

Exhibit 1

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Sports Anchor / Multimedia Journalist Open Date: 5/1/2017 Hire Date: 8/7/2017	1, 3-7, 9-12, 15-17, 19-22, 24-32, 34-35, 38-56, 58-61, 63-64	12
Account Executive Open Date: 5/1/2017 Hire Date: 9/12/2017	1, 3-7, 10-11, 15-22, 24-32, 34-35, 37-56, 58-61, 63-64	18
Account Executive Open Date: 5/1/2017 Hire Date: 10/2/2017	1, 3-7, 10-11, 15-22, 24-32, 34-35, 37-56, 58-61, 63-64	63
Senior Executive Producer Open Date: 5/24/2017 Hire Date: 8/28/2017	1, 3-7, 10-11, 15-17, 19-22, 24-25, 27-32, 34-36, 38-56, 58-61, 63-64	36
Weekend AM Anchor/Producer/Multi-Media Journalist Open Date: 7/5/2017 Hire Date: 11/26/2017	1, 3-7, 9-10, 12, 15-17, 19-25, 27-32, 34-35, 39-56, 58-61, 63-64	9
Graphic Artist Open Date: 7/25/2017 Hire Date: 8/21/2017	1, 3-7, 10, 15-22, 24-25, 27-32, 34-35, 39-56, 58-61, 63-64	18
Photojournalist Open Date: 9/19/2017 Hire Date: 10/18/2017	1, 3-4, 6-7, 9-10, 15-22, 24-25, 27-32, 34-35, 39-56, 58-61, 63-64	56
Content Producer Open Date: 10/6/2017 Hire Date: 11/27/2017	1, 4, 6-7, 10, 12, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-61, 63-64	12
Political Anchor / Reporter Open Date: 10/13/2017 Hire Date: 12/27/2017	1, 3-4, 6-7, 10, 12, 15-17, 19-22, 24-25, 27-35, 39-56, 58-61, 63-64	56
Photojournalist Open Date: 10/30/2017 Hire Date: 12/18/2017	1, 3-4, 6-7, 10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-53, 55-61, 63-64	56
Photojournalist Open Date: 10/30/2017 Hire Date: 11/15/2017	1, 3-4, 6-7, 10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-53, 55-61, 63-64	57
Local Sales Assistant Open Date: 10/31/2017 Hire Date: 12/11/2017	1, 3-4, 6-7, 10, 15-22, 24-25, 27-32, 34-35, 39-56, 58-61, 63-64	18
Newscast Director / Video Editor Open Date: 11/13/2017 Hire Date: 6/11/2018	1, 4, 6-7, 10, 15-17, 19-25, 27-32, 34-35, 40-53, 55-56, 58-61, 63-64	56
Weekday Evening Meteorologist Open Date: 11/22/2017 Hire Date: 3/5/2018	1, 4, 6-7, 9-10, 14-17, 19-22, 24-25, 27-32, 34-35, 39-53, 55-56, 58-61, 63-64	56

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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Producer / Reporter Open Date: 12/28/2017 Hire Date: 2/12/2018	1, 4, 6-7, 10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	56
Weekend AM Meteorologist Open Date: 1/30/2018 Hire Date: 3/26/2018	1-2, 4, 6-7, 10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	2
Marketing Writer / Producer Open Date: 1/30/2018 Hire Date: 2/12/2018	1, 4, 6-7, 9-10, 15-17, 19-22, 24-25, 27-32, 34-35, 38-53, 55-56, 58-64	9
Weekday Morning Anchor Open Date: 2/2/2018 Hire Date: 4/9/2018	1-2, 4, 6-7, 9-10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	49
Topical Writer/Producer Open Date: 2/9/2018 Hire Date: 2/26/2018	1, 4, 6-7, 10, 15-22, 24-25, 27-32, 34-35, 39-56, 58-64	18
Multimedia Journalist Open Date: 2/19/2018 Hire Date: 6/8/2018	1, 4, 6-7, 10, 12, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	56
Multimedia Journalist Open Date: 2/19/2018 Hire Date: 6/4/2018	1, 4, 6-7, 10, 12, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	56
Photojournalist Open Date: 3/27/2018 Hire Date: 5/14/2018	1, 4, 6-7, 10-11, 15-17, 19-22, 24-32, 34-35, 38-56, 58-64	56
Photojournalist Open Date: 3/27/2018 Hire Date: 4/23/2018	1, 4, 6-7, 10-11, 15-17, 19-22, 24-32, 34-35, 38-56, 58-64	56
Weekday Evening Co-Anchor Open Date: 3/30/2018 Hire Date: 4/16/2018	13	13
Content Manager Open Date: 5/8/2018 Hire Date: 7/16/2018	1, 4, 6-10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	9
Assignment Editor Open Date: 5/10/2018 Hire Date: 6/5/2018	1, 4, 6-8, 10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	56
Weekday Morning Anchor Open Date: 5/23/2018 Hire Date: 5/31/2018	9	9
Weekend Morning Anchor / Producer / MMJ Open Date: 5/31/2018 Hire Date: 7/9/2018	1, 4, 6-10, 15-17, 19-22, 24-25, 27-32, 34-35, 39-56, 58-64	35

