

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2023 - July 31, 2024

Station Included in Report: WTMJ-TV

I. List of Recruitment Sources
 (including the number of interviewees referred during the reporting period)
 * An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				13
C2	Internal Candidate / WorkLife				36
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			18
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		31
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C130	Face-to-face Networking				5
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	Juju	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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

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

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C1582	University of Wisconsin, Milwaukee - Ada Walker - 2200 E. Kenwood Blvd. P.O. Box 413 (awalker@uwm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1583	Urban Strategies - Lamont Smith - 600 East Mason Street (lsmith@urbanstrategies.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1584	Walworth County Job Center - Rick Heine (Business Representative) - 1000 East Centralia Street (rheine@dwfs.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1585	Washington County Workforce Development Center - Brian Feltes - 2200 Green Tree Road (brian.feltes@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1586	Waukesha County Workforce Development Center (Pewaukee) - Staci Eggert - 892 Main Street (seggert@wctc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1587	Waukesha County Workforce Development Center (Pewaukee) - Stan Kogutkiewicz (Veterans Representative) - 892 Main Street (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1588	Workforce Development Center of Jefferson County - - 874 Collins Road (jobcenterofwisconsin@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1589	Workforce Development Center of Jefferson County - Cindy Rushbrook - 874 Collins Road (crushbrook@oppinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1590	Workforce Development Center of Ozaukee County - Stan Kogutkiewicz (Veterans Representative) - 5555 West Highland Road, P.O. Box 547 (stanley.kogutkiewicz@dwd.wisconsin.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1591	Workforce Development Center of Washington County - Denise Puffer (Business Representative) - 2200 Green Tree Road (dpuffer@wfdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1592	Workforce Development Center of Washington County - Tracey Lilly - 2200 Green Tree Road (tilly@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 Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	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	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	American Broadcasting School	712 N. Watson Rd, Ste 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College	2320 S. 19th St Tacoma, WA 98405	kwitkoe@batestech.edu	253-680-7752	
L3	Carroll University	100 N. East Ave. Waukesha, WI 53186	Torrie Boduch tboduch@carrollu.edu	262-524-7377	
L4	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Career Development Center careers@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	Karla karla@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	egggers@spottedeagle.org	414-342-0700	
L11	Milwaukee Urban League	2800 W. Wright St. Milwaukee, WI 53210	shines@tmul.org	414-374-5850 ext. 103	
L12	Milwaukee School of Engineering	1025 Milwaukee St. Milwaukee, WI 53202	career-connections-center@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	SCSEPWI@ser-national.org	414-649-2640	
L15	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L17	University of Wisconsin-Milwaukee	PO Box 413 Milwaukee, WI 54311	Jessica McBride mcbridej@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	
L23	Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 N. Teutonia Ave. Milwaukee, WI 53209	Deann Paulson-Warn WJJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	
L26	Collins College	4750 S. 44th Pl Phoenix, AZ 85040	Amy Roberts aroberts@collinscollege.edu	480-446-1112	

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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	
L42	MilwaukeeJobs.com	1000 Water Street Milwaukee, WI 53202	www.milwaukeejobs.com		
L44	E. W. Scripps	720 E. Capitol Drive Milwaukee, WI 53212	Oneda Walker oneda.walker@scripps.com www.scripps.com	414-967-5256	
L45	TV Jobs		www.tvjobs.com		
Total Number of Interviewees Referred:					121

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR031983]	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, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C1 Start Date: 2023-11-01
Assignment Editor [JR031841]	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, L17, L18, L19, L20, L22, L23	Code Number: C97 Start Date: 2023-09-11
Assignment Editor [JR032676]	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, L1, L2, L3, L4, L6, L7, L8, L10, L11, L12, L14, L15, L17, L18, L19, L20, L21, L22, L23, L44, L45	Code Number: C2 Start Date: 2024-02-05
Assignment Editor [JR032971]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2024-03-04

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]
Assoc Account Exec, Local [JR031704]	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, L17, L18, L19, L20, L22, L23	Code Number: C97 Start Date: 2023-10-23
Digital Content Producer [JR032969]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2024-03-04
Digital Sales Manager [JR032967]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C1 Start Date: 2024-04-29

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 [JR032255]	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, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2023-11-01
Exec Producer, Digital [JR032494]	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, L1, L3, L7, L8, L9, L11, L15, L17, L18, L19	Code Number: C2 Start Date: 2023-12-04
Exec Reporter [JR032724]	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, L1, L3, L4, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L21, L22, L23, L35, L44, L45	Code Number: C2 Start Date: 2024-05-27

