

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2016 - July 31, 2017

Stations Included in Report: WKTI-FM, WTMJ-AM, 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 | | | | 42 |
| C2 | Internal Candidate / WorkLife | | | | 27 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 186 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 29 |
| C6 | America's Job Exchange | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C8 | SimplyHired.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 4 |
| C9 | Oodle.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C10 | Job.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C11 | AboutJobs.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C12 | Trovit U.S. | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C13 | TheLadders - Jobs need: Min 40K , Full Time | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C14 | Flexjobs.com (Flexible schedule jobs only) | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C15 | JuJu.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |

EEO PUBLIC FILE REPORT

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|------|--|---|---|--------------|----|
| C16 | Collective Talent | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C19 | National Association of Black Journalists | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 4 |
| C37 | Monster.com (14 days) US Locations | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 3 |
| C43 | Rensselaer Polytechnic Institute Career Development Center | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C44 | JournalismJobs.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 2 |
| C49 | Indeed.com Sponsored Jobs 200 Click | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 15 |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C91 | Careerbuilder US | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 8 |
| C95 | Facebook | 1 Hacker Way Menlo Park, CA 94025 | www.facebook.com | | 3 |
| C96 | JournalMediaGroup.com | | | | 5 |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 93 |
| C100 | Tvjobs.com | PO Box 4116 Oceanside, CA 92052 | www.tvjobs.com | 760-754-8177 | 2 |
| C111 | External/Candidate Referral | | | | |
| C112 | IRE (Investigative Reporters/Editors) | 138 Neff Annex Columbia, MO 65211 | Stephanie Sinn jobpostings@ire.org | 573-882-2042 | 1 |
| C114 | Talent Dynamics / Sandra Connell | 600 E Las Colinas Blvd. #100 Irving, TX 75039 | Sandra Connell connell@talentdynamics.com | 214-640-3139 | 1 |
| C115 | Media Line | P.O. Box 51909 Pacific Grove, CA 93950 | www.medialine.com | | 1 |
| C116 | Online Sports.Com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C127 | Glassdoor | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C130 | Face-to-face Networking | | | | 26 |

EEO PUBLIC FILE REPORT

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|------|----------------------------------|---|---|--------------|----|
| C131 | Agency/Search Firm | | | | 16 |
| C132 | Bing | One Microsoft Way Redmond, WA 98052-7329 | | | |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 75 |
| C135 | Daily Clips | | | | 2 |
| C137 | CommunicationsJobs by Beyond.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C146 | Development Test Emedia | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C157 | ZipRecruiter | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 2 |

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 | Shirley Miller skmiller@bates.ctc.edu | 253-680-7752 | |
| L3 | Carroll University | 100 N. East Ave. Waukesha, WI 53186 | Deb Weber dweber@carrollu.edu | 262-524-7377 | |
| L4 | Central Michigan University | 340 Moore Hall Mount Pleasant, MI 48859 | Peter B. Orlik, PH. D. orlik1pb@cmich.edu | 989-774-3851 | |
| L5 | Emerson College | 113 Gray St. Arlington, MA 02476 | Mary Sullivan careers@emerson.edu | 781-646-1077 | |
| L6 | Goodwill Industries | 6055 N 91st St Milwaukee, WI 53225 | Lisa Norman lisa.norman@goodwillsew.com | 414-353-6400 | |
| L7 | Hispanic Chamber of Commerce | 816 W. National Ave. Milwaukee, WI 53204 | Nathan Jones nathan@hccw.org mcameron@hccw.org | 414-643-6963 | |
| L8 | Illinois News Broadcasters Association (INBA)/Chicago Headline Club | #1 University Circle Macomb, IL 61455 | Bob Roberts or Jim Gee BoRoWMAQ@aol.com | | |
| L9 | Marquette University / Broadcast Communications | 1217 W. Wisconsin Ave. Milwaukee, WI 53233 | Dr. Michael Havice michael.havice@marquette.edu | 414-288-3495 | |
| L10 | Milwaukee Indian Manpower Council | 3134 W. State St. Milwaukee, WI 53208 | Kathy Tyson tyson@spottedeagle.us darrenkroenke@gmail.com | 414-342-0700 | |
| L11 | Milwaukee Urban League | 2800 W. Wright St. Milwaukee, WI 53210 | Sakuri Fears sfears@tmul.org employment@tmul.org | 414-374-5850 ext. 103 | |
| L12 | Milwaukee School of Engineering | 1025 Milwaukee St. Milwaukee, WI 53202 | Cathy Ferraro ferraro@msoe.edu | 414-277-7120 | |
| L13 | Ohio & Illinois Centers for Broadcasting | 9885 Rockside Rd., Ste 160 Cleveland, OH 44125 | Don Clark dclark@beonair.com gary@beonair.com | 312-884-8000 | |

