

# EEO PUBLIC FILE REPORT

**Reporting Period:** August 1, 2017 - July 31, 2018

**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
<b>Common Sources</b>					
C1	Employee Referral				19
C2	Internal Candidate / WorkLife				38
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			89
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
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	
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	

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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	2
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	1
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		67
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C112	IRE (Investigative Reporters/Editors)	138 Neff Annex Columbia, MO 65211	Stephanie Sinn jobpostings@ire.org	573-882-2042	
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				25
C131	Agency/Search Firm				11
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		29
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	

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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	
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	1
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 WIJobOrders@dwd.wisconsin.gov Roberta.lamb@dwd.state.wi.us www.jobcenterofwisconsin.com	414-546-3300	7
L24	Wisconsin Tech Connect	2740 W. Mason St. Green Bay, WI 54307	Janet www.wisconsintechconnect.com	920-498-5528	

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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	
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	26
L41	Collective Talent		bille@michaelsmedia.com		
L42	MilwaukeeJobs.com	1000 Water Street Milwaukee, WI 53202	www.milwaukeejobs.com		
L43					
Total Number of Interviewees Referred:				330	

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### 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, Radio [13484]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C130 Start Date: 2017-10-02
Account Exec, Radio [13587]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2017-11-13
Admin Assistant III [13184]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C69, C91, C97, 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: C130 Start Date: 2017-11-13
Commercial Production Manager [13278]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, 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, L40, L41	Code Number: C1 Start Date: 2017-09-29
Dir, Broadcast [14163]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-06-04
Dir, Digital [14165]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-07-02
Dir, Editorial [14162]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-06-04
General Sales Manager, Radio [13276]	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: C97 Start Date: 2017-10-09
Maintenance Engineer II [13143]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L25, L41	Code Number: C2 Start Date: 2017-08-14
Manager, Real-Time Desk [14166]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-06-18
Meteorologist, Weekend [13477]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C19 Start Date: 2017-12-11
Multimedia Journalist [13340]	C1, C2, C3, C5, C44, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C131 Start Date: 2017-10-23
Ops Engineer II [14574]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-07-30

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### 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]
Photographer II [13439]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C100, C112, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C130 Start Date: 2018-01-03
Prod, Specialty Programming [13356]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2017-08-28
Producer [13273]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, 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: 2017-08-14
Producer [13555]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C97 Start Date: 2017-12-04
Producer [13740]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2018-02-12
Producer [14322]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C3 Start Date: 2018-07-16
Radio News Reporter/Anchor [13279]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, 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, L40, L41	Code Number: C5 Start Date: 2017-09-18
Radio On-Air Personality [13358]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41	Code Number: C3 Start Date: 2017-10-23
Radio On-Air Personality [13358]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41	Code Number: C3 Start Date: 2017-09-25
Radio On-Air Personality [13368]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C130 Start Date: 2017-08-29
Radio Producer [13910]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L40, L41	Code Number: C2 Start Date: 2018-02-26
Receptionist [13605]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C1 Start Date: 2017-10-26
Sr Dir, Local Media Content [13982]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C130 Start Date: 2018-04-30

**EEO PUBLIC FILE REPORT****II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Studio Tech I [13342]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L18, L19, L20, L22, L23, L24, L41	Code Number: C2 Start Date: 2017-09-11

