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EEO PUBLIC FILE REPORT

August 1, 2010 - July 31, 2011

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
Writer/Producer	1, 3, 5-19, 22, 24-26, 28-40, 42-46, 48- 51, 53-68, 70-78, 80-83, 85	18
Digital Sales Manager	1, 3-17, 19, 22, 24-26, 28-40, 42-46, 48 -51, 53-68, 70-78, 80-83, 85	12
Photojournalist	1, 3, 5-11, 13-17, 19, 22, 24-26, 28-40, 42-46, 48-51, 53-57, 59-68, 70-78, 80-83, 85	62
Associate Producer	1, 3, 6, 8, 10-11, 13, 15, 23, 26, 28-31, 33, 35-37, 40, 42, 45-46, 51, 53-54, 59, 61, 64, 67, 69, 71-75, 79-83, 85	23
Rover	12-13, 15, 26, 28-30, 36-37, 46, 61, 64- 65, 69, 71-73, 76, 79-83, 85	15
Anchor	12-13, 15, 26, 28-30, 37, 46, 61-62, 64, 69, 71-73, 76, 79-83, 85	12
Producer	1, 3, 7-8, 10-13, 15, 20, 26, 28-31, 33, 35-37, 40, 42, 45, 53-54, 59, 61-62, 64, 67, 69, 71-75, 79-83, 85	20
Executive Producer	12, 15, 26, 28-30, 37, 46, 61-62, 64, 69, 71-73, 79-83, 85	12
Meteorologist	12-13, 15, 26, 28-30, 37, 46-47, 69, 71- 73, 79-83, 85	12
News Content Manager	12, 15, 26, 28-30, 37, 46, 61-62, 64, 69, 71-73, 76, 79-83, 85	15
Sales – Account Executive	1, 3, 5-12, 14-17, 22, 26, 28-36, 38-40, 42-46, 48-55, 57, 59-60, 63, 65, 67-83, 85	12
Producer	1, 3, 5-11, 14-17, 22, 24, 26, 28-40, 42- 46, 48-55, 57, 59-60, 62-63, 65, 67-83, 85	62
Reporter	13, 15, 26, 28-30, 36-37, 46, 61, 64, 69, 71-73, 76, 79-83, 85	15
Photojournalist	5, 9, 13-17, 22, 24-26, 28-30, 32, 34, 37 -39, 43-44, 46, 48-50, 55, 57, 60-66, 68 -73, 77-83, 85	62
Reporter	1-3, 5-11, 13-17, 22, 24-26, 28-40, 42- 46, 48-51, 53-55, 59-83, 85	15
Reporter	1-3, 5-11, 13-17, 22, 24-26, 28-40, 42- 46, 48-51, 53-55, 59-83, 85	2
Multi Media Journalist	1, 3, 5-11, 13-17, 22, 24-26, 28-40, 42- 46, 48-51, 53-55, 57, 59-83, 85	15
Sales Assistant/Sales Trainee	1, 3, 5-17, 22, 24-26, 28-40, 42-46, 48- 51, 53-57, 59-61, 63-83, 85	12

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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
Editor	1, 3, 5-17, 22, 24-26, 28-40, 42-46, 48- 51, 53-55, 57, 59-62, 64-83, 85	62
Weekend News Producer	1, 3, 5-11, 13-17, 20, 22, 24-26, 28-40, 42-46, 48-51, 53-55, 57, 59-61, 63-83, 85	15
Weekend Anchor	1, 3, 5-17, 22, 24-40, 42-46, 48-51, 53- 55, 57, 59-83, 85	12
Meteorologist	1, 3, 5-11, 13-17, 22, 24-26, 28-46, 48- 51, 53-55, 57, 59-83, 85	62
Content Producer	5, 9, 12-17, 21-22, 24, 26, 28-30, 32, 34, 37-39, 43-44, 46, 48-50, 55, 57, 60-61, 63-66, 68-73, 77-83, 85	12
Producer	1, 3, 5-11, 13-17, 22, 24-26, 28-40, 42-46, 48-51, 53-55, 57, 59-61, 63-75, 77-83, 85	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alverno College 3400 S. 43rd St. Milwaukee, Wisconsin 53234 Phone: 414-382-6009 Email: Fax: Manual posting D. Chomicka	N	0
2	Applicant stated found job on own Jenna Sachs	N	1
3	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone: 608-363-2665 Email: Fax: Manual posting A. Davis	N	0
4	Big Shoe Network P.O. Box 11725 Milwaukee, Wisconsin 53211 Phone: 414-962-4222 Email: Fax: Manual posting Jeff Carrigan	N	0
5	Blackhawk Technical College 6004 S County Road G Janesville, Wisconsin 53546 Phone: 608-757-6329 Email: Fax: Manual posting Career Services	N	0
6	Cardinal Stritch University 6801 N. Yates Rd. Milwaukee, Wisconsin 53217 Phone: 414-410-4157 Email: Fax: Manual posting T. Kipp	N	0