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0
2	Agency Referral	N	2
3	American Marketing Association Madison PO Box 259692 Madison, Wisconsin 53725 Url : www.amamadison.org/ Email : madison@amamadison.org Paul Nylander	N	0
4	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : careercenter@blackhawk.edu Career Service	N	0
5	Centro Hispano 835 West Badger Rd Madison, Wisconsin 53713 Phone : 608 255-3018 Url : www.chdc.us Email : tomy@micentro.org Tomy Tepepa	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.michaelsmedia.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Columbia University Graduate School of Journalism 207 Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu/page/13-career- Email : ir2273@columbia.edu Izabela Rutkowski	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Columbia College Chicago 618 S Michigan Avenue First Floor Chicago, Illinois 60605 Phone : 312-369-8994 Url : www.colum.edu Email : jhalperin@colum.edu Jennifer Halperin	N	0
9	Current Employee	N	11
10	Drake University Meredith Hall 118 Des Moines, Iowa 50311 Phone : 515-271-2295 Url : http://sjmc.drake.edu/ Email : Kathleen.Richardson@drake.edu Kathleen Richardson	N	0
11	Edgewood College Student Resource Center 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-663-2281 Url : www.edgewood.edu/src/career/ Kasey Dewitt Manual Posting	N	0
12	Employee Referral	N	12
13	Exigent Circumstances	N	1
14	Facebook post	N	1
15	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Phone : 317-738-8208 Url : www.franklincollege.edu Email : abarton@franklincollege.edu Ann Barton	N	0
16	IBEW Local Union 715 633 S. Hawley Rd St 107 Milwaukee, Wisconsin 53214 Phone : 414 479-0580 Url : www.wbew715.com Email : markbiedenbender@ibew715.com Fax : 1-414-479-0582 Mark Biedenbender	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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17	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : www.beonair.com Email : cjackson@beonair.com Carl Jackson	Y	0
18	Indeed.com	N	8
19	KBJR-TV 246 S Lake Avenue Duluth, Minnesota 55802 Phone : 2187209642 Email : kmmartin@kbjr.com Kayla Martin	N	1
20	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712 239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Kathy Clayton	N	0
21	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507 288-4444 Url : www.kttc.com Email : jneyens@kttc.com Jodi Neyens	N	0
22	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319 291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Sandy Youngblut	N	0
23	Linked In	N	2

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	LSU School of Mass Communication Journalism Building Baton Rouge, Louisiana 70803 Phone : 225-578-0416 Url : www.manship.lsu.edu Email : msternb@lsu.edu Fax : 1-225-578-2125 Mary Ann Sternberg	Y	0
25	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Email : sarray@mediainstitute.edu Nathanael Brost	N	0
26	MATC Career Resources 3550 Anderson St Madison, Wisconsin 53704 Phone : 608 243-4271 Url : www.wisconsintechconnect.com Patty Geske Manual Posting	N	0
27	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800 237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	Midwestern State University B 110 Fain Fine Arts Center 3410 Taft Blvd Wichita Falls, Texas 76308 Phone : 940-397-4391 Url : http://finearts.mwsu.edu/masscomm/ Email : jim.sernoe@mwsu.edu Dr. Jim Sernoe	N	0
29	NAACP Beloit Branch #3251 PO Box 414 Beloit, Wisconsin 53512 Phone : 608-365-1881 Email : drthyharrell@gmail.com Dorothy Harrell	Y	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Url : www.nlgia.org Email : info@nlgia.org Fax : 1-202-588-1818 Career Service	N	0
31	New Jersey Herald Two Spring Street Newton, New Jersey Phone : 973-383-1500 Url : www.njherald.com Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	N	0
32	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216 447-9117 Url : www.beonair.com Email : dclark@beonair.com Don Clark	N	0
33	Other Source	N	1
34	Quincy Herald Whig 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.whig.com Email : cbwilson@whig.com Christina Wilson	N	0
35	Quincy Newspapers, Inc. 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.quincyinc.com Email : lvanness@quincymedia.com Lesley Van Ness	N	7

