

**WISN-TV**  
**EEO PUBLIC FILE REPORT**  
**July 30, 2016 - July 31, 2017**

**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
Anchor/Reporter Open Date: 2/2/2016 Hire Date: 8/1/2016	1, 3-15, 17-18, 20-24, 26, 28-30, 32-33, 35-60	57
Account Executive Open Date: 6/14/2016 Hire Date: 3/27/2017	2-15, 17-18, 20, 22-24, 26-30, 33, 36- 56, 59-60	27
Digital Client Specialist Open Date: 7/12/2016 Hire Date: 8/15/2016	3-18, 20, 22-24, 26-30, 33, 36-56, 59- 60	16
Administrative Assistant/Receptionist Open Date: 8/3/2016 Hire Date: 9/19/2016	2-15, 17-18, 20, 22-24, 26, 28-30, 33, 36-52, 54-56, 59-60	10
Weekend Morning Anchor/Reporter Open Date: 9/6/2016 Hire Date: 11/21/2016	2-6, 8-15, 17-18, 20, 22-24, 26, 28-30, 33, 35-52, 54-56, 58-60	35
Newscast Producer Open Date: 11/9/2016 Hire Date: 2/27/2017	3-15, 17-20, 22-24, 26, 28-30, 34, 36- 52, 54-56, 59-60	46
Meteorologist Open Date: 12/7/2016 Hire Date: 4/25/2017	3-18, 20, 22-24, 26, 28-29, 36-52, 54- 56, 59-60	16
Promotion Writer Producer Open Date: 3/7/2017 Hire Date: 7/5/2017	3-18, 20, 22-24, 26, 28-29, 31, 36-52, 54-56, 59-60	16
News Producer Open Date: 3/7/2017 Hire Date: 3/27/2017	3-15, 17-18, 20, 22-24, 26, 28-29, 36- 52, 54-56, 59-60	10
Business Manager Open Date: 3/23/2017 Hire Date: 5/1/2017	3-5, 8-12, 14-15, 22-28, 37-42, 46-52, 54-56, 59-60	25
Account Executive Open Date: 5/25/2017 Hire Date: 6/12/2017	2-15, 17-18, 20, 22-24, 26-29, 36-52, 54-56, 59-60	10
Digital Client Specialist Open Date: 6/15/2017 Hire Date: 7/10/2017	2-20, 22-24, 26, 28-29, 36-51, 54-56, 59-60	16

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	3 Kings Entertainment 2 Primrose Street Chevy Chase, Maryland 20815 Phone : 713-248-1210 Matthew Kingsley Manual Posting	N	2
2	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : <a href="http://www.602communications.com">www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
3	African American Chamber of Commerce 6203 W. Capitol Drive Milwaukee, Wisconsin 53216 Phone : 414-462-9450 Url : <a href="http://aacmke.org/Home_Page.html">http://aacmke.org/Home_Page.html</a> Email : <a href="mailto:info@aacmke.org">info@aacmke.org</a> Fax : 1-414-462-9450 Kermiath McClendon	N	0
4	Alverno College 3401 South 39th Street Milwaukee, Wisconsin 53215 Phone : 414-382-6010 Url : <a href="http://www.alverno.edu/">http://www.alverno.edu/</a> Sandy Pikulik Manual Posting	N	0
5	American Indian Chamber of Commerce 10809 W. Lincoln Ave. #201 West Allis, Wisconsin 53227 Phone : 414-604-2044 Url : <a href="http://www.aiccw.org/">http://www.aiccw.org/</a> Email : <a href="mailto:craiga@aiccw.org">craiga@aiccw.org</a> Craig Anderson	N	0
6	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415.346.2051 x107 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Marcia Santillan Manual Posting	N	0

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**EEO PUBLIC FILE REPORT**

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7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
8	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2665 Email : lapc@beloit.edu Fax : 1-608-363-2109 Angela Davis	N	0
9	Bryant & Stratton College 310 W. Wisconsin Ave., Ste. 500E Milwaukee, Wisconsin 53203 Phone : 414-276-7239 Url : www.bryantstratton.edu Email : nepatterson@bryantstratton.edu Fax : 1-414-276-8370 Nancy Patterson	N	0
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : htv.careers@hearst.com Career Services	N	25
11	Carroll University 100 N. East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7625 Email : tboduch@carrollu.edu Fax : 1-262-524-7377 Torrie Boduch	N	0
12	Carthage College 2001 Alford Park Drive Kenosha, Wisconsin 53140 Phone : 262-551-8500 Email : jpruitt@carthage.edu Jason Pruitt	N	0

