

WAOW Television, WMOW Television
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant News Director B1S Job ID: 135538 Open Date: 8/18/2025 Hire Date: 10/6/2025	1, 3, 6-8, 10-11, 14-25	16
Digital Content Manager B1S Job ID: 136207 Open Date: 9/12/2025 Hire Date: 11/24/2025	4, 6-12, 14-25	4
Evening Anchor B1S Job ID: 133729 Open Date: 6/10/2025 Hire Date: 8/25/2025	5-8, 10-11, 14-15, 17-25	5
Multimedia Journalist B1S Job ID: 138618 Open Date: 12/19/2025 Hire Date: 3/2/2026	5-8, 10-11, 13-25	16
Multimedia Marketing Executive B1S Job ID: 140117 Open Date: 2/23/2026 Hire Date: 3/9/2026	5-11, 14-15, 17-25	5
Sports Director B1S Job ID: 141195 Open Date: 4/6/2026 Hire Date: 7/1/2026	4-11, 14-15, 17-25	4
Technical Media Producer B1S Job ID: 142692 Open Date: 6/2/2026 Hire Date: 6/23/2026	6-11, 14-25	9
Technical Media Producer B1S Job ID: 137698 Open Date: 11/12/2025 Hire Date: 1/5/2026	5-11, 14-15, 17-25	5
Technical Media Producer B1S Job ID: 139645 Open Date: 2/3/2026 Hire Date: 6/15/2026	2, 6-11, 13-25	16

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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	Agency Referral	N	1
2	Brown College 1345 Mendota Heights Road Room 1091 Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Url : https://my.browncollege.edu/mycampus/employer Email : ckleckner@sb-mendotaheights.com Christine Kleckner	N	0
3	Current Employee	N	1
4	Current Employee/Internal Promotion	N	2
5	E-mail Inquiry	N	9
6	Handshake-Distributes to over 40 colleges Online Jobs, multiple states including, Wisconsin Phone : 6085551212 Url : https://app.joinhandshake.com/login Online Job Postings Manual Posting	N	0
7	Illinois Media School 455 Eisenhower Ln South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
8	Indeed- deleted as of 7/31/26 6433 Champion Grandview Way Austin, Texas 78750 Phone : 800-462-5842 Url : www.indeed.com Robert Faulkner Manual Posting	N	0
9	Indeed.com	N	7
10	KVOA - Angela Betzhold P.O. Box 5188 Tucson , Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0

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11	KWWL- Kelly White 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : kwhite@kwwl.com Kelly White	N	0
12	Linked In	N	1
13	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
14	Missouri School of Journalism 215 A Reynolds Journalism Institute Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
15	Rick Gevers & Associates 355 East Ohio Street #303 Indianapolis , Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Email : rick@rickgevers.com Rick Gevers	N	0
16	Station Website	N	11
17	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Mark Halloway Manual Posting	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
18	WAOW Bulletin Board 1908 Grand Ave Wausau, WI, Wisconsin 54403 Phone : 7158422251 Url : www.waow.com Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
19	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : www.wi-broadcasters.org Michelle Vetterkind Manual Posting	N	0
20	Winona State University 110 Gildemeiste Hall Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Career Services	N	0
21	WKOW- Dan Howles 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Email : dhowles@wkow.com Dan Howles	N	0
22	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : Twesseln@wrex.com Theresa Wesseln	N	0
23	WSIL - Bethany Tanner 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilte.com Bethany Tanner	N	0