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Rick Gevers & Associates 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	6
37	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
38	State of WI Job Service 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 608 242-4915 Url : www.dwd.state.wi.us/jobnetbusiness Mark Wurl Manual Posting	N	0
39	TVJobs.com TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	10
40	University of Colorado Boulder 1511 University Avenue UCB 478 Boulder, Colorado 80309 Phone : 303-492-5480 Url : www.colorado.edu Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
41	University of Connecticut Oak Hall, Rm. 468B Storrs, Connecticut Phone : 203-927-7921 Url : http://www.journalism.uconn.edu/about.html Email : steven.kalb@uconn.edu Steven Kalb	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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42	University of Iowa School of Journalism & Mass Communication Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319-335-3486 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
43	University of Missouri-Columbia School of Journalism 200 Neff Hall School of Journalism Columbia, Missouri 65211 Phone : 573-882-1957 Url : WWW.JOURNALISM.MISSOURI.EDU Email : collinsks@missouri.edu Kent Collins	N	0
44	University of Oregon ERB Memorial Union Rm 112 Eugene, Oregon 97403 Phone : 541-446-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Charlotte Nisser	N	0
45	University of Southern Indiana 8600 University Blvd. Evansville, Indiana 47714 Phone : (812) 464-1865 Url : www.usi.edu/careersv Email : psdoerte@usi.edu Pam Doerter	N	0
46	University of Wisconsin-Madison 821 University Ave Vilas 5115 Madison, Wisconsin 53706 Phone : 6082628877 Url : www.wisc.edu Email : hastings@wisc.edu Pat Hastings	N	0
47	UW-Madison Dept of Communication Arts 6117 Vilas Hall 821 University Ave Madison, Wisconsin 53706 Phone : 608 265-0048 Email : comarts@wisc.edu Chris Curran-Dorsano	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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48	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin Phone : 920-424-2181 Url : www.uwosh.edu Fax : 1-920-424-1000 Career Service Manual Posting	N	0
49	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715 842-2251 Url : www.waow.com Email : kfuller@waow.com Kelly Fuller	N	1
50	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847262 Email : cgarger@wbngtv.com Kate Garger	N	0
51	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
52	WGEM-TV P.O Box 80 Quincy, Illinois 62306 Phone : 217 228-6600 Url : www.wgem.com Email : tstutheit@wgem.com Terri Stutheit	N	1
53	Wisconsin Broadcasters Association 44 E. Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608 255-2600 Url : www.wi-broadcasters.org Mandy Endicott Manual Posting	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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54	WKOW Bulletin Boards 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
55	WKOW-TV On-air Announcement 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Bonnie Beer Manual Posting	N	0
56	WKOW.com WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Url : www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	42
57	Word of Mouth Referral	N	1
58	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
59	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815 335-2213 Url : www.wrex.com Email : ttruesdale@wrex.com Theresa Wesseln	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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60	WSJV-TV P.O. Box 28 South Bend, Indiana 46624 Phone : 800 975-8881 Url : www.fox28.com Email : apelino@fox28.com Ann Marie Pelino	N	0
61	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-327-5586 Url : www.wvva.com Email : asluss@wvva.com Audrey Sluss	N	0
62	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
63	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507 895-9969 Url : www.wxow.com Email : twopat@wxow.com Theresa Wopat	N	1
64	YWCA Job Placement 3101 Latham Drive Madison, Wisconsin 53713 Phone : 608 257-1436 Email : programassistantywca@gmail.com Fax : 1-608-255-3378 Aneesha Mitchell	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			108

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/16/2017	Establishment of an intern program designed to assist members of the community	WKOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of Journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted 4 interns during the fall of 2017. One intern was a communications student at Madison College, one was a communications student at Edgewood College, one was a graduate political science student at DePaul University, and one was a journalism student at Northwestern University.	1	Ed Reams News Director	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