EEO PUBLIC FILE REPORT

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|-----|--|---|--|-----------------------|---|
| L14 | SER-Jobs for Progress | 1020-30 W. Mitchell St. Milwaukee, WI 53204 | Brianna Fox bfox@ser-national.org valdez@milwaukeeeser.org | 414-649-2640 | |
| L15 | University of North Texas | PO Box 310589 Denton, TX 76203 | Phyllis Slocum slocum@unt.edu | 940-565-2565 | |
| L16 | University of Wisconsin-Green Bay ? Careers | 2420 Nicolet Dr. SS 1916 Green Bay, WI 54311 | Program Assistant careers@uwgb.edu | 920-465-2163 | |
| L17 | University of Wisconsin-Milwaukee | PO Box 413 Milwaukee, WI 54311 | Jessica McBride mcbridej@uwm.edu pleshin@uwm.edu | 414-229-4436 | |
| L18 | University of Wisconsin-Oshkosh Radio, TV & Film | 800 Algoma Blvd Oshkosh, WI 54901 | Justine Stokes stokesj@uwosh.edu | 920-424-2443 | |
| L19 | Wisconsin Broadcasters Association | 44 E. Mifflin, Ste 900 Madison, WI 53703 | Mandy Endicott mendicott@wi-broadcasters.org | 608-255-2600 | 4 |
| 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 WJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com | 414-546-3300 | |
| L24 | Wisconsin Tech Connect | 2740 W. Mason St. Green Bay, WI 54307 | Janet www.wisconsintechconnect.com | 920-498-5528 | |
| L25 | Cardinal Stritch College | 6801 N. Yates Rd. Milwaukee, WI 53217 | Angela career@stritch.edu | 414-410-4157 | |
| L26 | Collins College | 4750 S. 44th Pl Phoenix, AZ 85040 | Amy Roberts aroberts@collinscollege.edu | 480-446-1112 | |
| L27 | Hmong American Friendship Association | 3824 W. Vliet St. Milwaukee, WI 53208 | pachia@hmongamer.org | 414-344-6575 | |
| L28 | Interfaith Older Adults Program | 600 W. Virginia St., Ste 300 Milwaukee, WI 53204 | Barb Smith bsmith@interfaithmilw.org http://interfaithmilw.org/ | 414-291-7500 ext. 233 | |
| L29 | Mississippi State University | PO Box PF/130 McComas Hall Mississippi State, MS 39761 | Karyn Brown kbrown@comm.msstate.edu http://www.msstate.edu/ | 662-325-7952 | |
| L30 | Mount Mary College | 2900 N. Menomonee River Pkwy Milwaukee, WI 53213 | adcardev@mtmary.edu https://www.mtmary.edu/ | 414-258-4810 | |
| L31 | Social Development Commission | 231 W. Wisconsin Ave. #14 Milwaukee, WI 53203 | mhernandez@cr-sdc.org http://www.cr-sdc.org/SDC.htm | 414-906-2700 | |
| L32 | UMOS | 6550 N. 76th St. Milwaukee, WI 53223 | Addy Bonnetti adhemar.bonnetti@umos.org http://www.umos.org/ | 414-486-5281 | |

