

WKOW Television

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
Weekday Morning Meteorologist Open Date: 5/16/2019 Hire Date: 8/8/2019	1-5, 9, 11, 14, 16-17, 19-21, 23, 25-26, 28-32, 35-36, 38-46, 49-56, 58-59, 61- 64	9
Photojournalist Open Date: 5/30/2019 Hire Date: 8/19/2019	1-5, 11, 14, 16-17, 19-21, 23, 25-32, 35 -36, 38-45, 49-56, 58-59, 61-64	56
Local Sales Assistant Open Date: 9/23/2019 Hire Date: 11/18/2019	1-5, 10-11, 14, 16-23, 25-26, 28-32, 35- 44, 49-56, 58-64	18
Meteorologist Open Date: 9/30/2019 Hire Date: 1/13/2020	1-5, 11-14, 16-17, 19-23, 25-26, 29-32, 35-36, 38-44, 49-56, 58-64	38
Photojournalist Open Date: 10/2/2019 Hire Date: 11/18/2019	1-5, 11, 14, 16-17, 19-23, 25-26, 29-32, 35-36, 38-44, 49-56, 58-64	36
Topical Writer/Producer Open Date: 11/19/2019 Hire Date: 1/6/2020	1-5, 7, 11-12, 14, 16-23, 25-26, 28-32, 35-36, 38-45, 49-56, 58-64	12
Weekend Morning Anchor/Producer/MMJ Open Date: 11/21/2019 Hire Date: 1/19/2020	1-5, 7, 9, 11, 14, 16-17, 19-23, 25-26, 28-32, 34-36, 38-44, 49-56, 58-64	9
Weekend Sports Anchor / MMJ Open Date: 12/20/2019 Hire Date: 3/2/2020	1-3, 5, 7-8, 11, 14, 16-17, 19-23, 25-26, 28-32, 35-36, 38-45, 49-56, 58-64	8
Creative Services Writer/Producer Open Date: 12/23/2019 Hire Date: 2/25/2020	1-5, 11, 14, 16-23, 25-26, 28-32, 35-36, 38-45, 49-56, 58-64	18
Master Control Operator Open Date: 1/3/2020 Hire Date: 2/13/2020	1-5, 11-12, 14, 16-17, 19-23, 25-26, 28- 32, 35-36, 38-44, 49-53, 55-56, 58-64	56
Account Executive Open Date: 1/14/2020 Hire Date: 6/15/2020	1-5, 11-12, 14, 16-23, 25-26, 28-33, 35- 36, 38-44, 49-64	18
Account Executive Open Date: 1/14/2020 Hire Date: 6/15/2020	1-5, 11-12, 14, 16-23, 25-26, 28-33, 35- 36, 38-44, 49-64	56
Reporter / Multimedia Journalist Open Date: 1/16/2020 Hire Date: 2/3/2020	1-5, 11, 14, 16-17, 19-23, 25-26, 28-32, 35-36, 38-45, 49-52, 54-56, 58-64	56
Senior Executive Producer Open Date: 2/6/2020 Hire Date: 1/1/2020	9, 54, 56	9

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
National Sales Manager Open Date: 2/11/2020 Hire Date: 3/1/2020	7, 19-23, 35-36, 49-52, 54, 56, 58-63	7
Weekday Morning Producer Open Date: 3/2/2020 Hire Date: 6/15/2020	1-6, 11, 14-17, 19-25, 27-32, 35-45, 47- 56, 58-64	6

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0
2	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : careercenter@blackhawk.edu Career Service	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.michaelsmedia.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Columbia University Graduate School of Journalism 207 Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu/page/13-career- Email : ir2273@columbia.edu Izabela Rutkowski	N	0
5	Columbia College Chicago 618 S Michigan Avenue First Floor Chicago, Illinois 60605 Phone : 312-369-8994 Url : www.colum.edu Email : jhalperin@colum.edu Jennifer Halperin	N	0
6	Corporate Recruiter	N	3
7	Current Employee	N	6
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	3
10	Current Intern	N	1

