

WCGV, WVTV
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

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
Account Executive	1-7, 9-25, 27-36	13
Master Control Operator	1-37	13

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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	Academy of Radio & TV Bdcst. 16052 Beach Blvd, Ste 263-N7 Huntington Beach, California 92647 Phone : 714-842-0100 Email : arbradio1@yahoo.com Doreen Reyes	N	0
2	Alverno College P.O. Box 2343922 Milwaukee, Wisconsin Phone : 414-382-6009 Url : http://www.myinterfase.com/alverno/employer Career Education Center Manual Posting	N	0
3	BeOnAir National Broadcast and Multimedia School 8501 W Higgins RD Suite 450 Milwaukee, Wisconsin 60631 Phone : 630-355-6265 Email : jsanchez@beonair.com Jessica Sanchez	Y	0
4	Carthage College 2001 Alford Park Drive Kenosha, Wisconsin 53140 Phone : 262-551-2196 Career Services Manual Posting	N	0
5	Centro Hispano of Dane County 835 Badger Road Madison, Wisconsin 53713 Phone : 608-442-4026 Email : nina@micentro.org Nina Gehan	N	0
6	Community Action Coalition 1717 N. Stoughton Road Madison, Wisconsin 53704 Phone : 608-262-9667 Email : cac@cacscw.org Barb Kopplin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Department of Civil Rights 210 Martin Luther King Jr. Blvd Rm. 523 Madison, Wisconsin 53703 Phone : 608-266-4910 Email : dcr@cityofmadison.com Fax : 1-608-266-6514 Norman Davis	Y	0
8	Employee Referral	N	2
9	Goodman Community Center 2425 Atwood Avenue Madison, Wisconsin 53704 Phone : 608-241-1574 Email : lisa@goodmancenter.org Lisa Jacob	Y	0
10	Goodwill Industries 6055 N.91st Street Milwaukee, Wisconsin 53225 Phone : 414-750-2297 Url : http://www.goodwillsew.com Email : kalie.degeorge@goodwillsew.com Kalie DeGeorge	Y	0
11	GREAT LAKES INTER-TRIBAL COUNCIL P.O.Box 9 Lac du Flambeau, Wisconsin 54538 Phone : 715-588-3324 Email : gitc@gitc.org Fax : 1-715-588-7900 Karen Campbell	Y	0
12	Hispanic Chamber of Commerce 1021 W. National Ave. Milwaukee, Wisconsin 53204 Phone : 414-643-6963 Url : www.hccw.org Email : jeanie@hccw.org Fax : 1-414-643-6994 Jeanie N/A	N	0
13	Indeed 200 West 6th Street Floor 36 Austin, Texas 78701 Holly Johnson Manual Posting	N	3