EEO PUBLIC FILE REPORT

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|---|---|--|--|----------------------|----|
| 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.7oJELQPwFhJWG/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 | 13 |
| L41 | Collective Talent | | bille@michaelsmedia.com | | 1 |
| L42 | MilwaukeeJobs.com | Milwaukee, WI | | | |
| Total Number of Interviewees Referred: | | | | 565 | |

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 -RAD [11613] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C95, C97, C116, C130, C135, C146, L19, L40 | Code Number: C95 Start Date: 2016-08-01 |
| Account Exec -RAD [11613] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C95, C97, C116, C130, C135, C146, L19, L40 | Code Number: C1 Start Date: 2016-10-24 |
| Account Exec, Radio [12003] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C96, C97, C116, C130, C131, C132, C134, L19 | Code Number: C130 Start Date: 2016-08-10 |
| Account Exec, Radio [12003] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C96, C97, C116, C130, C131, C132, C134, L19 | Code Number: C1 Start Date: 2016-10-18 |
| Account Exec, Radio [12372] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C97 Start Date: 2017-01-19 |
| Account Exec, Radio [12372] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C1 Start Date: 2016-11-14 |
| Account Exec, Radio [12405] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C96, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L33, L40, L41 | Code Number: C96 Start Date: 2016-11-30 |
| Account Exec, Radio [12998] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41 | Code Number: C2 Start Date: 2017-05-22 |
| Account Exec, Radio [13088] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134 | Code Number: C1 Start Date: 2017-06-05 |
| Assoc Account Exec, TV [13028] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C130 Start Date: 2017-06-12 |
| Commercial Producer [12020] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C2 Start Date: 2016-08-15 |
| Dir, Programming - Radio [12363] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41 | Code Number: L40 Start Date: 2017-07-06 |
| Editor II [12441] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L42 | Code Number: C3 Start Date: 2016-12-27 |

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] |
|--|---|---|
| Graphic Artist [12593] | C1, C2, C3, C5, C6, C10, C11, C13, C69, C91, C97, C100, C130, C131, C132, C134, C157, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L27, L41 | Code Number: C1 Start Date: 2017-04-24 |
| HR Business Partner [11445] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C91, C97, C127, C137, L42 | Code Number: C97 Start Date: 2016-10-31 |
| Meteorologist, Weekend [12621] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C37, C69, C130, C131, C132, C134 | Code Number: C131 Start Date: 2017-06-12 |
| Mgr, General Sales - Radio [12097] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41 | Code Number: C3 Start Date: 2016-09-26 |
| Midday Anchor, MMJ [11607] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C19, C43, C44, C49, C91, C100, C130, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C130 Start Date: 2016-12-01 |
| News Producer [11695] | C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C100, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C3 Start Date: 2016-09-26 |
| News Producer [12041] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134 | Code Number: C130 Start Date: 2016-08-01 |
| Photographer II [13068] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C2 Start Date: 2017-06-19 |
| Producer, Creative Services [12165] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146 | Code Number: C2 Start Date: 2016-12-19 |
| Radio On-Air Personality [12366] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C130 Start Date: 2017-02-27 |
| Radio On-Air Talent [12019] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C96, C97, C130, C131, C132, C134, L19, L40 | Code Number: C130 Start Date: 2017-01-30 |
| Radio Promotions Asst II [12501] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C2 Start Date: 2017-03-13 |
| Reporter [11603] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C100, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C3 Start Date: 2016-11-07 |