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### 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 8 to August 11, 2017 Participating employees: Marcus Riley (Director of Digital Media) Host/Sponsor of activity: National Association of Black Journalists Career Fair Brief description of activity and station participation: Marcus Riley attended the NABJ/NAHJ Conference and Career Fair in New Orleans. Marcus recruited and manned the Scripps career table and met with numerous people looking for jobs. He also gave social media presentations to guests.
	Date of station participation: January 31, 2018 Participating employees: Joe Poss, (TV GM), J. Pat Miller (Radio Director Marketing & innovation), 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. We had a list of open positions and talked to possible job recruits about jobs.
	Date of station participation: April 3, 2018 Participating employees: Marcus Riley (Director of Digital Media), Cheryl White (Director, HR Business Partner) Host/Sponsor of activity: University of Wisconsin - Milwaukee Brief description of activity and station participation: Marcus Riley and Cheryl White attended the JAMS (Journalism, Advertising and Media Studies) Internship and Job Fair. They recruited and manned the Scripps career table and met with numerous people looking for jobs.
	Date of station participation: June 20, 2018 Participating employees: Joe Poss, (TV GM), Gregg Schraufnagel (TV Marketing Manager, Eric Brooks (Radio Director, Programming & News), Ryan Wild (KTI Program Director) 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 Milwaukee and recruited and manned the Scripps table. They had a list of open positions and talked to possible job recruits about jobs.
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: August 3, 2017 Participating employees: TV Anchor Reporter Tatiana Cash Host/Sponsor of activity: Planned Parenthood Plain Talk Summer Youth Ambassadors Brief description of activity and station participation: The anchor/reporter was a keynote speaker to a group of high school and college ready kids of a summer youth employment program. She spoke about getting a job in the television industry. She talked about things she does in her position, things that happen at a TV station and answered questions.



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### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: October 12, 2017 Participating employees: Christina Flowers (TV Producer) Host/Sponsor of activity: Pewaukee High School Brief description of activity and station participation: Christina Flowers attended the Junior Achievement Career Day at Pewaukee High School. She spoke about getting a job in the television industry. She talked about her career and educational background, career choice, work skills and what it takes to be in the news business. She also answered any questions.</p>
	<p>Date of station participation: November 9, 2017 Participating employees: Tatiana Cash (TV Reporter) Host/Sponsor of activity: New Berlin Eisenhower High School Brief description of activity and station participation: Tatiana Cash attended the High School Career Day at New Berlin Eisenhower High School. She spoke about getting a job in the television industry. She talked about her career and educational background, career choice, work skills and what it takes to be in the news business. She also answered any questions.</p>
	<p>Date of station participation: January 10, 2018 Participating employees: Brian Niznansky, Meteorologist Host/Sponsor of activity: Cedar Grove Belgium Elementary School Brief description of activity and station participation: Brian discussed various aspects of his job as a meteorologist, such as forecasting weather patterns, preparing a forecast for broadcast and using a variety of instruments to predict weather.</p>
	<p>Date of station participation: February 13, 2018 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.</p>
	<p>Date of station participation: April 18, 2018 Participating employees: Christina Flowers (News Producer) Host/Sponsor of activity: Milwaukee Public Schools Brief description of activity and station participation: Christina Flowers attended the Dream Big Career Fair at Manpower Group. She spoke to four different groups of students in a fair setting. She spoke about getting a job in the television industry. She talked about things she does in her position, things that happen at a TV station and answered questions. The students then completed an interest survey on what they are interested in.</p>

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### 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: 8/1/2017 through 7/31/2018 Participating employees: 2 Morning Blend Interns / 11 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. Maya Norman Jackson Dufault 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. Brian Foley Miela Fetaw Ben Hogue Maggie Glynn Amanda Becker Tess Klein Caroline Gallo Chloe Hurckes Nathan DeSutter Phil Pinarski Kevin Wells
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Date of station participation: August 1, 2017 through July 31, 2018 Participating employees: Various Scripps Employees Host/Sponsor of activity: E.W. Scripps Brief description of activity and station participation: WTMJ-TV, WTMJ-AM and WKTJ-FM and its employees participate in the E.W. Scripps company 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.

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### 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: March 2, 2018 Participating employees: Creative Services and Graphics Employees Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: On Friday, March 2, 2018, Gregg Schraufnagel, Clark Barton and Nick Sanders from the Creative Services department came to speak to 16 UWM students. The three spent nearly two hours sharing the details of their job duties through slides, videos and more. The students had many questions which Gregg, Clark and Nick patiently answered. Their presentation was a huge hit and I think it inspired some students to think about going into graphics or promotions.