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14	Iowa Central Community College One Triton Circle Ft. Dodge, Iowa 50501 Phone : 515-574-1910- Email : careerservices@iowacentral.edu Fax : 1-515-955-2233 Career Services Office	Y	0
15	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Keley Smith-Keller Manual Posting	Y	0
16	Milw. Center For Independence 2020 W.Wells Street Milwaukee, Wisconsin Phone : 414-272-1344 Url : http://www.mcfi.net Email : heidi.chada@mcfi.net Carrie Belsky	N	0
17	Milw.Branch NAACP 2745 N.Dr.Martin Luther King Dr. Milwaukee, Wisconsin Phone : 414-562.1000 Email : naacpmkeorg@gmail.com Linda Carr	N	0
18	Milwaukee Christian Center 2137 W.Greenfield Avenue Milwaukee, Wisconsin 53204 Phone : 414-645-5350 Email : development@mccwi.org Fax : 1-414-645-1859 Elida Munoz	N	0
19	Milwaukee Institute of Art & Design 273 E. Erie Street Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : http://www.miad.edu/careerservices Email : duaneseidensticker@miad.edu Duane Seidensticker	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Milwaukee Urban League 435 W North Ave Milwaukee, Wisconsin 53212 Phone : 414-374-5850 Url : www.tmul.org Email : shines@tmul.org Shirron Hines	N	0
21	Mt.Zion Missionary Baptist Church 2207 N.2nd Street Milwaukee, Wisconsin 53212 Phone : 414-372-7811 Url : http://www.mtzionmissionary.tripod.com Email : kennethhoward@mtzmke.org Kenny Howard	N	0
22	Northcott Neighborhood House 2460 N.6th Street Milwaukee, Wisconsin 53212 Phone : 414-372-3770 Url : http://www.northcotthouse.org Email : Agatson@northcotthouse.org Fax : 1-414-372-3619 Angela Gatson	N	0
23	Ohio State University 190 W.17th Ave 05 Brown Hall Columbus, Ohio 43210 Phone : 614-292-6961 Career Services Ohio State University Manual Posting	Y	0
24	Operation Fresh Start 1925 Winnebago Street Madison, Wisconsin 53704 Phone : 608-576-9068 Email : shoepfner@operationfreshstart.org Fax : 1-608-244-8162 Shelley Hoepfner	Y	0
25	Ottawa University - Career Development 245 S. Executive Drive Ste 110 Brookfield, Wisconsin 53005 Phone : 262-879-0200-ext 107 Email : struckm@ottawa.edu Fax : 1-262-879-0096 MaryKae Struck	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Project Return 2821 N.4th Street, Dept. 35 STE. 202 Milwaukee, Wisconsin 53212 Email : teri@projectreturnmilwaukee.org Teri Woodley	N	0
27	Sauk Co. Job Center & WorkSmart 505 Broadway Suite B - 27 Baraboo, Wisconsin 53913 Phone : 608-355-4810 Email : jenloe@worksmartnetwork.org Julie Enloe	Y	0
28	SER Jobs for Progress 611 W.National Avenue STE 310 Milwaukee, Wisconsin 53204 Phone : 414-649-2640 Email : scsepwi@ser-national.org Career Services	N	0
29	Southeast/WI. Oneida Tribal Serv. 6820 W.Wedgewood Drive Milwaukee, Wisconsin 53220 Phone : 414-329-4104 Email : mpowles1@oneidanation.org Mark W. Pawless	N	0
30	University Northern Iowa 1227 West 27th Street GIL 102 Cedar Falls, Iowa 50614-0384 Phone : 319-273-6847 Career Services Manual Posting	Y	0
31	UW-Oshkosh 800 Algoma Boulevard Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
32	UWisc-Parkside / Career Center Wyllie Hall, D173, 900 Wood Road Kenosha, Wisconsin 53141 Phone : 262-595-2016 Oliver Johnson Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Wisconsin Tech Connect - Chippewa Valley Tech. 620 West Clairemont Avenue Eau Claire, Wisconsin 54701 Phone : 715-833-6381 Stacy Bloom Manual Posting	Y	0
34	Wisconsin Tech Connect / Blackhawk Technical College 6004 Prairie Road Janesville, Wisconsin 53547 Phone : 608-757-7769 Arlana Richardson Manual Posting	Y	0
35	Wisconsin Tech Connect / Gateway Technical College 3520 30th Avenue Kenosha, Wisconsin 53144 Phone : 262-564-2552 Url : http://www.gtc.edu Ginger Beuhner Manual Posting	N	0
36	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
37	ZipRecruiter 604 Arizona Ave Santa Monica, California 90401 Holly Johnson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	3/12/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI as well as all of Rincon Broadcasting Group at the Indian Hills Community College Career Expo on Thursday March 12, 2026, in Ottumwa Iowa. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist News Director
2	3/19/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA Assistant News Director, Mack Pierce, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI and WTVT, as well as all of Rincon Broadcasting Group at the Culver Stockton College Career Expo on Thursday March 19, 2026, in Canton Missouri. Melissa and Mack reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist Assistant News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	7/18/2026	Participation in events or programs sponsored by educational institutions	Job Shadow: Brendan Pierce, 18 yr old Marquette University High School Senior. Brendan is a member of the Broadcasting Club at Marquette University High School. On this date Brendan took the opportunity to observe the on-air Operations at the WVTV Master Control hub. Brendan spent 2 hours observing the master control operators during a Saturday shift that included the operation of inserting local commercial breaks into live Network sports programming on ABC,CBS & CW stations. Along with that he was able to observe the insertion of local commercial content into a statewide production of a High School Football All-star game that aired on MY24, WVTV.2. He was able to observe the reception, local commercial break insertion and over the air transmission of both network level and locally produced sports television programming.	4	Master Control Operator Master Control Operator Master control operator Master Control Operator
4	7/31/2026	Participation in events or programs sponsored by educational institutions	WVTV Master Control Job Shadow, Friday 7-31-26 Brendan Pierce 18 yr old Marquette University High School Senior On this day, Brendan had the opportunity to observe the master control operation during a typical daily operation period while operators were preparing syndicated programming along with promotional and commercial inventory for future air payout. He also had the opportunity to observe the master control operation for local commercial integration for ABC & CBS daytime network programming including both live and pre-recorded network feeds.	4	Master Control Operator Master Control Operator Master control operator Master Control Operator