

WITI

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WITI, Milwaukee, Wisconsin.

WITI, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 414-355-6666.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Account Executive	3-13, 15, 18-23, 26-29, 31-34, 37-59, 62-63, 65-69, 71-82	81
Reporter- General Assignment	2-15, 18-23, 26-29, 31-46, 48-58, 60, 62-69, 71-82	81
Reporter- General Assignment	2-15, 18-23, 26-29, 31-46, 48-58, 60, 62-69, 71-82	81
Producer, Promotion	1, 3-16, 18-23, 25-29, 31, 33-46, 48-58, 60, 62-69, 71-82	81
Journalist, Multi-Media	3-13, 15, 18-23, 26-29, 31, 33-46, 48- 58, 60, 62-69, 71-82	63
Overnight Photojournalist	3-15, 18-23, 26-29, 31, 33-46, 48-58, 60, 62-82	14
Photojournalist	3-13, 15, 18-23, 26-29, 31, 33-46, 48- 58, 60, 62-69, 71-82	81
Account Executive	3-13, 15, 17-23, 26-29, 31, 33-34, 37- 46, 48-58, 60, 62-63, 65, 67-69, 71-82	17
Editor, Assignment Desk	3-6, 8-13, 15, 17-24, 26-29, 31-41, 43- 46, 48-58, 60-69, 71-82	17
Anchor, Sports/Reporter	3-6, 8-15, 18-24, 26-29, 31-41, 43-46, 48-58, 60, 62-69, 71-82	63
Executive Producer	3-6, 8-15, 18-24, 26-29, 31-41, 43-46, 48-58, 60, 62-69, 71-82	14
Dir, Integrated Media	3-6, 8-13, 15, 18-22, 24, 26-29, 31-34, 37-41, 43-46, 48-69, 71-82	63

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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Producer	2-6, 8-13, 15, 18-24, 26-29, 31-41, 43-46, 48-58, 60-69, 71-82	63
Photographer	3-6, 8-15, 18-24, 26-29, 31-41, 43-46, 48-51, 53-58, 60-69, 71-82	81
National Sales Assistant	3-6, 8-13, 15, 18-24, 26-34, 37-41, 43-46, 48-51, 53-58, 60-63, 65, 67-69, 71-82	81
Photojournalist	3-6, 8-15, 18-24, 26-29, 31-41, 43-46, 48-51, 53-58, 60-69, 71-82	14

WITI EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602communications.com 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : www.602communications.com Graeme Newell Manual Posting	N	0
2	Agency Referral	N	2
3	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone : 414-382-6009 Url : http://www.wipccc.org D. Chomicka Manual Posting	N	0
4	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2665 Url : http://www.wipccc.org A. Davis Manual Posting	N	0
5	Blackhawk Technical College 6004 S County Road G Janesville, Wisconsin 53546 Phone : 608-757-6329 Url : http://www.blackhawk.edu/career/ccenter/employers. Career Services Manual Posting	N	0
6	Cardinal Stritch University 6801 N. Yates Rd. Milwaukee, Wisconsin 53217 Phone : 414-410-4157 Url : http://www.wipccc.org T. Kipp Manual Posting	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
8	Carroll University 100 N. East Ave. Waukesha, Wisconsin 53186 Phone : 262-524-7624 Url : http://www.wipccc.org D. Weber Manual Posting	N	0
9	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone : 262-551-5959 Url : http://www.wipccc.org J. Frederick Manual Posting	N	0
10	Centro Hispano 835 West Badger Rd Madison, Wisconsin 53713 Phone : 608 255-3018 Url : www.chdc.us Email : pmunoz@chdc.us Fax : 1-608-255-2975 Peter Munoz	N	0
11	Chippewa Valley Technical College 620 W. Clairemont Ave. Eau Claire, Wisconsin 54701 Phone : 715-833-6505 Url : http://www.cvtc.edu/pages/367.asp Career Services Manual Posting	N	0
12	Community Action Coalition for South Central WI, Inc. Madison Madison, Wisconsin Phone : NA Email : cac@cacscw.org Fax : 608-246-4760 Libby Rowe	N	0