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2	8/30/2017	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of August 30, 2017, all employees at the station were required to participate in a session entitled "Diversity & Inclusion." As of January 16, 2018, all employees were required to participate in a session entitled "Harassment: Sex, Religion and Beyond." These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	80	Bonnie Beer Admin & HR Manager Anna Engelhart Station Manager Tom Allen General Manager / VP Ed Reams News Director	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

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3	9/22/2017	Establishment of training programs for station personnel	Anna Engelhart has completed the Broadcast Leadership Training Program, which is a 10-month Executive MBA-style program. Participants meet one weekend a month at the National Association of Broadcasters headquarters in Washington, D.C. Developed with guidance and support from some of the industry's top executives, the program focuses on the unique process of assessing, purchasing, owning and operating radio and television stations. It provides a blueprint for talented businesspeople to become a greater part of the industry and increase the diversity of voices available to the public. The course began September 22, 2017 and completed June 12, 2018.	1	Anna Engelhart Station Manager	1.00
4	1/15/2018	Participation in other activities designed by the station employment unit	WKOW News Director Ed Reams hosted a foreign journalist from Kenya January 15-23, 2018, as part of the U.S. Department of State's TV Cooperative Production program. The program funds and facilitates news stories filmed in the U.S. by foreign journalists.	1	Ed Reams News Director	1.00
5	1/25/2018	Establishment of an intern program designed to assist members of the community	WKOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted 4 student interns in the first six months of 2018. One was a student at UW-Madison majoring in Reporting and Strategic Communications; one was a journalism resident from Northwestern University; one was a journalism resident from the University of Missouri - Columbia; and one was a UW-Madison student majoring in Communications: Rhetorical Analysis.	1	Ed Reams News Director	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

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6	1/31/2018	Participation in Job Fairs	On January 31, 2018 hiring representatives Bonnie Beer, Anna Engelhart, and Jill Genter manned a booth at the Wisconsin Broadcasters Association Job/Career Fair which was held as part of the WBA's 2018 Winter Conference at the Madison Concourse Hotel in Madison, WI.	3	Bonnie Beer Admin & HR Manager Anna Engelhart Station Manager Jill Genter Promotions & Mktg Mgr	0.25
7	1/31/2018	Provision of training to management	On January 31, 2018 Bonnie Beer, Anna Engelhart, Ed Reams and Jill Genter attended a seminar entitled "Avoiding Discrimination in Employment Terminations" which was held as part of the WBA's 2018 Winter Conference at the Concourse Hotel in Madison, Wisconsin.	4	Bonnie Beer Admin & HR Manager Anna Engelhart Station Manager Ed Reams News Director Jill Genter Promotions & Mktg Manager	1.00
8	2/16/2018	Participation in Job Fairs	On February 16, 2018 hiring representative Ed Reams manned a booth at the 2018 Spring Career Fair hosted by Columbia University in Lerner Hall, New York, New York.	1	Ed Reams News Director	0.25
9	4/17/2018	Establishment of training programs for station personnel	April 17-19, 2018 Bob Goessling attended The Walker Broadcast Management Institute, presented by the University of Wisconsin-Madison's School of Business. The Institute, the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin- Madison in conjunction with the UW School of Business. This year's 3-day Management Institute spent full days on the following topics: Marketing and the Future, Developing the People Around You, and Creativity.	1	Bob Goessling Director of Programming and Operations	1.00
10	6/11/2018	Participation in events sponsored by community groups	Our Meteorologists regularly are called upon to speak at local schools and civic organizations. Their topics vary, examples are: Career as a Meteorologist; How to Stay Safe in Storms; Meteorological Forecasting Techniques; etc. Over the course of the reporting period, they participated in at least 4 such activities.	4	Bob Lindmeier Chief Meteorologist John Zeigler Meteorologist Branden Borremans Meteorologist Max Tsaparis Meteorologist	0.25