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] |
|---|--|---|
| Reporter [11603] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C49, C100, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C5 Start Date: 2016-08-15 |
| Reporter [11983] | C1, C2, C3, C5, C69, C130, C131, C132, C134 | Code Number: C2 Start Date: 2016-08-01 |
| Reporter [12094] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C43, C69, C96, C130, C131, C132, C134, C146, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C19 Start Date: 2016-11-07 |
| Reporter [12094] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C43, C69, C96, C130, C131, C132, C134, C146, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C2 Start Date: 2016-09-26 |
| Reporter/Multimedia Journalist [12518] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134 | Code Number: C5 Start Date: 2017-04-05 |
| Sales Support Asst II [12327] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C96, C97, C116, C130, C131, C132, C134 | Code Number: C134 Start Date: 2017-02-27 |
| Specialty MMJ [12347] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C111, C112, C114, C115, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41 | Code Number: C2 Start Date: 2017-04-10 |
| Sr Dir, Sales - TV [12218] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-01-16 |
| Sr Real Time Editor [12674] | C1, C2, C3, C5, C6, C10, C69, C97, C130, C131, C132, C134 | Code Number: C1 Start Date: 2017-03-06 |
| Weekend Anchor, MMJ(C) [12519] | C1, C2, C3, C5, C69, C130, C131, C132, C134 | Code Number: C130 Start Date: 2017-02-06 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: August 4 - 5, 2016 Participating employees: Marcus Riley, Director of Digital Media Host/Sponsor of activity: NABJ/NAHJ Conference & Career Fair Brief description of activity and station participation: Marcus Riley attended the NABJ/NAHJ Conference and Career Fair in Washington, DC. Marcus recruited and manned the Scripps career table and met with numerous people looking for jobs.

Date of station participation: January 25, 2017 Participating employees: Joe Poss, (TV GM), Tom Langmyer (Radio GM), Jason Bjorson (Radio GSM), Eric Brooks (Radio Director, Programming & News) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: The staff attended the Wisconsin Broadcasters Association Winter Job/Career Fair in Madison and recruited and manned the Scripps table. He had a list of open positions and talked to possible job recruits about jobs.

Date of station participation: February 6, 2017 Participating employees: Joe Poss, TV General Manager, Gregg Schraufnagel, TV Marketing Manager and Cheryl White, HR Business Partner Host/Sponsor of activity: UW Madison Brief description of activity and station participation: Our staff attended the Advertising & Communications Career Fair in Madison and recruited and manned the Scripps job table. They had a list of open positions and talked to possible job recruits about jobs.

Date of station participation: May 13, 2017 Participating employees: Janet Hundley, News Director Host/Sponsor of activity: National Association of Hispanic Journalists Brief description of activity and station participation: Janet Hundley attended the National Association of Hispanic Journalists Career Fair in Chicago. Janet recruited and manned the Scripps career table and met with numerous people looking for jobs in radio and television.

Date of station participation: June 14, 2017 Participating employees: Dave Lombardo, (TV GSM), Cheryl White (HR Business Partner), Jason Bjorson (Radio GSM), Eric Brooks (Radio Director, Programming & News) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: The staff attended the Wisconsin Broadcasters Association Summer Job/Career Fair in Sheboygan and recruited and manned the Scripps table. They had a list of open positions and talked to possible job recruits about jobs.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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: February 15, 2017 Participating employees: Joe Poss, TV General Manager Host/Sponsor of activity: Webster Transitional School Brief description of activity and station participation: Joe Poss attended the eighth grade career day at Webster Transitional School in Cedarburg. Joe talked to the students about broadcasting, journalism and communications.

Date of station participation: March 9, 2017 Participating employees: Shannon Sims, Anchor/Reporter Host/Sponsor of activity: Glen Hills Middle School Career Day Brief description of activity and station participation: Shannon spoke about her profession and educational path. She spoke about what she does at the station for anchoring and reporting and how she got her job. The students also asked her questions.

Date of station participation: June 14, 2017 Participating employees: Joe Poss, TV General Manager Host/Sponsor of activity: Wisconsin Broadcasters Association Ask The Manager Panel Brief description of activity and station participation: Joe was a participant for Ask The Manager Panel, which is held during the WBA Summer Job Fair.