WITI EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Concordia University 12800 N. Lake Shore Dr. Mequon, Wisconsin 53097 Phone : 262-243-4401 Url : http://www.wipccc.org K. Dunisch Manual Posting	N	0
14	Current Employee	N	9
15	Edgewood College 1000 Edgewood College Dr. Madison, Wisconsin 53711 Phone : 608-663-2312 Url : http://www.wipccc.org S. Johnson Manual Posting	N	0
16	Employee Referral	N	1
17	Former Employee	N	4
18	Fox Valley Technical College 1825 N. Bluemound Dr. PO Box 2277 Appleton, Wisconsin 54912 Phone : 920-735-5627 Url : http://www.fvtc.edu/ses-employers Career Services Manual Posting	N	0
19	Gateway Technical College 1001 S. Main St. Racine, Wisconsin 53403 Phone : 262-619-6836 Url : http://www.gtc.edu/page.asp?q=239 Career Services Manual Posting	N	0
20	Goodwill 6055 N. 91st St. Milwaukee, Wisconsin 53225 Phone : 414) 847-4830 Url : http://www.goodwillsew.com/ Email : lisa.norman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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21	Hmong Mutual Assistance Assoc 423 Wisconsin St. Eau Claire Eau Claire, Wisconsin 54703 Phone : 715-832-8420 Email : ecahmoobmaa@gmail.com Fax : 1-715-832-0612 Hao Pay Lee	N	0
22	Ho Chunk Nation Dept of Labor PO Box 667 Black River Falls Black River Falls, Wisconsin 54449 Phone : 715-284-5877 Email : jodi.waube@ho-chunk.com Fax : 1-715-284-1520 Jodi Waube	N	0
23	IBEW 633 S. Hawley Rd. Milwaukee, Wisconsin 53214 Phone : 414-479-0580 Url : http://www.ibew715.com/?zone=/unionactive/gallery_ Email : chrisalbrecht@ibew715.com Chris Albrecht	N	0
24	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	0
25	Indeed.com - Not Directly Contacted by SEU	N	2
26	Job Center of WI 201 E. Washington Ave. Madison, Wisconsin 53707 Phone : 608-266-3131 Url : http://www.wisconsinjobcenter.org/ R. Gassmann Manual Posting	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Url : http://www.wipccc.org L. Stephan Manual Posting	N	0
28	Lakeshore Technical College 1290 North Ave. Cleveland, Wisconsin 53015 Phone : 920-693-1387 Url : http://www.gotoltc.edu/businessindustry/hiregrad.p Career Services Manual Posting	N	0
29	Lawrence University PO Box 599 Appleton, Wisconsin 54912 Phone : 920-832-6561 Url : http://www.wipccc.org K. Heinzen Manual Posting	N	0
30	Linked In	N	1
31	Madison Area Technical College 3550 Anderson St. Madison, Wisconsin 53704 Phone : 608-246-6401 Url : http://matcmadison.edu/employers Career Services Manual Posting	N	0
32	Madison Media Institute 2702 Agriculture Dr. Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.mediainstitute.edu/ Email : sarray@mediainstitute.edu Susan Array	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Marian University 45 S. National Ave. Fond du Lac, Wisconsin 54935 Phone : 920-923-7161 Url : http://www.wipccc.org A. Garner Manual Posting	N	0
34	Marquette University PO Box 1881 Milwaukee, Wisconsin 53201 Phone : 414-288-7424 Url : http://www.wipccc.org L. Kestner Manual Posting	N	1
35	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Mark Shilstone Manual Posting	N	0
36	Medill Northwestern University 1845 Sheridan Road Fisk Hall Suite 107 Evanston , Illinois 60208 Phone : 847-467-1598 Url : http://www.medill.northwestern.edu/contact/ Jerry Donahue Manual Posting	N	0
37	Mid-State Technical College 2600 West 5th St. Marshfield, Wisconsin 54449 Phone : 715-422-5408 Url : http://www.mstc.edu/business/postingjobs.htm Career Services Manual Posting	N	0
38	Milwaukee Area Technical College 700 W. State St. Milwaukee, Wisconsin 53233 Phone : 414-297-6901 Url : http://www.matc.edu Job Shop Manual Posting	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Milwaukee Institute of Art & Design 273 E. Erie St. Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : http://www.wipccc.org D. Seidensticker Manual Posting	N	0
40	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Url : http://www.wipccc.org M. Spencer Manual Posting	N	0
41	Milwaukee Urban League 435 W. North Ave. Milwaukee, Wisconsin 53212 Phone : 414) 374-5850 ext. 113 Url : http://www.tmul.org/ Email : bspeed@tmul.org Fax : 1-414-374-1995 Betty Speed	N	0
42	Minority Affairs 304 Sixth Street N La Crosse La Crosse, Wisconsin 54601 Phone : 608-789-6270 Email : blackb@wwtc.edu Fax : 608-789-6206 Bernard Black	N	0
43	Moraine Park Technical College 235 North National Ave. Fond du Lac, Wisconsin 54936 Phone : 920-924-3205 Url : http://www.morainepark.edu/ Career Services Manual Posting	N	0
44	Mount Mary College 2900 N. Menomonee River Pkwy. Milwaukee, Wisconsin 53222 Phone : 414-256-0187 Url : http://www.wipccc.org L. Nicolaisen Manual Posting	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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
45	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	2
46	Nicolet Area Technical School 5364 College Dr. Rhineland, Wisconsin 54501 Phone : 715-365-4954 Url : http://www.nicoletcollege.edu/ Career Services Manual Posting	N	0
47	Non-Employee Referral	N	1
48	Northcentral Technical College 1000 W. Campus Dr. Wausau, Wisconsin 54401 Phone : 715-675-3331 Url : http://www.ntc.edu/ Career Services Manual Posting	N	0
49	Northeast Wisconsin Technical College 2740 W. Mason St. Green Bay, Wisconsin 54307 Phone : 920-498-5528 Url : http://www.nwtc.edu/services/explorecareers/employ Career Services Manual Posting	N	0
50	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1398 Url : http://www.wipccc.org J. Casey Manual Posting	N	0
51	Racine Affirm Action Office 730 Washington Ave. Racine Racine, Wisconsin 53403 Phone : 262-636-9589 Email : jscott@cityofracine.org Fax : 414-649-2644 Jerry Scott	N	0

