, 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: 2021-08-23
Graphic Artist [JR026442]	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: 2021-09-16
IT Ops Manager [JR026935]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2021-10-18
Mgr, Real-Time Desk [JR027495]	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: 2022-01-04

# 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 [JR026684]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2021-11-15
Multimedia Journalist [JR026684]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2021-10-04
Ops Engineer II [JR026097]	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: 2021-08-02
Ops Engineer II [JR027308]	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: 2022-01-17
Photographer II [JR026874]	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: 2021-11-22

# 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]
Photographer II [JR026944]	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: 2021-11-01
Photographer II [JR027123]	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: 2021-11-15
Photographer II [JR027361]	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: 2021-11-29
Photographer II [JR027555]	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: 2022-01-10

# 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 [JR028266]	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: 2022-03-21
Photographer II [JR029063]	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: 2022-06-22
Prod, Specialty Programming [JR029270]	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: 2022-07-13
Producer [JR026068]	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: 2021-08-16

## 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 [JR028987]	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: 2022-06-20
Producer, Creative Services [JR028091]	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: C2 Start Date: 2022-05-02
Sales Support Asst II [JR026563]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2021-10-11
Specialty MMJ [JR028119]	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: 2022-05-09
Specialty Producer [JR028781]	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: 2022-06-06

## 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]
Sr Mgr, Enterprise/Invest [JR027791]	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: 2022-03-07
Sr Producer, Content Marketing [JR027769]	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: 2022-01-24
Studio Tech I [JR026481]	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: 2021-09-15
Studio Tech I [JR027919]	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: 2022-02-07

**EEO PUBLIC FILE REPORT****II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Supv, Production [JR026839]	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: 2021-11-29

## EEO PUBLIC FILE REPORT

### 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: August 18 to 21, 2021 Participating employees: Editorial Director Host/Sponsor of activity: National Association of Black Journalists (NABJ) Virtual Convention and Career Fair Brief description: Jessie Garcia attended the NABJ virtual Convention and Career Fair. Jessie did online interviews with numerous people looking for jobs. She talked about various news positions and answered questions.
	Date of station participation: January 28, 2022 Participating employees: Human Resources Manager Host/Sponsor of activity: UW Madison Brief description: Eric Fuehrer attended the virtual Advertising & Communications Career Fair online and met with students. He had a list of open positions and talked to possible job recruits about potential jobs. He answered questions and talked about the broadcast television business.
	Date of station participation: April 12, 2022 Participating employees: TMJ4 Senior Manager, Digital Content, WGBA News Director Host/Sponsor of activity: University of Wisconsin Milwaukee Brief description: James Kust and Ryan Scott 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.
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 24, 2021 Participating employees: Sports Anchor Host/Sponsor of activity: Boy Scouts of America Brief description: Lance Allan was the emcee and master of ceremonies at the Boy Scouts Leadership Breakfast. Lance spoke about his job and coveting sports. He spoke about the education needed to become a sports anchor and what his job entails. He told the group what he does each day at the station and on shoots.



## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: March 17, 2022 Participating employees: Anchor/Reporter Host/Sponsor of activity: Kewaskum High School Brief description: Julia Fello participated in the Kewaskum Junior College &amp; High School Career Fair. She spoke to 70 students for their Arts and Communications career pathway. Julia spoke to the students about current open positions and her experience in broadcasting and what it takes to get in to that field. She also answered questions from the students.</p>
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## EEO PUBLIC FILE REPORT

### 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: 8/1/2021 to 7/31/2022 Participating employees: 4 Morning Blend Interns, 5 News Interns Host/Sponsor of activity: WTMJ-TV, The Morning Blend Brief description: During this reporting period we had 4 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: 5/3/21 to 10/18/21) (Morning Blend Intern: 11/2/21 to 3/11/22) (Morning Blend Intern: 3/28/22 to present, anticipated end date is 9/28/22) (Morning Blend Intern: 3/28/22 to present, anticipated end date is 9/28/22) During this reporting period we had 2 paid Digital interns, 2 paid Assignment Desk interns and 1 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: 2/7/22 to 5/31/22) (Assignment Desk Intern: 2/8/22 to 5/31/22) (Producer Intern: 2/8/22 to 7/24/22) (Assignment Desk Intern: 6/1/22 to present, anticipated end date is 9/2/22) (Digital Intern: 6/15/22 to present, anticipated end date is 9/2/22)