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
11	Drake University Meredith Hall 118 Des Moines, Iowa 50311 Phone : 515-271-2295 Url : http://sjmc.drake.edu/ Email : Kathleen.Richardson@drake.edu Kathleen Richardson	N	0
12	Employee Referral	N	5
13	Facebook post	N	2
14	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Phone : 317-738-8208 Url : www.franklincollege.edu Email : abarton@franklincollege.edu Ann Barton	N	0
15	Handshake Online Online, Wisconsin 53719 Url : https://app.joinhandshake.com/ Online Online Manual Posting	N	0
16	IBEW Local Union 715 633 S. Hawley Rd St 107 Milwaukee, Wisconsin 53214 Phone : 414 479-0580 Url : www.wbew715.com Email : markbiedenbender@ibew715.com Fax : 1-414-479-0582 Mark Biedenbender	N	0
17	Illinois Center for Broadcasting 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : www.beonair.com Email : cjackson@beonair.com Carl Jackson	Y	0
18	Indeed.com https://www.indeed.com/hire Online, Wisconsin Indeed .com	N	13

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
19	KBJR-TV 246 S Lake Avenue Duluth, Minnesota 55802 Phone : 2187209642 Email : kmmartin@kbjr.com Kayla Martin	N	0
20	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712 239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Kathy Clayton	N	0
21	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507 288-4444 Url : www.kttc.com Email : jneyens@kttc.com Jodi Neyens	N	0
22	KVOA-TV PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Url : www.kvoa.com Email : abetzhold@kvoa.com Fax : 1-520-620-1309 Angela Betzhold	N	0
23	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319 291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Sandy Youngblut	N	0
24	Linked In	N	1