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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	Carroll University 100 N. East Ave. Waukesha, Wisconsin 53186 Phone: 262-524-7624 Email: Fax: Manual posting D. Weber	N	0
8	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone: 262-551-5959 Email: Fax: Manual posting J. Frederick	N	0
9	Chippewa Valley Technical College 620 W. Clairemont Ave. Eau Claire, Wisconsin 54701 Phone: 715-833-6505 Email: Fax: Manual posting Career Services	N	0
10	Concordia University 12800 N. Lake Shore Dr. Mequon, Wisconsin 53097 Phone: 262-243-4401 Email: Fax: Manual posting K. Dunisch	N	0
11	Edgewood College 1000 Edgewood College Dr. Madison, Wisconsin 53711 Phone: 608-663-2312 Email: Fax: Manual posting S. Johnson	N	0
12	Employee Referral Dana Redfield	N	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Entertainment Careers 914 S. Barrington Los Angeles, California 90049 Phone: 310-442-0200 Email: Fax: Manual posting B. Hall	N	4
14	Fox Valley Technical College 1825 N. Bluemound Dr. PO Box 2277 Appleton, Wisconsin 54912 Phone: 920-735-5627 Email: Fax: Manual posting Career Services	N	0
15	fox6now.com 9001 N. Green Bay Rd. Milwaukee, Wisconsin 53209 Phone: 414-586-2206 Email: julie.bednarek@fox6now.com Fax: 1-414-357-8937 Julie Bednarek	N	19
16	Gateway Technical College 1001 S. Main St. Racine, Wisconsin 53403 Phone: 262-619-6836 Email: Fax: Manual posting Career Services	N	0
17	Goodwill 6055 N. 91st St. Milwaukee, Wisconsin 53225 Phone: 414) 847-4830 Email: lisa.norman@goodwillsew.com Fax: 1-414-358-4298 Lisa Norman	N	0
18	Graeme Newell's Newsletter - Source indicated by the interviewee but not used by the station. Graeme Newell	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	IBEW 633 S. Hawley Rd. Milwaukee, Wisconsin 53214 Phone: 414-479-0580 Email: chrisalbrecht@ibew715.com Fax: 1 Chris Albrecht	N	0
20	inba.net - Source indicated by the interviewee but not used by the station.	N	2
21	Indeed.com - Source indicated by the interviewee but not used by the station.	N	1
22	Interfaith 600 W. Virginia St. Suite 300 Milwaukee, Wisconsin 53204 Phone: (414) 220-8638 Email: emixter-keller@interfaithmilw.org Fax: 1-414-291-7510 Ellie Mixter-Keller	N	0
23	Internal Posting Julie Bednarek	N	1
24	ITT Technical Institute 6300 W. Layton Ave. Greenfield, Wisconsin 53220 Phone: 414) 325-8419 Email: stenhagen@itt-tech.edu Fax: 1 Scott Tenhagen	N	0
25	Job Center of WI 201 E. Washington Ave. Madison, Wisconsin 53707 Phone: 608-266-3131 Email: Fax: Manual posting R. Gassmann	N	0
26	KDVR / KFCT / KWGN 100 E. Speer Blvd. Denver, Colorado 80203 Phone: 303-566-7658 Email: mercedes.romero@kdvr.com Fax: 1-303-566-2931 Mercedes Romero	N	0