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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13	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Concordia University-Mequon 12800 N Lake Shore Dr Mequon, Wisconsin 53097 Phone : 262-243-4340 Url : <a href="https://www.cuw.edu/">https://www.cuw.edu/</a> Email : <a href="mailto:career.services@cuw.edu">career.services@cuw.edu</a> Career Services	Y	0
15	Council for the Spanish Speaking 614 W National Ave. Milwaukee, Wisconsin 53204 Phone : 414-384-3700 Email : <a href="mailto:spanishcentermilw@gmail.com">spanishcentermilw@gmail.com</a> Kay MacKenzie	N	0
16	Current Employee	N	4
17	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Url : <a href="http://www.smartrecruit.com/">http://www.smartrecruit.com/</a> Email : <a href="mailto:dolan@smartrecruit.com">dolan@smartrecruit.com</a> Tom Dolan	N	0
18	Edgewood College 1000 Edgewood Drive Madison, Wisconsin 53711 Phone : 608-663-2311 Shawn Johnson Manual Posting	N	0
19	Employee Referral	N	2
20	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
21	Former Employee Referral	N	1

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Goodwill Industries 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-847-4830 Email : lnorman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	N	0
23	Hispanic Chamber of Commerce 1021 West National Avenue Milwaukee, Wisconsin 53204 Phone : (414) 643-6963 X105 Email : natalia@hccw.org Natalia Bonilla	N	0
24	Impact Coalition for Families 6051 W. Brown Deer Road, Suite 202 Brown Deer, Wisconsin 53233 Phone : 414-376-6606 Email : icfamilies@live.com Alexis Nash	N	0
25	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	7
26	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Email : stephanlm@lakeland.edu Fax : 1-920-565-1311 Lisa Stephan	N	0
27	Linkedin 2029 Stierlin Court Mountain View, California 94043 Phone : 4149353402 Url : http://www.linkedin.com/ Jeff Weiner Manual Posting	N	10

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Marian University 45 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-8138 Url : mhatlen@marianuniversity.edu Mary Hatlen Manual Posting	N	0
29	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	1
30	Milwaukee Urban League 435 W. North Ave. Milwaukee, Wisconsin 53212 Phone : 414-374-5850 Email : employment@tmul.org Career Services	N	0
31	Monster.com 11845 W. Olympic Blvd. Suite 500 Los Angeles, California 90064 Phone : 310-893-5567 Nichole Scire Manual Posting	N	1
32	Mort Meisner Associates 26711 Woodward Avenue #203 Huntington Woods, Michigan 48070 Phone : 2485452222 Email : angela@mortmeisner.com Angela Hong	N	1
33	Mount Mary College 2900 N Menomonee River Pkwy Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Vivian Mickelson Manual Posting	N	0
34	MyMediaJobs.com PO Box 65967 West Des Moines, Iowa Phone : 515-224-3904 Career Services Manual Posting	N	3

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	N.S. Bienstock 250 W. 57th Street New York, New York 10107 Phone : 212-765-3040 Rick Ramage Manual Posting	N	6
36	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Corp Recruiter Manual Posting	N	0
37	Northland College 1411 Ellis Avenue Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1692 Patti Fenner-Leino	N	0
38	Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : mmckinnonprice@rainbowpush.org Fax : 1-773-373-3571 Marjorie McKinnon-Price	N	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
40	Silver Lake College 2406 South Alverno Road Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Email : jan.algozine@sl.edu Fax : 1-920-684-7082 Jan Algozine	N	0

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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41	Southeastern Oneida Tribal Services 6820 W Wedgewood Drive Milwaukee, Wisconsin 53220 Phone : 414-329-4101 Fax : 1-414-329-4120 Mark Powless	N	0
42	St. Norbert College 100 Grant Street De Pere, Wisconsin 54115 Phone : 920-403-3040 Theresa Refsguard Manual Posting	N	0
43	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : www.talentedynamics.com Email : connell@talentedynamics.com Sandra Connell	N	0
44	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Email : DavidChristopher@nwtgroup.com David Christopher	N	1
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
46	TvJobs.com www.jobs@tvjobs.com Oceanside, California 92052 Phone : 760-754-2115 Career Services Manual Posting	N	3