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

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11	6/13/2018	Provision of training to management	During two full days of meetings, June 13 & 14, 2018, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including EEO requirements, employment law, onboarding procedures, payroll preparation, accounting changes and talent acquisition. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel.	1	Bonnie Beer Admin & HR Manager	1.00
12	6/20/2018	Participation in Job Fairs	On June 20, 2018 hiring representative Bonnie Beer manned a booth at the Wisconsin Broadcasters Association Job/Career Fair which was held as part of the WBA's 2018 Summer Conference at the Hilton Milwaukee City Center, Milwaukee, Wisconsin.	1	Bonnie Beer Admin & HR Manager	0.25
13	6/20/2018	Provision of training to management	On June 20, 2018 Bonnie Beer attended a seminar entitled "Bring Your Bias - Recognizing Overcoming Unconscious Decision-Making" and Anna Engelhart attended sessions on Journalism and Emotional Intelligence which were held as part of the WBA's 2018 Summer Conference at the Hilton Milwaukee City Center, Milwaukee, Wisconsin.	2	Bonnie Beer Admin & HR Manager Anna Engelhart Station Manager	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
14	7/11/2018	Participation in other activities designed by the station employment unit	<p>WKOW averages at least one station tour every month over the course of a year. We offer tours of WKOW during the day from 9am-2pm to educate and inform guests about the broadcast industry. The tour takes about an hour depending on how many questions people have. There is roughly a 20 person maximum with this tour.</p> <p>WKOW also offers tours in the evening with our 27 Storm Track Chief Meteorologist Bob Lindmeier. Normally he will ask a group to arrive about 30 minutes before news time, show them the 27 Storm Track Weather Center and then let the group stick around to watch the news. There is roughly a 15 person maximum with this tour.</p>	4	Bob Lindmeier Chief Meteorologist John Zeigler Meteorologist Branden Borremans Meteorologist Max Tsaparis Meteorologist	1.00
TOTAL POINTS OVER REPORTING PERIOD:						11.00

Exhibit 2

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Executive Producer Open Date: 4/17/2018 Hire Date: 9/24/2018	1, 3-5, 10, 12-13, 15-16, 20-25, 27-32, 35-36, 38, 41-58, 60-65	58
Account Executive Open Date: 5/22/2018 Hire Date: 8/20/2018	1, 3-6, 10, 12-13, 15-16, 19-25, 27-32, 35-37, 41-65	37
Account Executive Open Date: 5/22/2018 Hire Date: 8/20/2018	1, 3-6, 10, 12-13, 15-16, 19-25, 27-32, 35-37, 41-65	58
Account Executive Open Date: 5/22/2018 Hire Date: 8/13/2018	1, 3-6, 10, 12-13, 15-16, 19-25, 27-32, 35-37, 41-65	12
Social Content Producer / Desk Editor Open Date: 10/2/2018 Hire Date: 12/31/2018	1, 3-6, 8, 10-13, 15-16, 20-32, 34-36, 41-58, 60-65	58
Newscast Director / Video Editor Open Date: 10/17/2018 Hire Date: 3/6/2019	1, 3-6, 10-13, 15-16, 20-32, 35-36, 41- 58, 60-65	12
Producer / Reporter Open Date: 1/9/2019 Hire Date: 3/1/2019	1, 3-6, 9-10, 13-16, 20-25, 27-32, 34- 36, 41-48, 50-58, 60-65	9
Account Executive Open Date: 3/1/2019 Hire Date: 5/6/2019	1, 3-6, 10, 12-13, 15-17, 20-25, 27-32, 35-37, 39, 41-58, 60-65	17
Account Executive Open Date: 3/1/2019 Hire Date: 6/25/2019	1, 3-6, 10, 12-13, 15-17, 20-25, 27-32, 35-37, 39, 41-58, 60-65	17
Account Executive Open Date: 3/1/2019 Hire Date: 7/29/2019	1, 3-6, 10, 12-13, 15-17, 20-25, 27-32, 35-37, 39, 41-58, 60-65	12
Host / Producer Open Date: 3/12/2019 Hire Date: 6/3/2019	1, 3-6, 10-16, 20-33, 35-36, 41-58, 60- 65	45
Reporter / Multimedia Journalist Open Date: 3/18/2019 Hire Date: 6/24/2019	1, 3-7, 10, 12-13, 15-16, 20-25, 27-32, 35-36, 41-58, 60-65	58
Multimedia Graphic Artist Open Date: 3/25/2019 Hire Date: 4/8/2019	1-6, 10-11, 13-16, 18, 20-32, 35-36, 40- 58, 60-65	18
Topical Writer/Producer Open Date: 4/5/2019 Hire Date: 4/22/2019	1, 3-6, 10, 13-18, 20-32, 35-36, 41-58, 60-65	18