WITI EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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52	Racine City Workforce Develop. 1717 Taylor Ave. Racine Racine, Wisconsin 53403 Phone : 262-638-6638 Email : chennin@racineco.com Christine Henning	N	0
53	Racine/Kenosha Community Action Agency 2113 N. Wisconsin St. Racine, Wisconsin 53402 Phone : 262-637-8377 Email : gcotton@rkcaa.org Fax : 1-262-637-6419 Gary Cotton	N	0
54	Ripon College 300 Seward St. Ripon, Wisconsin 54971 Phone : 920-748-8117 Url : http://www.wipccc.org T. Vaulbel Manual Posting	N	0
55	Silver Lake College 2406 S. Alverno Rd. Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Url : http://www.wipccc.org J. Algozine Manual Posting	N	0
56	Silver Spring Neighborhood Center 5460 N. 64th St. Milwaukee, Wisconsin 53218 Phone : 414-463-7950 Url : http://www.ssnc-milw.org/ Email : pschmal@ssnc-milw.org Patricia Schmal	N	0
57	Social Development Commission 1304 S. 70th St. Milwaukee, Wisconsin 53214 Phone : 414-906-2719 Url : http://www.cr-sdc.org Email : jstenlund@cr-sdc.org Fax : 1-414-906-2719 Jan Stenlund	Y	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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58	Southwest Technical College 1800 Bronson Blvd. Fennimore, Wisconsin 53809 Phone : 608-822-2333 Url : http://swtc.edu/gray.aspx?id=392&terms=techconnect Career Services Manual Posting	N	0
59	Spots n' Dots 167 Oakdale Rd. Johnson City, New York 13790 Phone : 888-884-2630 Url : http://ftp.media.radcity.net/zsnd/issues/february2 Gene McKay Manual Posting	N	2
60	St. Norbert College 100 Grant St. DePere, Wisconsin 54115 Phone : 920-403-3040 Url : http://www.wipccc.org J. Donahue Manual Posting	N	0
61	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Elysia Niemi	N	0
62	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
63	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	27

WITI EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
65	UMOS - United Migrant Opportunity Services 2701 S. Chase Ave. Milwaukee, Wisconsin 53207 Phone : 414-389-6000 Url : http://www.umos.org/ Email : Adhemar.Bonnetti@umos.org Fax : 1-414-389-6047 Addy Bonnetti	N	0
66	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0374 Url : http://www.hiremizzoutigers.com/ Career Services Manual Posting	N	0
67	University of WI Madison 1305 Linden Dr. Suite 2205 Madison, Wisconsin 53706 Phone : 608-262-3921 Url : http://www.bus.wisc.edu/career/default.asp Career Services Manual Posting	N	0
68	University of WI Whitewater 800 W. Main St. Whitewater, Wisconsin 53190 Phone : 262-472-1472 Url : http://www.uww.edu/ Margaret O'Leary Manual Posting	N	0
69	University of Wisconsin, Milwaukee 3202 N. Maryland Ave. Milwaukee, Wisconsin 53201 Phone : 414-229-5445 Url : http://www4.uwm.edu/ Greg Krejci Manual Posting	N	1