Date of station participation: June 27, 2017 Participating employees: TV News Director Janet Hundley Host/Sponsor of activity: Office of State Representative David Bowen Brief description of activity and station participation: The News Director spoke at a community forum on the media's role in how Milwaukee is portrayed and the community's role to push more positive stories to media sources. Speakers and panelists will join the conversation to identify the mainstream media's impact on how Milwaukee is viewed outside of Milwaukee, their role and how that role can be redefined to show an inclusive angle moving forward.

Date of station participation: July 26, 2017 Participating employees: Shannon Sims, TV Anchor Host/Sponsor of activity: Social X Brief description of activity and station participation: TODAY's TMJ4 sponsored and provided anchor Shannon Sims to moderate a panel discussion called "Bridging the Gap" organized by Social X, a social organization targeting young, minority professionals in the Milwaukee area. The moderated discussion addressed career development and Milwaukee city growth.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> | <p>Date of station participation: 8/1/2016 - 7/31/2017 Participating employees: 3 Morning Blend Interns / 9 News/Sports Interns Host/Sponsor of activity: WTMJ-TV-The Morning Blend, WTMJ-TV News, WTMJ-AM News Brief description of activity and station participation: Students participating in The Morning Blend/Creative Services program learn and assist in the production of a daily talk show. Interns help with guest coordination, from greeting guests/clients to assisting them with set up and escorting them from green room to studio. They assist in taking photos during the show for later use on social media. They also have the opportunity to learn non-linear editing and assisting in populating our website with content, from writing description to posting video. They also have the opportunity to help write scripts for the show as well as learn about producing the show. 1 UW Milwaukee (May 2016 - January 2017) 1 Marquette University (January 2017 - May 2017) 1 Milwaukee Area Technical College (June 2017 - September 2017) Students participating in the News/Sports 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 and radio broadcast. 1 UW Milwaukee (June 2016 - November 2016) 1 Marquette University (September 2016 - December 2016) 1 UW Milwaukee (September 2016 - December 2016) 1 UW Milwaukee (January 2017 - August 2017) 1 Marquette University (January 2017 - August 2017) 1 UW Milwaukee (January 2017 - August 2017) 1 Marquette University (February 2017 - May 2017) 1 UW Milwaukee (February 2017 - August 2017) 1 UW Milwaukee (March 2017 - September 2017)</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>WTMJ-TV, WTMJ-AM and WKTI-FM and its employees participate in the E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all station employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: October 31, 2016 Participating employees: Adam Lilley, Production Specialist Host/Sponsor of activity: MATC Brief description of activity and station participation: The production specialist answered interview questions about the broadcast media industry. They helped the student complete their interview project and spoke about how he does his job and the media industry.

Date of station participation: October 31, 2016 Participating employees: Keith Donovan, TV Account Executive Host/Sponsor of activity: SIU School of Journalism Brief description of activity and station participation: The account executive spoke to a media class about the technology that allows geo-targeting and geo-fencing and the related customer benefits. He also spoke about his job in sales and answered any questions.

Date of station participation: December 14, 2016 Participating employees: Jesse Ritka, Meteorologist Host/Sponsor of activity: Parkview Elementary School Brief description of activity and station participation: The meteorologist spoke to the students about cloud types, tornado categories and high/low pressure. The students had an interactive experience and learned about weather and what Jesse does at her job.

Date of station participation: February 17, 2017 Participating employees: Steve Chamraz (Anchor), Shannon Sims (Anchor), Lance Allan (Sports Anchor), Jesse Ritka (Meteorologist) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: On February 17, Steve Chamraz, Shannon Sims, Lance Allan and Jesse Ritka joined the UWM class in the blue conference room from 11:15-1:15. All spoke of their experiences as anchors and reporters, showed examples of their work and answered many questions for the students.