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photojournalist Open Date: 4/5/2019 Hire Date: 5/28/2019	1, 3-6, 10, 12-13, 15-16, 18, 20-32, 35-36, 41-58, 60-65	63
Photojournalist Open Date: 4/5/2019 Hire Date: 4/28/2019	1, 3-6, 10, 12-13, 15-16, 18, 20-32, 35-36, 41-58, 60-65	18
Master Control Operator Open Date: 5/1/2019 Hire Date: 6/11/2019	1, 3-6, 10, 13, 15-16, 20-32, 35-36, 40-58, 60-65	58

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0
2	American Advertising Federation Madison (AAF Madison) PO Box 1149 Madison, Wisconsin 53701 Phone : 608-831-9242 Url : www.aafmadison.org Career Service Manual Posting	N	0
3	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : careercenter@blackhawk.edu Career Service	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.michaelsmedia.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Columbia University Graduate School of Journalism 207 Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu/page/13-career Email : ir2273@columbia.edu Izabela Rutkowski	N	0
6	Columbia College Chicago 618 S Michigan Avenue First Floor Chicago, Illinois 60605 Phone : 312-369-8994 Url : www.colum.edu Email : jhalperin@colum.edu Jennifer Halperin	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Corporate Recruiter	N	3
8	Current Employee	N	1
9	Current Intern	N	1
10	Drake University Meredith Hall 118 Des Moines, Iowa 50311 Phone : 515-271-2295 Url : http://sjmc.drake.edu/ Email : Kathleen.Richardson@drake.edu Kathleen Richardson	N	0
11	Edgewood College Student Resource Center 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-663-2281 Url : www.edgewood.edu/src/career/ Kasey Dewitt Manual Posting	N	0
12	Employee Referral	N	9
13	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Phone : 317-738-8208 Url : www.franklincollege.edu Email : abarton@franklincollege.edu Ann Barton	N	0
14	Handshake Online Online, Wisconsin 53719 Url : https://app.joinhandshake.com/ Online Online Manual Posting	N	0
15	IBEW Local Union 715 633 S. Hawley Rd St 107 Milwaukee, Wisconsin 53214 Phone : 414 479-0580 Url : www.wbew715.com Email : markbiedenbender@ibew715.com Fax : 1-414-479-0582 Mark Biedenbender	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : www.beonair.com Email : cjackson@beonair.com Carl Jackson Prong 2 Start Date: 10/25/2010	Y	0
17	Indeed.com	N	17
18	Internal Candidate	N	4
19	Job Fair	N	1
20	KBJR-TV 246 S Lake Avenue Duluth, Minnesota 55802 Phone : 2187209642 Email : kmmartin@kbjr.com Kayla Martin	N	0
21	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712 239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Kathy Clayton	N	0
22	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507 288-4444 Url : www.kttc.com Email : jneyens@kttc.com Jodi Neyens	N	0
23	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319 291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Sandy Youngblut	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	LSU School of Mass Communication Journalism Building Baton Rouge, Louisiana 70803 Phone : 225-578-0416 Url : www.manship.lsu.edu Email : msternb@lsu.edu Fax : 1-225-578-2125 Mary Ann Sternberg Prong 2 Start Date: 2/2/2016	Y	0
25	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Email : sarray@mediainstitute.edu Nathanael Brost	N	0
26	MATC Career Resources 3550 Anderson St Madison, Wisconsin 53704 Phone : 608 243-4271 Url : www.wisconsintechconnect.com Patty Geske Manual Posting	N	0
27	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800 237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	Midwestern State University B 110 Fain Fine Arts Center 3410 Taft Blvd Wichita Falls, Texas 76308 Phone : 940-397-4391 Url : http://finearts.mwsu.edu/masscomm/ Email : jim.sernoe@mwsu.edu Dr. Jim Sernoe	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	NAACP Beloit Branch #3251 PO Box 414 Beloit, Wisconsin 53512 Phone : 608-365-1881 Email : drthyharrell@gmail.com Dorothy Harrell Prong 2 Start Date: 3/12/2015	Y	0
30	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Url : www.nlgia.org Email : info@nlgia.org Fax : 1-202-588-1818 Career Service	N	0
31	New Jersey Herald Two Spring Street Newton, New Jersey Phone : 973-383-1500 Url : www.njherald.com Email : rfichter@njherald.com Fax : 1-973-383-2194 Robin Fichter	N	0
32	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216 447-9117 Url : www.beonair.com Email : dclark@beonair.com Don Clark	N	0
33	Other Source	N	1
34	QMI Corporate Referral Lesley Van Ness Quincy, Illinois Phone : 217-223-5100 Lesley Van Ness	N	3