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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	Ken Linder & Associates - Source indicated by the interviewee but not used by the station. Ken Linder	N	1
28	KFOR / KAUT 444 E.Britton Rd. Oklahoma City, Oklahoma 73114 Phone: 405-424-4444 Email: shannon.gottschalk@kfor.com Fax: 1 Shannon Gottschalk	N	0
29	KFSM 318 N. 13th St. Fort Smith, Arkansas 72901 Phone: 479-783-3131 Email: patty.jewell@kfsm.com Fax: 1 Patty Jewel	N	0
30	KTVI / KPLR 2250 Ball Dr. St. Louis, Missouri 63146 Phone: 314-213-2222 Email: kristal.pruett@tvstl.com Fax: 1-314-213-7419 Kristal Pruett	N	0
31	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone: 920-565-1255 Email: Fax: Manual posting L. Stephan	N	0
32	Lakeshore Technical College 1290 North Ave. Cleveland, Wisconsin 53015 Phone: 920-693-1387 Email: Fax: Manual posting Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
33	Lawrence University PO Box 599 Appleton, Wisconsin 54912 Phone: 920-832-6561 Email: Fax: Manual posting K. Heinzen	N	0
34	Madison Area Technical College 3550 Anderson St. Madison, Wisconsin 53704 Phone: 608-246-6401 Email: Fax: Manual posting Career Services	N	0
35	Marian University 45 S. National Ave. Fond du Lac, Wisconsin 54935 Phone: 920-923-7161 Email: Fax: Manual posting A. Garner	N	0
36	Marquette University PO Box 1881 Milwaukee, Wisconsin 53201 Phone: 414-288-7424 Email: Fax: Manual posting L. Kestner	N	0
37	Medialine PO Box 51909 Pacific Grove, California 93950 Phone: 800-237-8073 Email: Fax: Manual posting Mark Shilstone	N	1
38	Mid-State Technical College 2600 West 5th St. Marshfield, Wisconsin 54449 Phone: 715-422-5408 Email: Fax: Manual posting Career Services	N	0

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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 Area Technical College 700 W. State St. Milwaukee, Wisconsin 53233 Phone: 414-297-6901 Email: burdickj@matc.edu Fax: 1-414-297-6612 Jody Burdick	N	0
40	Milwaukee Institute of Art & Design 273 E. Erie St. Milwaukee, Wisconsin 53202 Phone: 414-847-3274 Email: Fax: Manual posting D. Seidensticker	N	0
41	Milwaukee Job Center 6817 W. Morgan Ave. Milwaukee Milwaukee, Wisconsin 53220 Phone: 414-546-6800 Email: charles.malinowski@dwd.state.wi.us Fax: 414-328-2580 Chuck Maliniowski	N	0
42	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone: 414-277-4517 Email: Fax: Manual posting M. Spencer	N	0
43	Milwaukee Urban League 435 W. North Ave. Milwaukee, Wisconsin 53212 Phone: 414) 374-5850 ext. 105 Email: pbuford@tmul.org Fax: 1-414-374-1995 Pinkey Buford	N	0
44	Moraine Park Technical College 235 North National Ave. Fond du Lac, Wisconsin 54936 Phone: 920-924-3205 Email: Fax: Manual posting Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Mount Mary College 2900 N. Menomonee River Pkwy. Milwaukee, Wisconsin 53222 Phone: 414-256-0187 Email: Fax: Manual posting L. Nicolaisen	N	0
46	National Television Academy-Midwest Charter 33 E. Congress Suite 505 Chicago, Illinois 60605 Phone: 312-435-1825 Email: Fax: Manual posting D. Hanger	N	0
47	National Weather Association - Source indicated by the interviewee but not used by the station.	N	1
48	Nicolet Area Technical School 5364 College Dr. Rhinelander, Wisconsin 54501 Phone: 715-365-4954 Email: Fax: Manual posting Career Services	N	0
49	Northcentral Technical College 1000 W. Campus Dr. Wausau, Wisconsin 54401 Phone: 715-675-3331 Email: Fax: Manual posting Career Services	N	0
50	Northeast Wisconsin Technical College 2740 W. Mason St. Green Bay, Wisconsin 54307 Phone: 920-498-5528 Email: Fax: Manual posting Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
51	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone: 715-682-1398 Email: Fax: Manual posting J. Casey	N	0
52	Northwest Milwaukee Job Center 6550 N. 76th St. Milwaukee, Wisconsin 53223 Phone: 414-760-7763 Email: kesmith@policy-studies.com Fax: 1-414-760-5190 Kevin Smith	Y	0
53	Ripon College 300 Seward St. Ripon, Wisconsin 54971 Phone: 920-748-8117 Email: Fax: Manual posting T. Vaulbel	N	0
54	Silver Lake College 2406 S. Alverno Rd. Manitowoc, Wisconsin 54220 Phone: 920-686-6192 Email: Fax: Manual posting J. Algozine	N	0
55	Silver Spring Neighborhood Center 5460 N. 64th St. Milwaukee, Wisconsin 53218 Phone: 414-463-7950 Email: kjohnson@ssnc-milw.org Fax: 1 Kathy Johnson	N	0
56	Social Development Commission 1304 S. 70th St. Milwaukee, Wisconsin 53214 Phone: 414-906-2700 Email: cmartin@cr-sdc.org Fax: 1 Courtney Martin	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
57	Southwest Technical College 1800 Bronson Blvd. Fennimore, Wisconsin 53809 Phone: 608-822-2333 Email: Fax: Manual posting Career Services	N	0
58	Spots n' Dots 167 Oakdale Rd. Johnson City, New York 13790 Phone: 888-884-2630 Email: ads@spotsndots.com Fax: 1 Gene McKay	N	0
59	St. Nortbert College 100 Grant St. DePere, Wisconsin 54115 Phone: 920-403-3040 Email: Fax: Manual posting J. Donahue	N	0
60	The Women's Center 505 N. East Ave. Waukesha, Wisconsin 53186 Phone: 262-547-4600 Email: jsweney@twcwaukesha.org Fax: 1 Jane Sweeney	N	0
61	TV & Radio Jobs North Carolina Phone: Email: Fax: Manual posting Z. Madden	N	0
62	TV Jobs PO Box 4116 Oceanside, California 92052 Phone: 760-754-2115 Email: Fax: Manual posting Mark Halloway	N	17