Date of station participation: February 24, 2017 Participating employees: Gary Reistad (Producer), Mary Franzen (Assignment Editor) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: On February 24 Gary Reistad and Mary Franzen spoke to the UWM class about producing and the assignment desk, respectively. They were in the blue conference room from 11:15-1:15 and also had handouts, examples and presentations. They answered questions for the students.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Date of station participation: March 3, 2017 Participating employees: Creative Services and Graphics Employees Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: On March 3 Gregg Schraufnagel, Clark Barton and Nick Sanders shared their expertise with the UWM class about creative services and graphics. They came armed with multi-media examples of their work and answered student questions.</p> |
| | <p>Date of station participation: March 10, 2017 Participating employees: Morning Blend Employees Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The UWM students were able to watch The Morning Blend in its entirety from both the studio and the control room; then Scripps/WTMJ employees Molly Fay, Katie Pinkowski and Paul Puglisi met with students for a full hour in the blue room after the conclusion of the show, sharing details of how the show is produced and answering questions.</p> |
| | <p>Date of station participation: March 31, 2017 Participating employees: Andrew Fleming (Finance Director), Dave Lombardo (Director of Sales) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The UWM students met with Andrew Fleming and Dave Lombardo and they shared their expertise on finance and sales. They were incredibly well prepared with an excellent Power Point and fielded many questions. The students learned a lot about these departments.</p> |
| | <p>Date of station participation: April 7, 2017 Participating employees: Janet Hundley (News Director, Diane Irving (Assistant News Director), Marcus Riley (Director of Digital Media) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The UWM students met with news and digital and learned how those operations worked in our building. News and digital shared many stories giving the students great insight. The students asked a lot of questions and learned a lot.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Date of station participation: April 21, 2017 Participating employees: Tony Lucas (Director of Engineering TV), Shaun Farrell (Chief Photographer), Ryan Scott (Production Supervisor), Erica Stowe (Director) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: Tony took the UWM students on a tour of the grounds and the transmitter building and shared technical knowledge that helped them see how television has evolved and where it is heading in the future. Shaun spoke of his job duties as the chief photographer and gave them practical tips on shooting good stories. He had photos and videos to accompany his presentation. Ryan and Erica spoke of their roles on the production side of the news team. Erica had handouts of the rundown and showed a video of herself directing in a split screen with the actual show so that students could follow along with her commands and see how it all looked in real time (this was also generously shot by Sean O'Flaherty and edited by Gideon Verdin-Williams). Tony and Ryan then had a surprise for the students. They had arranged for students to perform an 8 minute mock newscast based off of a real rundown. Each student selected a card from a bowl that gave them two duties: one for the first newscast and one for the second. They were then paired with the professional in that area. The spots were: anchor, reporter, director, technical director, audio, SNG truck, live remote camera, floor director, prompter and robotic cameras. The students observed the duties and gained invaluable first-hand knowledge from the professionals on that particular aspect of the news. After the first newscast they flipped to their second role and did it again. The students were absolutely thrilled!