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]
Facilities Asst I [JR031988]	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, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C97 Start Date: 2023-09-05
Meteorologist [JR031391]	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, L17, L18, L19, L20, L22, L23	Code Number: C95 Start Date: 2023-12-04
Multimedia Journalist [JR031720]	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, L17, L18, L19, L20, L22, L23	Code Number: C2 Start Date: 2023-08-28

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 [JR032550]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2024-05-06
Multimedia Journalist [JR032981]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C130 Start Date: 2024-04-08
Multimedia Journalist [JR033039]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2024-05-27

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 [JR033631]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C130 Start Date: 2024-07-22
Photographer II [JR032190]	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, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2023-10-02
Photographer II [JR032620]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C3 Start Date: 2024-01-16

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 [JR031842]	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, L17, L18, L19, L20, L22, L23	Code Number: C2 Start Date: 2023-09-18
Producer [JR033552]	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, L1, L3, L4, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L21, L22, L23, L35, L44, L45	Code Number: C2 Start Date: 2024-06-17
Sr Dir, Sales [JR033037]	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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L17, L18, L19, L20, L22, L23, L44, L45	Code Number: C2 Start Date: 2024-05-04

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: November 1, 2023
Participating employees: Managing Editor
Host/Sponsor of activity: UW Madison Brief description: Adrienne Crossley attended the Advertising & Communications Career Fair and met with students. She had a list of open positions and talked to possible job recruits about potential jobs. She answered questions and talked about the broadcast television business.

Date of station participation: February 24, 2024
Participating employees: Chief Photographer
Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description: Seminar and Job Fair. Comprehensive experience that combines learning, networking, and practical skill development, all in the iconic setting of Lambeau Field. For students pursuing a career in broadcasting, this seminar can kickstart their journey to success in the industry.

Date of station participation: August 2 to 6, 2023
Participating employees: Managing Editor and Multimedia Journalist
Host/Sponsor of activity: National Association of Black Journalists (NABJ) Convention and Career Fair
Brief description: Adrienne Crossley and Andrea Williams attended the NABJ Convention and Career Fair in Birmingham, Alabama. They staffed the Scripps table and did interviews with numerous people looking for jobs. They also handed out flyers with current available jobs and talked about various news positions and answered questions.

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: November 15, 2023
Participating employees: Anchor
Host/Sponsor of activity: Girl Scouts of Wisconsin Southeast Brief description: Susan Kim had the opportunity to share tips on storytelling and interviewing with the Girl Scouts. It was part of the 'Girl Scouts of Wisconsin Southeast' series on media careers and opportunities This program offers journalism, writing, public speaking and so much more. They practiced interviewing each other, writing a story, and sharing it with the class. Susan talked about her career in media and answered questions.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: April 4, 2024 Participating employees: Meteorologist Host/Sponsor of activity: Greater Milwaukee Urban League Brief description: The Greater Milwaukee Urban League invited Meteorologist Brendan Johnson and the TMJ4 Storm Chaser to the Milwaukee County Zoo for their STEAM n2 Careers event. Hundreds of Milwaukee County students spent the morning learning about different career areas with hands-on experiments and demonstrations. Students toured the Storm Chaser and saw how TMJ4 meteorologists present the forecast on TV. They learned about the education needed to be a meteorologist and asked lots of questions.</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: 8/1/2023 to 7/31/2024 Participating employees: 6 Morning Blend Interns, 9 News Interns Host/Sponsor of activity: WTMJ-TV, The Morning Blend Brief description: During this reporting period we had 6 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 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 5/24/2023 8/11/2023 Morning Blend Intern 5/24/2023 8/11/2023 Morning Blend Intern 8/25/2023 12/22/2023 Morning Blend Intern 9/5/2023 1/12/2024 Morning Blend Intern 1/10/2024 8/3/2024 Morning Blend Intern 5/29/2024 During this reporting period we had 9 paid News interns. 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. News Intern 5/8/2023 8/9/2023 News Intern 5/22/2023 8/3/2023 News Intern 9/6/2023 12/20/2023 News Intern 9/7/2023 12/15/2023 News Intern 9/13/2023 12/14/2023 News Intern 1/19/2024 5/3/2024 News Intern 6/3/2024 News Intern 6/10/2024 News Intern 6/17/2024

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: February 16, 2024 and Ongoing Participating employees: Account Executives Host/Sponsor of activity: E.W. Scripps Brief description: Scripps Sales Process Training: Three Account Executives took part in the Scripps Sales Process training. This is an intensive program for account executives to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.