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
25	LSU School of Mass Communication Journalism Building Baton Rouge, Louisiana 70803 Phone : 225-578-0416 Url : www.manship.lsu.edu Email : msternb@lsu.edu Fax : 1-225-578-2125 Mary Ann Sternberg	Y	0
26	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Email : sarray@mediainstitute.edu Nathanael Brost	N	0
27	MATC Career Resources 1701 Wright Street Building D1624 Madison, Wisconsin 53704 Phone : 608 243-4598 Url : www.wisconsintechconnect.com Purple Briefcase Manual Posting	N	0
28	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800 237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	Midwestern State University B 110 Fain Fine Arts Center 3410 Taft Blvd Wichita Falls, Texas 76308 Phone : 940-397-4391 Url : http://finearts.mwsu.edu/masscomm/ Email : jim.sernoe@mwsu.edu Dr. Jim Sernoe	N	0
30	NAACP Beloit Branch #3251 PO Box 414 Beloit, Wisconsin 53512 Phone : 608-365-1881 Email : drthyharrell@gmail.com Dorothy Harrell	Y	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
31	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Url : www.nlgia.org Email : info@nlgia.org Fax : 1-202-588-1818 Career Service	N	0
32	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216 447-9117 Url : www.beonair.com Email : dclark@beonair.com Don Clark	N	0
33	Other Source	N	1
34	QMI Corporate Referral Lesley Van Ness Quincy, Illinois Phone : 217-223-5100 Lesley Van Ness	N	1
35	Quincy Herald Whig 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.whig.com Email : cbwilson@whig.com Christina Wilson	N	0
36	Quincy Newspapers, Inc. 130 South 5th Street Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.quincyinc.com Email : lvanness@quincymedia.com Lesley Van Ness	N	2
37	State of WI Job Service 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 608 242-4915 Url : www.dwd.state.wi.us/jobnetbusiness Mark Wurl Manual Posting	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
38	TVJobs.com TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Url : www.tvjobs.com Mark Holloway Manual Posting	N	2
39	University of Colorado Boulder 1511 University Avenue UCB 478 Boulder, Colorado 80309 Phone : 303-492-5480 Url : www.colorado.edu Email : Christine.Mahoney@Colorado.edu Christine Mahoney	N	0
40	University of Connecticut Oak Hall, Rm. 468B Storrs, Connecticut 06269 Phone : 203-927-7921 Url : http://www.journalism.uconn.edu/about.html Email : steven.kalb@uconn.edu Steven Kalb	N	0
41	University of Iowa School of Journalism & Mass Communication Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319-335-3486 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
42	University of Missouri-Columbia School of Journalism 200 Neff Hall School of Journalism Columbia, Missouri 65211 Phone : 573-882-1957 Url : WWW.JOURNALISM.MISSOURI.EDU Email : collinsks@missouri.edu Kent Collins	N	0
43	University of Oregon ERB Memorial Union Rm 112 Eugene, Oregon 97403 Phone : 541-446-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Charlotte Nisser	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
44	University of Southern Indiana 8600 University Blvd. Evansville, Indiana 47714 Phone : (812) 464-1865 Url : www.usi.edu/careersv Email : psdoerte@usi.edu Pam Doerter	N	0
45	University of Wisconsin-Madison School of Journalism and Mass Communication 821 University Ave Vilas 5115 Madison, Wisconsin 53706 Phone : 6082628877 Url : www.wisc.edu Pamela Garcia-rivera Manual Posting	N	0
46	UW-Madison Dept of Communication Arts 6117 Vilas Hall 821 University Ave Madison, Wisconsin 53706 Phone : 608 265-0048 Email : info@commarts.wisc.edu Chris Curran-Dorsano	N	0
47	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : www.uwosh.edu Email : career@uwosh.edu Fax : 1-920-424-1000 Career Service	N	0
48	UW-Oshkosh / Television Services 5727 Tokay Blvd Oshkosh, Wisconsin 54901 Phone : 920-424-3133 Email : stokesj@uwosh.edu Justine Stokes	N	0
49	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715 843-9236 Url : www.waow.com Email : kher@waow.com Kelly Fuller	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
50	WBNG-TV 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847262 Email : cgarger@wbngtv.com Kate Garger	N	0
51	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
52	WGEM-TV P.O Box 80 Quincy, Illinois 62306 Phone : 217 228-6600 Url : www.wgem.com Email : tstutheit@wgem.com Terri Stutheit	N	0
53	Wisconsin Broadcasters Association 44 E. Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608 255-2600 Url : www.wi-broadcasters.org Mandy Endicott Manual Posting	N	0
54	WKOW Bulletin Boards 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
55	WKOW-TV On-air Announcement 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608 274-1234 Url : www.wkow.com Bonnie Beer Manual Posting	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
56	WKOW.com WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Url : www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	13
57	Word of Mouth Referral	N	1
58	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
59	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815 335-2213 Url : www.wrex.com Email : ttruesdale@wrex.com Theresa Wesseln	N	0
60	WSIL-TV 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Url : www.wsilv.com Email : btanner@wsilv.com Fax : 1-618-985-3709 Bethany Tanner	N	0
61	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-327-5586 Url : www.wvva.com Email : asluss@wvva.com Audrey Sluss	N	0

WKOW Television
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
62	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
63	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507 895-9969 Url : www.wxow.com Email : twopat@wxow.com Theresa Wopat	N	0
64	YWCA Job Placement 3101 Latham Drive Madison, Wisconsin 53713 Phone : 608 257-1436 Email : programassistantywca@gmail.com Fax : 1-608-255-3378 Aneesha Mitchell	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			55