Date of station participation: April 28, 2017 Participating employees: Tonya Simpson (Executive Producer), Rachael Glaszcz (Producer Special Projects), Courtney Gerrish (Anchor/Reporter), Paul Marble (Photographer) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: The group gave a presentation in the blue room which included videos, photos and Q & A, then moved to the spare studio where they demonstrated equipment, including hidden cameras. The presentation ended with a demonstration of lighting techniques and more Q & A. The students gained invaluable insight into the world of investigative reporting and special projects.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Date of station participation: May 5, 2017 Participating employees: Joe Poss (TV VP & GM), Janet Hundley (TV News Director), Diane Irving (TV Assistant News Director), Marcus Riley (Director of Digital Media), Gregg Schraufnagel (TV Marketing Manager) Host/Sponsor of activity: UWM University of Wisconsin Milwaukee Brief description of activity and station participation: Joe Poss spoke to the group about his background and day-to-day duties. He took questions and let a discussion on the future of news. The students talked about how they consume news and how they might envision newscasts of the future being designed and implemented. They also took questions from the students.</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: January 25, 2017 Participating employees: Tom Langmyer (Radio GM), Jason Bjorson (Radio GSM), Eric Brooks (Radio Director, Programming and News) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: Tom, Jason and Eric attended the seminar: Avoiding Discrimination in Employment Terminations, which was held as part of the WBA 2016 Winter Conference on January 25, 2017 from 10:45am - 11:45am at the Concourse Hotel in Madison, WI.</p> |
| <p>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.</p> | <p>Date of station participation: August 1, 2016 Participating employees: Ryan Scott, Production Supervisor Host/Sponsor of activity: Milwaukee Area Technical College Brief description of activity and station participation: Ryan Scott took the student on a tour and showed her behind the scenes for weather and graphics. They got a look at what goes on in real time and all it takes to put graphics and animation on a newscast.</p> <p>Date of station participation: November 11, 2016 Participating employees: Jody Bublitz, Newsroom Executive Assistant and Tour Guide Host/Sponsor of activity: Train Fest Brief description of activity and station participation: The foreign exchange students from the Train Fest competition winning team took a tour of the station. They watched a production of The Morning Blend show and learned what it takes to put a show on the air and also saw behind the scenes in the control room.</p> <p>Date of station participation: December 2, 2016 Participating employees: Katie Pinkowski, Morning Blend Producer Host/Sponsor of activity: Milwaukee Area Technical College Brief description of activity and station participation: The students from MATC observed The Morning Blend show for their set and lighting design class. The students had a tour of the studio and the control room. They also talked to one of our lighting guys about how to light the studio.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Date of station participation: January 10, 2017 Participating employees: Molly Fay, Morning Blend Host Host/Sponsor of activity: Whitefish Bay Middle School Brief description of activity and station participation: The Whitefish Bay Middle School Leadership students took a tour of the station. They watched a production of The Morning Blend show, and were also on the show, and learned what it takes to put a show on the air and also saw behind the scenes in the control room.</p> |
| | <p>Date of station participation: February 7, 2017 Participating employees: Katie Pinkowski, Morning Blend Producer Host/Sponsor of activity: Integrated College Planning Brief description of activity and station participation: Katie gave Chad Harbeck a tour of the station and he shadowed her for her shift. He saw how the Morning Blend show is produced and was behind the scenes in the control room.</p> |
| | <p>Date of station participation: February 15, 2017 Participating employees: Tony Aria, Assignment Editor Host/Sponsor of activity: Grafton High School Brief description of activity and station participation: The students from Grafton High School were taken on a tour of our building. They were shown the daily responsibilities of the newsroom and putting on a newscast. The students watched cut-ins with the anchors and meteorologist.</p> |
| | <p>Date of station participation: February 19, 2017 Participating employees: Scott Keske, TV Engineer Host/Sponsor of activity: MATC Brief description of activity and station participation: Scott Keske gave a tour to David Koziol from MATC and showed him the TMJ4 microwave vans and storm chaser vehicle. Scott also did a video of the station's vehicles and showed the specialized equipment in each one.</p> |
| | <p>Date of station participation: February 21, 2017 Participating employees: Elise Menaker, Sports Reporter Host/Sponsor of activity: Muskego Norway High School Brief description of activity and station participation: Joele Breider shadowed Elise Menaker for her shift to see what it was like to be a sport reporter. She got a tour of the station, was shown how iNews works, explained how a sportscast is put together, showed how a rundown works, showed her the camera room so she could see where the equipment is stored and she watched part of a newscast.</p> |
| | <p>Date of station participation: March 24, 2017 Participating employees: Jody Bublitz, Newsroom Executive Assistant and Tour Guide Host/Sponsor of activity: Greendale High School Brief description of activity and station participation: The Media Productions students from Greendale High School took a tour of the station. They saw the WTMJ studio, got a behind the scenes tour and spoke with an anchor and meteorologist to see what their job entails.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Date of station participation: May 20, 2017 Participating employees: Julia Fello, Reporter Host/Sponsor of activity: Victory International Fellowship Brief description of activity and station participation: Julia Fello gave a tour of the station to the high school students from Victory International Fellowship in Brookfield. She showed them what it takes to put on a Live at Daybreak newscast. She then answered questions from the students.</p> |
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