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Quincy Herald Whig 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.whig.com Email : cbwilson@whig.com Christina Wilson	N	0
36	Quincy Newspapers, Inc. 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.quincyinc.com Email : lvanness@quincymedia.com Lesley Van Ness	N	0
37	Recruiter	N	3
38	Rick Gevers & Associates 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	3
39	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
40	State of WI Job Service 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 608 242-4915 Url : www.dwd.state.wi.us/jobnetbusiness Mark Wurl Manual Posting	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	TVJobs.com TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	2
42	University of Colorado Boulder 1511 University Avenue UCB 478 Boulder, Colorado 80309 Phone : 303-492-5480 Url : www.colorado.edu Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
43	University of Connecticut Oak Hall, Rm. 468B Storrs, Connecticut Phone : 203-927-7921 Url : http://www.journalism.uconn.edu/about.html Email : steven.kalb@uconn.edu Steven Kalb	N	0
44	University of Iowa School of Journalism & Mass Communication Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319-335-3486 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
45	University of Missouri-Columbia School of Journalism 200 Neff Hall School of Journalism Columbia, Missouri 65211 Phone : 573-882-1957 Url : WWW.JOURNALISM.MISSOURI.EDU Email : collinsks@missouri.edu Kent Collins	N	1
46	University of Oregon ERB Memorial Union Rm 112 Eugene, Oregon 97403 Phone : 541-446-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Charlotte Nisser	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	University of Southern Indiana 8600 University Blvd. Evansville, Indiana 47714 Phone : (812) 464-1865 Url : www.usi.edu/careersv Email : psdoerte@usi.edu Pam Doerter	N	0
48	University of Wisconsin-Madison School of Journalism and Mass Communication 821 University Ave Vilas 5115 Madison, Wisconsin 53706 Phone : 6082628877 Url : www.wisc.edu Pamela Garcia-rivera Manual Posting	N	1
49	UW-Madison Dept of Communication Arts 6117 Vilas Hall 821 University Ave Madison, Wisconsin 53706 Phone : 608 265-0048 Email : info@commarts.wisc.edu Chris Curran-Dorsano	N	0
50	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin Phone : 920-424-2181 Url : www.uwosh.edu Fax : 1-920-424-1000 Career Service Manual Posting	N	0
51	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715 842-2251 Url : www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
52	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847262 Email : cgarger@wbngtv.com Kate Garger	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
54	WGEM-TV P.O Box 80 Quincy, Illinois 62306 Phone : 217 228-6600 Url : www.wgem.com Email : tstutheit@wgem.com Terri Stutheit	N	0
55	Wisconsin Broadcasters Association 44 E. Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608 255-2600 Url : www.wi-broadcasters.org Mandy Endicott Manual Posting	N	2
56	WKOW Bulletin Boards 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
57	WKOW-TV On-air Announcement 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Bonnie Beer Manual Posting	N	0
58	WKOW.com WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Url : www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	13
59	Word of Mouth Referral	N	3

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
61	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815 335-2213 Url : www.wrex.com Email : ttruesdale@wrex.com Theresa Wesseln	N	0
62	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-327-5586 Url : www.wvva.com Email : asluss@wvva.com Audrey Sluss	N	0
63	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	1
64	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507 895-9969 Url : www.wxow.com Email : twopat@wxow.com Theresa Wopat	N	0
65	YWCA Job Placement 3101 Latham Drive Madison, Wisconsin 53713 Phone : 608 257-1436 Email : programassistantywca@gmail.com Fax : 1-608-255-3378 Aneesha Mitchell	N	0