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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	UW-Green Bay Career Services 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Email : peacockl@uwgb.edu Fax : 1-920-465-2920 Linda Peacock-Landrum	N	0
48	UW-Milwaukee Johnston Hall P O Box 413 Milwaukee, Wisconsin 53201 Phone : 414-229-1122 Mark Zorowski Manual Posting	N	0
49	UW-Oshkosh Career Services 800 Algoma Boulevard Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Email : pagestad@uwosh.edu Fax : 1-920-424-1000 Jaime Page-Stadler	N	0
50	UW-Parkside Advising and Career Services 900 Wood Road Kenosha, Wisconsin 53141 Phone : 262-595-2515 Email : advisingcenter@uwp.edu Fax : 1-262-595-2515 Gwen Jones	N	0
51	UW-River Falls Career Services 410 S. 3rd Street River Falls, Wisconsin 54022 Phone : 715-425-3572 Matthew Fitzgerald Manual Posting	N	0
52	UW-Stevens Point Career Services 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3938 Email : career@uwsp.edu Fax : 1-715-346-3724 ..	N	0

**WISN-TV**  
**EEO PUBLIC FILE REPORT**

**July 30, 2016 - July 31, 2017**

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53	UW-Stout 712 South Broadway 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1469 Email : laneam@uwstout.edu Fax : 1-715-232-3595 Amy Lane	N	0
54	UW-Whitewater 800 W. Main Street UC Room 146 Whitewater, Wisconsin 53190 Phone : 262-742-1511 Email : career@uww.edu Fax : 1-262-472-5539 Marge O'Leary	N	0
55	Veterans' Employment and Training Service 201 E. Washington Ave. (GEF-1) Madison, Wisconsin 53207 Phone : (608) 266-3110 Email : joyner.alvin.l@dol.gov Fax : 1-608-261-6710 Alvin Joyner	N	0
56	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : 608-796-3839 Email : argostonczik@viterbo.edu Fax : 1-608-796-3050 Alyssa Gostonczik	N	0
57	Weisman Media 1901 Raymond Drive, Suite 6 Northbrook, Illinois 60062 Phone : 847-400-5900 Joel Weisman Manual Posting	N	2
58	Winning Broadcasting 4282 Rochard Lane Indian Land, South Carolina 29707-5902 Phone : (703) 201-9469 Scott Lauer Manual Posting	N	2

**WISN-TV**  
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**July 30, 2016 - July 31, 2017**

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59	Wisconsin Black Chamber of Commerce 3020 W. Vliet Street Milwaukee, Wisconsin 53208 Phone : 414-551-1656 Fax : 1-414-933-1656 Ruben Hopkins	N	0
60	Wisconsin Broadcasters Assoc 44 E Mifflin St/#900 Madison, Wisconsin 53703 Phone : 800-236-1922 Email : mendicott@wi-broadcasters.org Mandy Endicott	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>71</b>

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**EEO PUBLIC FILE REPORT**

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/1/2016	Participation in scholarship programs	WISN-TV continued participation in the WBA Foundation's scholarship program, promoting the availability of the scholarship program, having applications on hand for inquiries from applicants, being available for questions and evaluating scholarship applications prior to them being sent on to the Education Committee and WBA Foundation Board for judging.	1	Director of Programming & Public Affairs
2	1/25/2017	Provision of training to management	WISN TV was represented by Ben Lorber and Jan Wade at the EEO Seminar "Avoiding Discrimination in Employment Terminations". This was held January 25th, 2017. The EEO session was held at the WBA 2017 Winter Conference at the Concourse Hotel, Madison, Wisconsin.	2	Director of Programming & Public Affairs President & General Manager
3	1/25/2017	Participation in Job Fairs	WISN-TV was represented by Ben Lorber at the Job/Career Fair which was held as part of the WBA's Winter Conference on Wednesday, January 25th from 8:30am to 10:30am at the Madison Concourse Hotel, Madison, Wisconsin.	1	Director of Programming & Public Affairs
4	5/15/2017	Establishment of an intern program designed to assist members of the community	WISN has conducted an on-going internship program for college students, which typically operates year round. Total of 10 students participated in this program in school year 2016-2017 - 6 in News, 4 in Creative Services.	2	Assistant News Director Director Creative Services
5	6/14/2017	Provision of training to management	WISN TV was represented by Ben Lorber at the EEO Seminar "What's New With EEO at the FCC". This was held June 14, 2017. at the WBA 2017 Summer Conference at the Concourse Hotel, Madison, Wisconsin.	1	Director of Programming & Public Affairs
6	6/14/2017	Participation in Job Fairs	WISN-TV was represented by Ben Lorber at the Job/Career Fair which was held as part of the WBA's Summer Conference on Wednesday, June 14, 2017 from 1:30 PM - 3:15 PM at the Blue Harbor Resort, Sheboygan, Wisconsin.	1	Director of Programming & Public Affairs