Date of station participation: March 9, 2018 Participating employees: Morning Blend Employees Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: On Friday, March 9, 2018 15 UWM students watched "The Morning Blend" from 9:00-10:00 a.m. and then met with Kim Buchanan, Molly Fay, Tiffany Ogle and Paul Puglisi for an hour in the blue conference room. During the show, students were able to see the operation from both the studio and the control room and after the show they learned all of the details of putting on an entertainment-style broadcast show. Students had many questions and the four presenters were fantastic in enhancing the learning for the students. Students came away with a much richer understanding of what it takes to put on a daily variety/talk show from both the on-air talent side and the behind-the-scene aspects.

Date of station participation: March 12, 2018 Participating employees: Elissia Wilson, Meteorologist Host/Sponsor of activity: Jefferson Lighthouse 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 Elissia does at her job.

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### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: March 16, 2018 Participating employees: Rachael Glaszcz (Producer, Special Projects), Casey Geraldo (Reporter), Courtney Gerrish (Anchor/Reporter), Paul Marble (Photographer), Tamott Wolverton (Photographer) Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: Rachael Glaszcz, Casey Geraldo, Courtney Gerrish, Paul Marble and Tamott Wolverton spoke with 15 UWM students in the blue conference room. Rachael and Casey spent a full hour and Courtney, Paul and Tamott were there for two full hours. Rachael and Casey were only pulled away by stories they needed to work on. The five of them had videos to share and told the stories of how they put pieces together and what their daily lives are like; then Paul, Tamott and Courtney had a presentation in Studio D about hidden cameras and lighting.</p>
	<p>Date of station participation: March 30, 2018 Participating employees: Shaun Farrell (Chief Photographer), Shaun Gallagher (Reporter) Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: Shaun Farrell and Shaun Gallagher spoke to UWM students for almost two hours. Shaun and Shaun had photos and videos to accompany their talks and they showed how a LiveU device works. Shaun Farrell focused on photojournalism, how to work with your reporter and how to shoot an effective story. Shaun Gallagher spoke about being an MMJ and how to work as a one-man band. The students had many, many questions and were extremely interested in what both had to say. It was an extremely valuable day for the aspiring journalists.</p>
	<p>Date of station participation: April 6, 2018 Participating employees: Charles Benson (Anchor), Rikki Mitchell (Reporter) Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: Charles Benson and Rikki Mitchell spent over 90 minutes with the UW-Milwaukee class talking about the art of reporting. Each brought excellent examples to show students and they talked through effective storytelling techniques, live shots, working under deadlines, utilizing sources and writing and delivering information in a compelling way.</p>

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### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: April 13, 2018 Participating employees: Andrew Fleming (Finance Director), Lon Rudolph (National Sales Manager) Host/Sponsor of activity: UWM, University of Wisconsin, Milwaukee Brief description of activity and station participation: The UWM students met with Andrew Fleming and Lon Rudolph and they shared their expertise on finance and sales. The two had a prepared presentation with slides as well as a handout, and they took dozens of questions from the eager learners. The students were fascinated to learn this side of the television world and had many, many queries for Andy and Lon, who patiently explained in great detail the inside of that side of the business. It was an invaluable learning experience for the students.</p>
	<p>Date of station participation: April 20, 2018 Participating employees: 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. Diane Irving and Marcus Riley took time out of their busy schedules to meet with 15 UWM students. Marcus shared the digital side of TV news and showed students examples of Facebook posts and other social media. Diane talked about storytelling, what she looks for when she's hiring and how to stand out from the crowd, amongst other things. This class was extremely beneficial to these young journalists as they near graduation and look for jobs and the conversation was engaging and lively. Students had dozens of questions.</p>
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>Date of station participation: January 31, 2018 Participating employees: Joe Poss (TV GM), J. Pat Miller (Radio Director of Marketing and Innovation), Eric Brooks (Radio, Director of Programming and News) Host/Sponsor of activity: Wisconsin Broadcasters Association Brief description of activity and station participation: Joe Poss attended the seminar: Avoiding Discrimination in Employment Terminations, which was held as part of the WBA's 2018 Winter Conference on January 31, 2018.</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>Date of station participation: August 25, 2017 Participating employees: Vince Vitrano (Anchor) Host/Sponsor of activity: UW, Whitewater Brief description of activity and station participation: Vince Vitrano did a job shadow for a UW-Whitewater student from Aurora Foundation. They toured the station, met with station management, producers and on-air employees. Vince showed how his typical day is in the news environment and they watched a live newscast.</p>