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/6/2018	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of August 6, 2018, all managers at the station were required to participate in a session entitled "Training For a Harassment Free Workplace-Manager Version." As of January 22, 2019, all employees were required to participate in a session entitled "Training for a Harassment Free Workplace - Employee Version." These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	80	Administration & Human Resources Manager Station Manager General Manager / VP News Director	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	10/2/2018	Establishment of an intern program designed to assist members of the community	WKOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted 2 interns during the 2018-2019 fall/winter season. One intern was a Communication/Broadcast Journalism major at UW Madison and one was a Journalism/Political Science major at Northwestern University. One of these interns was hired full-time with us at the end of his internship.	1	News Director	1.00
3	12/4/2018	Participation in scholarship programs	<p>The Wisconsin Broadcasters Association (WBA) has established a scholarship program which extends scholarships to worthy students on an annual basis.</p> <p>Bonnie Beer reviewed the WBA Foundation Scholarship applications and rated each student finalist. The ratings were submitted to the WBA December 4, 2018. Information about the scholarship program and requirements as well as scholarship applications were available on request at WKOW Television, Inc.</p> <p>WKOW also made a financial contribution to the WBA's scholarship fund.</p>	1	Administraton & Human Resources Manager	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	1/1/2019	Participation in other activities designed by the station employment unit	WKOW averages at least one station tour every month over the course of a year. We offer tours of WKOW during the day from 9am-2pm to educate and inform guests about the broadcast industry. The tour takes about an hour depending on how many questions people have. There is roughly a 20 person maximum with this tour. WKOW also offers tours in the evening with our 27 Storm Track Chief Meteorologist Bob Lindmeier. Normally he will ask a group to arrive about 30 minutes before news time, show them the 27 Storm Track Weather Center and then let the group stick around to watch the news. There is roughly a 15 person maximum with this tour.	4	Chief Meteorologist Meteorologist Meteorologist Meteorologist	1.00
5	1/30/2019	Provision of training to management	On January 30, 2019 Anna Engelhart attended a seminar entitled: "Effective Strategies to Address Legal Issues and Prevent Unlawful Discrimination During the Employment Relationship" which was held as part of the WBA's 2019 Winter Conference at the Concourse Hotel in Madison, Wisconsin.	1	Station Manager	1.00
6	1/30/2019	Participation in Job Fairs	On January 30, 2019 Anna Engelhart manned a booth at the Wisconsin Broadcasters Association Job/Career Fair which was held as part of the WBA's 2019 Winter Conference held at the Madison Concourse Hotel in Madison, Wisconsin.	1	Station Manager	0.25
7	3/2/2019	Participation in job banks, internet programs and other programs designed to promote outreach	On March 2, 2019 Ed Reams, News Director for WKOW participated in the Wisconsin Broadcasters Association's Student Seminar as a Speed Networking Interviewer. Ed met with students from Universities and Trade Schools to help them practice their interviewing and networking skills.	1	News Director	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	3/27/2019	Establishment of training programs for station personnel	<p>April 2-4, 2019 Bonnie Beer and Bob Goessling attended The Walker Broadcast Management Institute presented by the University of Wisconsin-Madison's School of Business. The Institute, the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin-Madison in conjunction with the UW School of Business.</p> <p>This year's 3-day Management Institute spent full days on the following topics: Strategic Thinking for Change, Leading in Every Moment, and Financial Management.</p>	2	Administration & Human Resources Manager Director of Programming & Operations	1.00
9	5/28/2019	Establishment of an intern program designed to assist members of the community	<p>WKOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted 4 Quinterns during the summer of 2019. One intern was a Journalism and Media Studies student at UW-Milwaukee, one intern was a Meteorology student at the University of Oklahoma, one intern was a TV, Radio, & Film student at UW-Madison, and one intern was a graduate student from Saint Mary's College of California.</p>	1	News Director	1.00
10	6/12/2019	Participation in Job Fairs	<p>On June 12, 2019 Bonnie Beer manned a booth at the Wisconsin Broadcasters Association Job/Career Fair which was held as part of the WBA's 2019 Summer Conference at the Osthoff Resort in Elkhart Lake, Wisconsin</p>	1	Adminstration & Human Resources Manager	0.25

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
11	6/12/2019	Provision of training to management	On June 12, 2019 Bonnie Beer and Anna Engelhart attended a seminar entitled "Keeping up with EEO at the FCC" which was held as part of the Wisconsin Broadcaster's Association Summer Conference held at the Ostoff Resort in Elkhart Lake, Wisconsin.	2	Administration & Human Resources Manager Station Manager	1.00
12	7/5/2019	Participation in events sponsored by community groups	Our Meteorologists regularly are called upon to speak at local schools and civic organizations. Their topics vary, examples are: Career as a Meteorologist; How to Stay Safe in Storms; Meteorological Forecasting Techniques; etc. Over the course of the reporting period, they participated in at least 6 such activities.	4	Chief Meteorologist Meteorologist Meteorologist Meteorologist	0.25
TOTAL POINTS OVER REPORTING PERIOD:						9.75