

WSAW-TV

EEO Public File Report

08/01/2019-07/31/2020

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multi-Media Journalist	1-8	7
Creative Services Producer	1-8	7
Broadcast Engineer	1-8, 10	10
Creative Services Producer	1-8	7
News Assignment Editor	1-8, 11	11
Technical Media Producer	1-8	4
Newscast Director	1-8	7
Digital Sales Manager	1-8, 11	11
Multi-Media Journalist	1-8, 14	14
News Director	1-8, 10	10
Weekend AM Anchor/Producer/MMJ	1-8	6
Multi-Media Journalist	1-8	6
Morning Newscast Producer	1-8	7

WSAW-TV

EEO Public File Report

08/01/2019-07/31/2020

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Job Center of Wisconsin jobcenterofwisconsin.com	Y	
2	Jobs For Wisconsin Grads (Includes all 13 UW System Universities) wijobs4wigrads.uwgb.edu	Y	
3	Tech Connect – (Wisconsin's 16 Technical Colleges) http://www.wisconsintechconnect.com/	Y	
4	WIPCCC Online Job Board - (Wisconsin 20 Private and Independent Colleges) wipccc.org	Y	
5	Collective Talent email: bille@michaelsmedia.com ; Michael Bille Michaels Media, LLC www.collectivetalent.com Office: 813-254-9695 Cell: 813-494-4555 (News positions only)News positions only	Y	
6	GrayTV – SNAG corporate recruitment site	Y	3
7	WSAW.com cfranzen@wsaw.com + jim.reuter@wsaw.com (copy both)	Y	17
8	Hmong American Center, Inc. Job Coordinator-Yee Leng Xiong Xiong.yeeleng@yahoo.com	Y	
9	Internal Postings	N	
10	Word of Mouth	N	4
11	Self-Referral/Walk-in	N	1
12	Gray News Director group (news only) newsdir@graytv.com	N	
13	WBA (Wisconsin Broadcasters Association) http://www.wi-broadcasters.org/wba/index.php/careers/post-wanted/	N	2
14	tvjobs.com Broadcast Employment Services-Mark Holloway P.O. Box 4116 Oceanside, CA 92052	N	2
15	RTDNA (Radio, Television, Digital News Assoc.) http://www.rtdna.org/content/post_a_job_form (contact Derrick Hinds, if trouble at 202-495-8730)	N	
16	NAB.org	N	
17	SBE.org (Engineers only)	N	
18	Medialine.com Mark Shilstone/P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073	N	

WSAW-TV

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19	MediaBistro.com (TVSpy) https://employers.mediabistro.com/pricing	N	
20	http://www.broadcastingcable.com/ (Click the TV Careers tab to post a job)	N	
21	Media Jobs Connection presented by Poynter http://careers.poynter.org/	N	
22	TVNewsCheck Media Classifieds 24 W Lancaster Avenue Suite 205 Ardmore, PA 19003 Patty Hersh phersh@newscheckmedia.com	N	
23	Society of Professional Journalists (SPJ) job board http://jobs.spj.org/hr	N	
24	Globe University – Wausau/MN School of Business http://careerconnect.globeuniversity.edu/	N	
25	Minneapolis Community & Technical College Employment Services 15001 Hennepin Avenue Minneapolis, MN 55403 612-341-7000	N	
26	UW-Madison Journalism School – via Pat Hastings, instructor (news only) hastings@wisc.edu	N	
27	UW-River Falls Communication and Media Studies Program – via Sandra Ellis, professor sandra.ellis@uwr.edu (news/ops)	N	
28	UW-Oshkosh Journalism Dept. via Vince Filak, professor (news only) vffilak@gmail.com	N	
29	UW-Whitewater College of Arts and Communication via Prof. Jim Mead (news/ops only) meadj@uw.edu - 262.472.5659	N	
30	UW Stevens Point Careers career@uwsp.edu	N	
31	University of Wisconsin - Stevens Point – SPTV Curtis Rauen SPTV General Manager Curtis.C.Rauen@uwsp.edu (920) 973-9029	N	
32	University of Missouri (Mizzou) Randy Reeves, Instructor and News Director at KOMU-TV reevesr@missouri.edu ; cell 573-424-7085	N	
33	Loyola University Chicago Lee Hood, Assoc. Professor, Broadcast News Office: Lewis Towers 910B 312-915-8538, email lhood1@luc.edu	N	
34	Bethany Lutheran College – Communication and Media Arts Greg Vandermause – Studio Director Greg.vandermause@blc.edu careerservices@blc.edu 507-344-7742 or 507-344-7310	N	

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35	St. Cloud State University – Department of Mass Communications Mark Mills – Department Chair mimills@stcloudstate.edu masscommunications@stcloudstate.edu Fax: (320) 308-2083	N	
36	UW-Marathon Co. English Dept. via Katie Kalish, Assoc. Professor (news only, writing positions) catherine.kalish@uwc.edu – 715-261-6258	N	
37	Southern Illinois University – School of Journalism Email: careerservices@siu.edu ; 618-453-2391	N	
38	John Deer, The Lorna Dave Agency 6120-248-1317 john@lornadave.com	N	
39	Indeed.com	N	
40	Lakeside Lutheran High School, Lake Mills, WI Instructor: Todd Hackbarth thackbarth@llhs.org	N	
Total Interviewees			29

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in Job Fairs	(1) WSAW participated in the Wisconsin Broadcasters Association Job Fair in Madison, WI on January 29, 2020. The General Manager attended to meet with attendees and discuss career opportunities at the station. (2) WSAW participated in the Wisconsin Broadcasters Association Virtual Job Fair in Madison on July 20-24, 2020.
2.	Management Training	(1) On January 29, 2020, the General Manager participated in the Wisconsin Broadcaster's Association Workshop - "Avoiding Discrimination in Employment Terminations". (2) Wisconsin Broadcasters Association Workshop scheduled for June 2020 was canceled due to the COVID-19 pandemic.
3.	Internships	Summer 2020 internships were canceled due to the COVID-19 pandemic.