## EEO PUBLIC FILE REPORT

### 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: June 7, 2021 to January 14, 2022 Participating employees: Various Station Employees Host/Sponsor of activity: E.W. Scripps Brief description: Station employees took part in Scripps' Training. Courses such as The Copyright Training, In-depth Storytelling through Graphics and Animation and Positive Storytelling. Employees learned how to better tell stories and determine when copyright applies.
	Date of station participation: January 20, 2022 Participating employees: Various Newsroom Employees Host/Sponsor of activity: E.W. Scripps Brief description: Newsroom employees took part in Scripps' Local Content Strategy Training. The course Leading the Content Strategy: Effective Feedback led by the Simon Sinek Group covered topics like Sourcing & Pitching and Writing for the Viewer with the goal of creating better journalism that supports our local content strategy.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Date of station participation: August 15, 2021 Participating employees: Sports Anchor Host/Sponsor of activity: St. Borromeo School Brief description: Lance Allan spoke to the CYFC Saints Football students (Catholic Youth Football Club) at St. Charles Borromeo School. He spoke about his job as a sports anchor/reporter and how he got in that field. He also discussed what he does each day and how he does live shots at sporting events and answered any questions from the students.
	Date of station participation: August 24, 2021 Participating employees: News Anchor Host/Sponsor of activity: Marquette University Brief description: Steve Chamraz did a 90-minute zoom with Marquette students sharing his expertise in the Marquette Wire class. For their training week, Steve spoke about his career in broadcasting and how he got jobs, the education needed and what it takes to be an anchor. He shared what it takes to be in news broadcasting and answered questions from the students.

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: September 28, 2021 Participating employees: News Director Host/Sponsor of activity: Marquette University Brief description: Tim Vetscher spoke virtually to the Marquette University Students during their Diederich Drop-In session. He spoke about his career journey and how he got into management. He also discussed what he does each day and how a newsroom runs and then answered questions from the students.</p>
	<p>Date of station participation: October 20, 2021 Participating employees: Meteorologist Host/Sponsor of activity: Addison Elementary School Brief description: Brian Niznansky spoke to the students in the third-grade class at Addison Elementary School. Brian gave them a tour of the Storm Chaser and showed them different weather experiments. He talked about his job and what he does on a daily basis, including how to prep for the show off camera and what he does on camera. He answered questions from the students.</p>
	<p>Date of station participation: November 3, 2021 Participating employees: News Director Host/Sponsor of activity: Marquette University Brief description: Tim Vetscher spoke in person to 30 journalism students at Marquette University Diederich College of Communication. Tim talked about how to make your internship application stand out from the crowd, the different types of career paths and staying in Milwaukee vs. going to a smaller market, and Tim critiqued the newscast put on by the students. Tim talked about the jobs that are in demand: producer and production and encouraged anyone who is interested to apply for one of our current positions. He also answered questions from the students.</p>
	<p>Date of station participation: April 27, 2022 Participating employees: News Anchor &amp; News Director Host/Sponsor of activity: Marquette University Brief description: Steve Chamraz &amp; Tim Vetscher spent 2.5 hours with Marquette University TV students sharing their expertise in the Marquette Wire class. They critiqued their newscast, offered coaching and constructive feedback, and answered questions they had about our professional jobs.</p>

## EEO PUBLIC FILE REPORT

### III. Non-Vacancy Specific Recruitment Efforts During Reporting

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Date of station participation: December 30, 2021 to June 28, 2022 Participating employees: Various Newsroom Managers Host/Sponsor of activity: E.W. Scripps Brief description: All newly hired or promoted managers are assigned mandatory EEO training within the first month of their hire/promotion.
	Date of station participation: December 31, 2021 to June 24, 2022 Participating employees: Various Station Personnel Host/Sponsor of activity: E.W. Scripps Brief description: E.W. Scripps has training sessions for 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.