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	UMOS 2701 S. Chase Ave. Milwaukee, Wisconsin 53207 Phone: 414-389-6000 Email: Adhemar.Bonnetti@umos.org Fax: 1-414-389-6047 Addy Bonnetti	N	0
64	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone: 573-882-0374 Email: Fax: Manual posting Career Services	N	0
65	University of WI Madison 1305 Linden Dr. Suite 2205 Madison, Wisconsin 53706 Phone: 608-262-3921 Email: Fax: Manual posting Career Services	N	0
66	University of WI Whitewater 800 W. Main St. Whitewater, Wisconsin 53190 Phone: 262-472-1472 Email: Fax: Manual posting Margaret O'Leary	N	0
67	Viterbo University 900 Viterbo Dr. La Crosse, Wisconsin 54601 Phone: 608-796-3827 Email: Fax: Manual posting B. Dolder-Zieke	N	0
68	Waukesha County Technical College 800 Main St. Pewaukee, Wisconsin 53072 Phone: 262-695-7511 Email: Fax: Manual posting Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	WDAF 3030 Summit St. Kansas City, Missouri 64108 Phone: 816-753-4567 Email: thermal.stewart@fox4kc.com Fax: 1 Thermal Stewart	N	0
70	Western Technical College 400 Seventh St. North La Crosse, Wisconsin 54601 Phone: 608-785-9440 Email: Fax: Manual posting Career Services	N	0
71	WGHP 2005 Francis St. High Point, North Carolina 27263 Phone: 336-821-1207 Email: becky.austin@wghp.com Fax: 1 Becky Austin	N	0
72	WHNT 200 Holmes Ave. Huntsville, Alabama 35801 Phone: 256-533-1919 Email: nonda.sloan@whnt.com Fax: 1-256-533-4503 Nonda Sloan	N	0
73	WHO 1801 Grand Ave. Des Moines, Iowa 50309 Phone: 515-242-3500 Email: mary.braga@whotv.com Fax: 1 Mary Braga	N	0
74	WI Lutheran College 8800 W. Bluemound Rd. Milwaukee, Wisconsin 53226 Phone: 414-443-8949 Email: Fax: Manual posting T. Jahns	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
75	WIPCC (Wisconsin Private Colleges Career Consortium) North Carolina Phone: Email: Fax: Manual posting Career Services	N	0
76	Wisconsin Broadcaster's Association 44 E. Mifflin St. Suite 900 Madison, Wisconsin 53703 Phone: 608-255-2600 Email: Fax: Manual posting Madi Endicott	N	1
77	Wisconsin Indianhead Technical 505 Pine Ridge Dr. Shell Lake, Wisconsin 54871 Phone: 715-246-6561 Email: Fax: Manual posting Career Services	N	0
78	Wisconsin Tech Connect North Carolina Phone: Email: Fax: Manual posting Career Services	N	0
79	WITI 9001 N. Green Bay Rd. Milwaukee, Wisconsin 53209 Phone: 414-586-2206 Email: julie.bednarek@fox6now.com Fax: 1-414-357-8937 Julie Bednarek	N	2
80	WJW 5800 S. Marginal Rd. Cleveland, Ohio 44103 Phone: 216-431-8888 Email: susan.pace@fox8.com Fax: 1-216-432-4239 Susan Pace	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
81	WNEP 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone: 570-346-7474 Email: bob.hawkins@wnep.com Fax: 1 Bob Hawkins	N	0
82	WQAD 3003 Park 16th St. Moline, Illinois 61265 Phone: 309-764-8888 Email: cindy.parchert@wqad.com Fax: 1-309-764-5763 Cindy Parchert	N	0
83	WREG 803 Channel 3 Dr. Memphis, Tennessee 38103 Phone: 901-543-2138 Email: robin.hays@wreg.com Fax: 1-901-543-2350 Robin Hays	N	0
84	WREG 803 Channel 3 Dr. Memphis, Tennessee 38103 Phone: 901-543-2138 Email: tracey.whitaker@wreg.com Fax: 1-901-543-2350 Tracey Whitaker	N	0
85	WTKR 720 Boush St. Norfolk, Virginia 23510 Phone: 757-446-1000 Email: jennifer.crabtree@wtkr.com Fax: 1 Jennifer Crabtree	N	0