WAOW Television, WMOW Television**EEO PUBLIC FILE REPORT****August 1, 2025 - July 31, 2026****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
24	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
25	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 5078959872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	Ongoing Event	Participation in other activities designed by the station employment unit	WAOW conducts frequent station tours for interested groups. Many of these young people, school groups, church youth groups, scout groups and others. Tours include information about types of jobs in broadcasting, the education needed and about the availability of internships and job shadowing opportunities. WAOW gave 5 tours to career orientated groups during this reporting cycle. The meteorologists gave tours of the station on the following dates: October 14, 2025; January 22, 2026; March 5, 2026; May 12, 2026, and July 7, 2026.	3	Justin Loew Meteorologist Jackson Garlock Meteorologist Brad Miller Meteorologist/Anchor	1.00
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	Our Meteorologists regularly are called upon to speak at local schools or give tours of the station to students. Their topics vary, examples are: Meteorology as a career, Weather instruments Weather forecasting, Severe weather safety. Over the course of the reporting period, they have participated in at least 9 such activities. The meteorologists went to the following schools on these dates: Trinity Lutheran School October 9, 2025; Our Lady of Peace Elementary School November 12, 2025; Marathon Elementary School November 13, 2025; Rib Lake Elementary School December 11, 2025; Mosinee Elementary School January 28, 2026; Spencer Elementary School February 12, 2026; Washington Elementary School March 24, 2026; Amherst Elementary School April 7, 2026; and Kate Goodrich Summer School June 12, 2026.	2	Justin Loew Meteorologist Jackson Garlock Meteorologist	0.25
3	8/21/2025	Establishment of training programs for station personnel	Elizabeth Crikelair attended the webinar " 5 Steps for Modernizing Your Talent Aquisition Workflows" on Thursday, August 21, 2025, from 3p-4pm. It was presented by Society of Human Resources Managers (SHRM).	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00

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4	9/11/2025	Participation in Job Fairs	Elizabeth Crikelair HR Manager and Tara Schlessler General Sales Manager participated in "New Jobs on the Block" job fair at the 400 Block in Wausau, WI on Thursday, September 11, 2025, from 11am-3pm.	2	Elizabeth Crikelair HR Manager/ Business Admin Tara Schlessler General Sales Manager	0.25
5	9/17/2025	Provision of training to management	Elizabeth Crikelair attended the EEO Session: "Hiring Smart for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination" on Wednesday, September 17, 2025, from 1:30pm-3:00pm at the Madison Marriott West.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
6	1/22/2026	Establishment of training programs for station personnel	Elizabeth Crikelair, HR Manager attended the Society of Human Resources Managers (SHRM) Webinar "Top HR Trends and Priorities for 2026" on Thursday, January 22, 2026, from 1pm- 2pm.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
7	1/28/2026	Establishment of training programs for station personnel	Elizabeth Crikelair, HR Manager attended the Society of Human Resources Managers (SHRM) Webinar "The Top 5 Culture Mistakes HR Leaders will make in 2026" on Wednesday, January 28, 2026, from 1pm -2pm.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
8	2/19/2026	Establishment of training programs for station personnel	Elizabeth Crikelair, HR Manager attended the Michigan Association of Broadcasters webinar " Leading Through Chaos" on Thursday, February 19, 2026, from 12pm-1pm.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
9	2/28/2026	Participation in Job Fairs	Anna Engelhart represented WAOW the Job/Career Fair which was held as part of the WBA's 2026 Student Seminar on Saturday, February 28th from 12pm to 2pm at Lambeau Field in Green Bay, WI.	1	Anna Engelhart General Manager	0.25

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10	6/4/2026	Establishment of training programs for station personnel	Elizabeth Crikelair, HR Manager attended the webinar " Building a Culture of Employee Engagement" presented by Milton Hunt on Thursday, June 4th from 11am-12pm.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
11	6/17/2026	Provision of training to management	Elizabeth Crikelair attended the EEO Session: "The FCC and EEO" on Wednesday, June 17th, 2026, from 2:30pm -3:30pm at the 2026 Wisconsin Broadcasters Association Summer Conference at the Grand Geneva Resort in Lake Geneva.	1	Elizabeth Crikelair HR Manager/ Business Admin	1.00
TOTAL POINTS OVER REPORTING PERIOD:						8.75