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/1/2019	Participation in other activities designed by the station employment unit	<p>WKOW averages at least one station tour every month over the course of a year. We offer tours of WKOW during the day from 9am-2pm to educate and inform guests about the broadcast industry. The tour takes about an hour depending on how many questions people have. There is roughly a 20 person maximum with this tour.</p> <p>WKOW also offers tours in the evening with our 27 Storm Track Chief Meteorologist Bob Lindmeier. Normally he will ask a group to arrive about 30 minutes before news time, show them the 27 Storm Track Weather Center and then let the group stick around to watch the news. There is roughly a 15 person maximum with this tour. Our tours were discontinued March 16th, 2020 due to the pandemic.</p>	4	Bob Lindmeier Chief Meteorologist John Zeigler Meteorologist Max Tsaparis Meteorologist Catherine Noel Forecaster	1.00
2	9/9/2019	Establishment of an intern program designed to assist members of the community	<p>WKOW offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television and digital platforms. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted 3 interns during the 2019-2020 fall/winter season. Two interns were Journalism and Mass communication majors at UW-Madison and one was a Journalism and Political Science Double Major at Northwestern University.</p>	2	Ed Reams News Director Jill Genter Manager of Marketing and Creative Services	1.00
3	9/17/2019	Provision of training to management	<p>On September 17, 2019, Bonnie Beer attended a seminar entitled "Facing Unconscious Bias in the Hiring Process" which was presented as part of the Greater Madison Area SHRM Professional Development Summit held at the Alliant Energy Center in Madison, Wisconsin.</p>	1	Bonnie Beer Administration and Human Resources Manager	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	10/24/2019	Provision of training to management	The stations's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training solutions. these modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files. As of October 24, 2019, all managers at the station were required to participate in a session entitled "Managing the Workplace Bully".	18	Bonnie Beer Administration and Human Resources Manager Anna Engelhart Station Manager Ed Reams News Director Tom Allen General Manager and VP	1.00
5	12/13/2019	Participation in scholarship programs	The Wisconsin Broadcasters Association (WBA) has established a scholarship program which extends scholarships to worthy students on an annual basis. Bonnie Beer and Jill Genter reviewed the WBA Foundation Scholarship applications and rated each student finalist. The ratings were submitted to the WBA December 13, 2019. Information about the scholarship program and requirements as well as scholarship applications were available on request at WKOW Television, Inc. WKOW also made a financial contribution to the WBA's scholarship fund.	2	Bonnie Beer Administration and Human Resources Manager Jill Genter Manager of Marketing and Creative Services	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	1/29/2020	Provision of training to management	On January 29, 2020, Bonnie Beer, Anna Engelhart, Ed Reams and Jill Genter attended a seminar entitled: "Avoiding Discrimination in Employment Terminations" which was presented as part of the WBA's 2020 Winter Conference at the Concourse Hotel in Madison, Wisconsin.	4	Bonnie Beer Administration and Human Resources Manager Anna Engelhart Station Manager Ed Reams News Director Jill Genter Manager of Marketing and Creative Services	1.00
7	1/29/2020	Participation in Job Fairs	On January 29, 2020, Bonnie Beer, Anna Engelhart, Ed Reams, and Jill Genter manned a booth at the Wisconsin Broadcasters Association Job/Career Fair which was held as part of the WBA's 2020 Winter Conference held at the Madison Concourse Hotel in Madison, Wisconsin.	4	Bonnie Beer Administration and Human Resources Manager Anna Engelhart Station Manager Ed Reams News Director Jill Genter Manager of Marketing and Creative Services	0.25
8	4/28/2020	Participation in events sponsored by community groups	On Tuesday, April 28, 2020, News Director Ed Reams participated in a Panel Discussion entitled 'Jobs & Internships 101', organized by The Radio Television Digital News Association at Loyola University. The panel spent 1 1/2 hours with the students via a Zoom mtg.	1	Ed Reams News Director	0.25
9	6/22/2020	Provision of training to management	On June 22, 2020 Bonnie Beer attended a webinar entitled "FCC EEO Rules in the Year of the Pandemic" which was hosted by David Oxenford in coordination with the Wisconsin Broadcasters Association.	1	Bonnie Beer Administration & Human Resources Manager	1.00

WKOW Television
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	7/20/2020	Participation in Job Fairs	During the week of July 20-24, 2020 Bonnie Beer participated in a broadcasters virtual job fair organized by the Wisconsin Broadcasters Association. Open positions were listed on a job board and interested applicants asked questions and provided their application materials. WKOW created and broadcast a promotional piece to publicize the virtual fair ahead of it's occurrence.	1	Bonnie Beer Administration & Human Resources Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.75