Date of station participation: December 12, 2023 and Ongoing Participating employees: Station Manager and Creative Services Director Host/Sponsor of activity: E.W. Scripps Brief description: Excelerate was launched in 2018 to develop future senior leaders in the Local Media division. The focus of the program is to offer participants education, experience and exposure through networking. Our 2023 - 2024 Excelerate group will spend the next two years enhancing their leadership skills while adding breadth to their knowledge of local media business operations. This will include a deeper understanding of strategy, finance, business administration and the media industry. Giving passion a place to shine means growing our people and encouraging them to do their best work and reach their full potential through opportunity, development and openness to new ideas. Excelerate is an investment in developing our people and our future.

Date of station participation: February of 2024 Participating employees: Station Manager and Creative Services Director Host/Sponsor of activity: E.W. Scripps Brief description: The Station Manager and Creative Services Director took part in Scripps Change Management Training with 3 sessions. Session 1: Coaching Through Resistance, Session 2: Communicating Change with Impact and Empathy, Session 3: How to Reconcile with and Lead Change. These sessions cover everything from understanding your own relationship with change to modelling the way during uncertainty to communicating with empathy.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: March 18 and Ongoing, 2024 Participating employees: Executive Producer, Senior Manager of Digital Content, Local Sales Manager Host/Sponsor of activity: E.W. Scripps Brief description: The Manager Essentials program builds essential management and leadership skills in people managers, equipping them to unleash the best in their teams. This program offers three months of learning sessions and five months of coaching where participants gain the skills and knowledge needed to become a better leader. They learn how to communicate more effectively, delegate tasks, manage conflict and develop their direct reports and team. They learn from experienced professionals and connect with other managers and leaders from across the enterprise, helping them develop valuable relationships and build their professional network.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Date of station participation: February 26, 2024 Participating employees: Anchor/Multimedia Journalist Host/Sponsor of activity: Alverno College Brief description: Susan Kim was one of 40 women who participated in Mentor Monday at Alverno College sponsored by the Milwaukee Business Journal. Susan shared insight on her career, what education was needed to be in her field, she talked about her job as an anchor and reporter and answered questions from the students.</p>
	<p>Date of station participation: February 13, 2024 Participating employees: Multimedia Journalist Host/Sponsor of activity: Marquette University Brief description: Andrea Williams attended the Marquette media writing class and spoke to the students. Andrea talked to the students about her education and her career in radio and television and how she has made opportunities happen. She talked about writing scripts for newscasts and how to get a story on air and how to choose words to get your story point across. She went over the different skills needed for writing in TV and radio and answered questions from the students.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: December 5, 2023 Participating employees: Various Newsroom Employees Host/Sponsor of activity: Riverside University High School Brief description: A group of students from Riverside University High School toured the station for their Broadcast Journalism class. They toured sales, creative services, the Morning Blend, Editing and News. The students spoke with various news employees about their positions, what they do at the station and what education they need. They learned what it takes to put on a newscast. They watched the Noon newscast live and saw the control room, news set, saw the daily workflow and had a Q and A with our journalists.</p>
	<p>Date of station participation: September 18, 2023 Participating employees: Anchor Host/Sponsor of activity: UW Madison Brief description: They discussed different careers in TV news, including many questions about the anchors journey to get there. She talked with multiple people in news and their different roles and opportunities. She watched part of the Noon newscast from the studio with another anchor and then went in the control room to watch the newscast from that perspective.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Date of station participation: August 1, 2023 to July 31, 2024 Participating employees: Various Station Personnel Host/Sponsor of activity: E.W. Scripps Brief description: E.W. Scripps has digital training sessions for Equity, Diversity and Inclusion Training. Classes taken are Equity, Diversity and Inclusion Strategy, Unconscious bias and microaggressions and SEEK Experiencing News as an African American/Black Person. Scripps has webinars so employees understand and embrace the need for diverse and respectful workplaces. The diversity team has partnered with human resources and business leaders to develop an equity, diversity and inclusion plan that guides the company in four areas: race, gender, LGBTQ+ and veteran status.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of station participation: August 7, 2023
Participating employees: Chief Photographer
Host/Sponsor of activity: West Bend West Brief
description: A West Bend West senior came to the station to job shadow. He took a tour of the station and received an overview of the operation. He talked with our chief photographer about his interests and sat with an editor to learn the editing process. He saw a live newscast and also sat with a teleprompter. The staff answered any questions and offered career advice.

Date of station participation: August 21, 2023
Participating employees: Creative Services Director, Newsroom Staff
Host/Sponsor of activity: International Institute of Wisconsin and the US State Department
Brief description: A group of visiting journalists from India, Australia and Japan toured the newsroom and met with news employees. They are part of a partnership between the International Institute of Wisconsin and the US State Department to combat misinformation. They saw the control room, news set, saw the daily workflow and had a Q and A with our journalists.