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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70	Unknown (source not adequately identified upon inquiry by SEU)	N	1
71	Viterbo University 900 Viterbo Dr. La Crosse, Wisconsin 54601 Phone : 608-796-3827 Url : http://www.wipccc.org B. Dolder-Zieke Manual Posting	N	0
72	Waukesha County Technical College 800 Main St. Pewaukee, Wisconsin 53072 Phone : 262-695-7511 Url : http://www.wctc.edu/ Career Services Manual Posting	N	0
73	WI Div. Of Vocational Rehab La Crosse La Crosse, Wisconsin Phone : 608-785-9500 Email : amy.gratzke@dwd.state.wi-us Fax : 608-785-9494 Amy Bratzke	N	0
74	WI Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone : 414-443-8949 Url : http://www.wipccc.org T. Jahns Manual Posting	N	0
75	WIPCC (Wisconsin Private Colleges Career Consortium) North Carolina Url : http://www.wipccc.org Career Services Manual Posting	N	0
76	Wisconsin Broadcaster's Association 44 E. Mifflin St. Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org Madi Endicott Manual Posting	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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77	Wisconsin Division of Vocational Rehabilitation 333 Buchner Place, Wing-B La Crosse, Wisconsin 54603 Phone : 608-269-8910 Email : roxanne.powell@dwd.wisconsin.gov Fax : 1-608-269-8908 Roxanne Powell	N	0
78	Wisconsin Employment & Training Association 1213 N. Sherman Ave., PMB #324 Madison Madison, Wisconsin 53704 Phone : 608-242-7425 Url : www.wetainc.org Email : info@wetainc.org Fax : 608-242-7403 Employment Director	N	0
79	Wisconsin Indianhead Technical 505 Pine Ridge Dr. Shell Lake, Wisconsin 54871 Phone : 715-246-6561 Url : http://www.witc.edu/ Career Services Manual Posting	N	0
80	Wisconsin Tech Connect North Carolina Url : http://www.wisconsintechconnect.com/ Career Services Manual Posting	N	0
81	WITI / fox6now.com 9001 N. Green Bay Rd. Milwaukee, Wisconsin 53209 Phone : 414-586-2206 Url : http://www.fox6now.com/ Email : julie.bednarek@fox6now.com Fax : 1-414-357-8937 Julie Bednarek	N	23
82	YWCA 3101 Latham Drive Madison, Wisconsin 53713 Phone : 608-257-1436 Email : programassistantywca@gmail.com Fax : 1-608-255-3378 Program Assistant	N	0

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/14/2016	Participation in scholarship programs	WITI contributed money to the Wisconsin Broadcaster's Association Scholarship fund. WITI promoted the scholarship with an on-air announcements, website link to application and WITI distributed applications to those who requested one in the office and on-line. WITI also assisted the committee by reviewing student applications and essays.	3	HR Coordinator Creative Services Director Sr. Web Producer
2	1/25/2017	Participation in Job Fairs	WITI attended the Wisconsin Broadcasters Association Job/Career Fair. The HR Regional Manager attended the career fair to recruit for an Account Executive, Sports Anchor, PT Finance/Receptionist, and a Producer.	1	HR Regional Manager
3	2/22/2017	Provision of training to management	Our HR Regional Manager attended the Wisconsin Broadcasters Association Winter Conference EEO training seminar on Avoiding Discrimination in Employment Terminations. Our HR Manager then presented and trained our hiring managers on the issues on February 22, 2017.	7	HR Regional Manager General Manager News Director General Sales Manager
4	3/21/2017	Participation in events or programs sponsored by educational institutions	WITI hosted students as "job shadows" to allow the students the opportunity to see various jobs at the television station. The shadows sat in on editorial meetings, watched as producers/reporters wrote stories and gathered information to produce a newscast and sat in the control room as the newscast was live on air.	4	Sports Anchor Meteorologist Political Reporter News Anchor
5	4/3/2017	Participation in Job Fairs	WITI's HR Regional Manager attended Marquette University's Majors Fair. Our HR Manager spoke to students about his career and the careers at a broadcast television station. He also provided information about WITI's internship program.	1	HR Regional Manager

WITI
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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6	4/7/2017	Participation in events or programs sponsored by educational institutions	WITI's HR Regional Manager attended the Pius XI High School Career day to discuss careers in broadcast television and his own career path.	1	Regional HR Manager