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/20/2010	Participation in events or programs sponsored by educational institutions	Our evening news anchor, Ted Perry, spoke to student leaders at Menomonee Falls High School with regard to receiving higher education, careers in journalism and good leadership skills.	1	Anchor
2	1/13/2011	Participation in Job Fairs	Attended ITT Technical Career Fair to recruit for video editors, production coordinator, account executives, and interns.	1	HR Coordinator
3	2/7/2011		WITI had 3 interns from the University of Wisconsin, Milwaukee during the spring semester. The interns worked and observed the News Department from January 17th through May 6th. The interns received college credit from the University of Wisconsin, Milwaukee.	4	News Director Executive Producer News Content Manager PM News Editorial Manager
4	2/17/2011	Participation in Job Fairs	Attended the Wisconsin Private Colleges Career Consortium Career and Internship Fair that took place at Marquette University. The station was recruiting for the open editor position, account executive and interns.	1	HR Coordinator
5	3/28/2011	Participation in events or programs sponsored by educational institutions	We had a high school senior job shadow one of our photojournalists for a day. The student was interested in learning more about a career as a photojournalist as she prepares to enter college in the fall.	1	Photojournalist
5	3/29/2011	Participation in events or programs sponsored by educational institutions	Bob Moore, anchor/reporter, attended a career day at the New School for Community Service. Bob spoke to high school seniors about his education and career.	1	Anchor/Reporter
7	4/1/2011	Participation in events or programs sponsored by educational institutions	Tony Clark, reporter for our local morning show, and Justin Zolliitsch, meteorologist, appeared at Pius High School's career fair. Tony and Justin had a booth at the event and discussed their careers with students ready to graduate.	2	Reporter Meteorologist
8	4/19/2011	Participation in events or programs sponsored by educational institutions	A Slinger High School student participated in a job shadow day which allowed the student a greater appreciation of what goes on day-to-day at a television station.	4	Producer Anchor Anchor Reporter

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/26/2011	Participation in events or programs sponsored by educational institutions	A St. Francis High School student participated in a job shadow day which allowed the student a greater appreciation of what goes on day-to-day at a television station.	4	Producer Anchor Reporter Anchor
10	5/20/2011	Co Sponsoring Job Fair	Attended the Annual Diversity Employment Day Career Fair. FOX 6 was actively recruiting for a salesperson, part-time web Producer, part-time engineer and a producer.	3	President / General Manager HR Coordinator Research / Programming Director
11	6/29/2011	Participation in events or programs sponsored by educational institutions	A college student job shadowed a photojournalist. The student viewed production of a 1 hour local program from the control room. She participated in a planning meeting and she edited a package.	2	Photojournalist Executive Producer
12	7/8/2011	Participation in events sponsored by community groups	The President and General Manager of WITI-FOX 6 attended the Wisconsin Broadcaster's Association held on June 23rd. Chuck was recruiting for a Multi Media Journalist, a part-time receptionist/assistant, and a Weekend Anchor.	1	President/General Manger