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### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: November 9, 2017 Participating employees: Various Television Employees Host/Sponsor of activity: University of Wisconsin, Milwaukee Brief description of activity and station participation: On Thursday, November 9, 2017, WTMJ partnered with the University of Wisconsin-Milwaukee to offer two behind-the-scenes tours to journalism students interested in television. 26 students came through WTMJ, with the first group watching the 12:00 p.m. newscast and the second group watching the 4:00 p.m. In addition to viewing from both the studio and the control room, students were able to hear a presentation on what goes on in master control, the special assignment unit and more; plus, they toured both radio stations in the building and met with Ryan Scott, Marcus Riley, Steve Chamraz, Rob Lowry and Rikki Mitchell for advice on resumes, interviewing skills, on air and behind the scenes work. The six employees each spent over 30 minutes with the students, talking about their roles within the news organization and offering invaluable tips for aspiring journalists. Ryan Scott attended both sessions and was instrumental in helping to organize the entire thing.</p>
	<p>Date of station participation: December 19, 2017 Participating employees: Vince Vitrano, TV Anchor Host/Sponsor of activity: Greendale Public Schools Brief description of activity and station participation: The students from Greendale High School took a tour of the station. They saw the AM and FM studios, toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>
	<p>Date of station participation: December 20, 2017 Participating employees: Vince Vitrano, TV Anchor Host/Sponsor of activity: Greendale Public Schools Brief description of activity and station participation: The students from Greendale High School took a tour of the station. They saw the AM and FM studios, toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>
	<p>Date of station participation: December 21, 2017 Participating employees: Vince Vitrano, TV Anchor Host/Sponsor of activity: Greendale Public Schools Brief description of activity and station participation: The students from Greendale High School took a tour of the station. They saw the AM and FM studios, toured the TV news room, asked questions and learned about the station and what the anchor does and various other positions. The students saw a live Noon broadcast and also went in the control room.</p>

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### III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Date of station participation: February 26, 2018 Participating employees: Ryan Scott (Production Supervisor), Nick Sanders (Art Director) Host/Sponsor of activity: University of Wisconsin, Milwaukee Brief description of activity and station participation: Ryan and Nick gave a tour to the UWM Students in the Animation Business class. They toured the television station and saw how a newscast is put on and what goes on behind the scenes. They were shown how to put graphics on air and answered any questions.</p>
	<p>Date of station participation: March 13, 2018 Participating employees: Molly Fay (Morning Blend Host) Host/Sponsor of activity: Syracuse University Brief description of activity and station participation: Molly Fay did a job shadow with Riley Burg who is a Syracuse University freshman. Molly showed her around the studio, the control room and the newsroom. Molly showed her what her day is like for The Morning Blend and she watched a live show and answered questions.</p>
	<p>Date of station participation: April 27, 2018 Participating employees: Ana Verdin (Newsroom Assistant and Tour Director) Host/Sponsor of activity: East Troy High School Brief description of activity and station participation: The students from East Troy High School were taken on a tour of our building. They were shown the daily responsibilities of the newsroom and putting on a newscast. They learned about the jobs it takes to get a newscast on the air. The students watched cut-ins with the anchors and meteorologist and watched the Noon newscast.</p>