

WMTV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 21, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
WEEKEND NEWS ANCHOR/REPORTER-MMJ	1, 5, 7-10, 12	5
BROADCAST ENGINEER	1, 8-10	8
REPORTER (MORNING)	1, 5, 7-10, 32	7
ACCOUNT EXECUTIVE	1, 8-10	10
METEOROLOGIST - WEEKEND	1, 7-10, 12	12
CREATIVE SERVICES PRODUCER	1, 8-10	9
NEWS/DIGITAL CONTENT PRODUCER	1, 6-10	6
PHOTOJOURNALIST/EDITOR	1, 7-10, 12	9
CREATIVE SERVICES PRODUCER	1, 8-10	10
NEWS/DIGITAL CONTENT PRODUCER	1, 7-10	7
NEWS/DIGITAL CONTENT PRODUCER	1, 5, 7-10	7
SENIOR CREATIVE SERVICES PRODUCER	1, 8-10	8
NEWS ANCHOR/REPORTER (EVENING)	1, 5, 7-10, 12, 31	12
CREATIVE SERVICES PRODUCER - WMTV	1-4, 8-13, 16, 19-30, 32-33	8
SPORTS ANCHOR/MMJ (W/END) - WMTV	1, 3-4, 7-9, 11, 13-30, 32-33	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
2	Collective Talent , Wisconsin Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	Columbia College - Chicago 600 S Michigan Ave Chicago, Illinois 60605 Phone : 312-369-8994 Email : jhalperin@colum.edu Jennifer Halperin	N	0
4	Columbia College - Chicago 600 S Michigan Ave Chicago, Illinois 60605 Phone : 312-369-6844 Email : vrobbsins@colum.edu Valerie Robbins	N	0
5	Corporate Recruiter	N	7
6	Current Employee	N	1
7	Employee Referral	N	15
8	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	24
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	16

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10	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	11
11	Madison Area Technical College 1701 Wright St Madison, Wisconsin 53704 Email : lhansen@madisoncollege.edu Larry Hansen	N	0
12	Non-Employee Referral	N	5
13	Southern Illinois University School of Journalism 1263 Lincoln Dr Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Career Services	N	0
14	University of Minnesota 206 Church St SE 308 Murphy Hall Minneapolis, Minnesota 55455 Phone : 612-626-0061 Scott Libin Manual Posting	N	0
15	University of Wisconsin - Madison 821 University Ave. 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-575-4082 Katy Culver Manual Posting	N	0
16	University of Wisconsin - Madison (Job Board) 821 University Ave. 5115 Vilas Hall Madison, Wisconsin 53706 Job Board Manual Posting	N	0
17	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-3133 Justine Stokes Manual Posting	N	0

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18	University of Wisconsin - Whitewater 800 W. Main St Whitewater, Wisconsin 53190 Phone : 262-472-5659 Jim Mead Manual Posting	N	0
19	University of Wisconsin-Eau Claire 105 Garfield Ave. Eau Claire, Wisconsin 54702 Handshake School Manual Posting	N	0
20	University of Wisconsin-Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Handshake School Manual Posting	N	0
21	University of Wisconsin-La Crosse 1725 State Street La Crosse, Wisconsin 54601 Handshake School Manual Posting	N	0
22	University of Wisconsin-Milwaukee Milwaukee Milwaukee, Wisconsin 53211 Handshake School Manual Posting	N	0
23	University of Wisconsin-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Handshake School Manual Posting	N	0
24	University of Wisconsin-Parkside 900 Wood Road Kenosha, Wisconsin 53144 Handshake School Manual Posting	N	0
25	University of Wisconsin-Platteville 1 University Plaza Platteville, Wisconsin 53818 Handshake School Manual Posting	N	0

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26	University of Wisconsin-River Falls 410 S. 3rd Street River Falls, Wisconsin 54022 Handshake School Manual Posting	N	0
27	University of Wisconsin-Stevens Point 2100 Main Street Stevens Point, Wisconsin 54481 Handshake School Manual Posting	N	0
28	University of Wisconsin-Stout 712 S. Broadway St. Menomonie, Wisconsin 54751 Handshake School Manual Posting	N	0
29	University of Wisconsin-Superior 801 N. 28th Street Superior, Wisconsin 54880 Handshake School Manual Posting	N	0
30	University of Wisconsin-Whitewater 800 W. Main Street Whitewater, Wisconsin 53190 Handshake School Manual Posting	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	1
32	Wisconsin Broadcasters Association 44 East Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Job Board Manual Posting	N	0
33	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/7/2022	Participation in events or programs sponsored by educational institutions	Members of the newsroom met with a pre-Journalism student, going to the University of Washington, about careers in broadcasting.	10	Anchors Reporters Producers
2	9/30/2022	Participation in events or programs sponsored by educational institutions	Two anchors and a producer met with a Department of Forest and Wildlife Ecology class about media interviews in their future careers.	3	Anchors Producer
3	10/15/2022	Participation in events sponsored by organizations representing the community	An anchor and meteorologist gave a tour and answered questions about journalism and communications to the "Media Girls" of the Badgerland Girl Scouts.	2	Anchor Meteorologist
4	10/19/2022	Participation in events or programs sponsored by educational institutions	Our sports reporter spoke with the Association of Women in Sports Media - Wisconsin Chapter at the University of Wisconsin Madison.	1	Sports Reporter
5	10/20/2022	Participation in events or programs sponsored by educational institutions	Multiple newsroom employees hosted the "On Air Performance Class" from Madison College.	7	Anchors Reporters Producers
6	10/21/2022	Participation in events or programs sponsored by educational institutions	An anchor gave a presentation to a journalism class at Parker High School in Janesville, WI.	1	Anchor
7	12/16/2022	Participation in events or programs sponsored by educational institutions	Our News Director spoke to the new lecturer at UW-Madison's School of Journalism about reshaping the curriculum for 2023.	1	News Director
8	1/10/2023	Participation in events or programs sponsored by educational institutions	An anchor and producer each did presentations about the broadcast industry for Rome Corners Intermediate School in Oregon, WI.	2	Anchor Producer
9	2/24/2023	Participation in events or programs sponsored by educational institutions	An anchor gave a presentation to Lodi Middle School students as part of their Careers Connection program.	1	Anchor
10	2/25/2023	Participation in events sponsored by organizations representing the community	Multiple anchors and reporters took part in various events at the Wisconsin Broadcasters Association Student Seminar.	6	Anchors Reporters

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11	3/5/2023	Participation in Job Fairs	On March 5, 2023 the station participated in the Wisconsin Broadcasters Association Job Fair. The General Manager, General Sales Manager, Creative Services Director and other employees met with job seekers to discuss career opportunities and to answer questions.	6	General Manager General Sales Manager Creative Services Director Other Employees
12	4/1/2023	Participation in events sponsored by organizations representing the community	Our News Director planned and moderated two sessions at the Midwest Journalism Conference. 1. Mastering Multimedia Journalism 2. Know Your Rights	1	News Director
13	4/11/2023	Participation in events sponsored by organizations representing the community	Our News Director attended the Wisconsin Broadcasters Association's Careers in Broadcasting Mixer. Met with college students looking for internships or their first job in the business.	1	News Director
14	4/13/2023	Provision of training to management	On April 13, 2023 the Creative Services Director attended the Wisconsin Broadcasters Association's EEO Seminar: A Review of the EEO Requirements for Broadcasters. Seminar was held as a webinar.	1	Creative Services Director
15	4/20/2023	Provision of training to management	On April 20, 2023 the Office Manager participated in the FCC's Equal Employment Opportunity Rules training webinar presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.	1	Office Manager
16	4/25/2023	Participation in events or programs sponsored by educational institutions	Students from the University of Wisconsin Madison Journalism class toured the station, job shadowed and discussed careers in broadcasting with multiple newsroom employees.	8	Anchors Reporters Producers
17	5/12/2023	Participation in events or programs sponsored by educational institutions	An anchor did two class presentations at Central Heights Middle School in Sun Prairie for their AVID program.	1	Anchor

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18	6/14/2023	Provision of training to management	Our General Manager and News Director were at the EEO Session: You're Looking in All the Wrong Places: How to Find Diverse Talent at Every Level, during the Wisconsin Broadcasters Association Summer Conference.	2	General Manager News Director