



**WKRU(FM), WQLH(FM), WDUZ-FM, WDUZ(AM)
 and WOGB(FM)
 EEO PUBLIC FILE REPORT
 August 1, 2019 to 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
WKRU Program Director	2-3, 6-7, 11, 16, 25-26, 33-39	38
Sales Associate	1, 4-39	36

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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	UW Fox Valley Student Services 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 Phone 920-832-2850 Fax	N	0
2	All Access www.allaccess.com <i>(for on-air positions ONLY)</i>	N	0
3	Entertainment Careers www.entertainmentcareers.net <i>(for on-air positions ONLY)</i>	N	0
4	Wagner College 1 Campus Rd Center for Academic and Career Development Contact: cace@wagner.edu 718-390-3181 Phone www.wagner.edu/cace	N	0
5	Madison Media Institute 2702 Agriculture Dr. Madison, WI 53718 Contact: Megan Butler mbutler@mediainstitute.edu 608-237-8342 Phone 608-442-0141 Fax www.madisonmedia.com	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<p>Ohio Centers for Broadcasting 9885 Rockside Road Ste 160 Valley View, OH 44125</p> <p>5330 E. Main Street Ste 200 Columbus, OH 43213</p> <p>Contact: dclark@beonair.com 216-503-5900 – Valley View 614-245-0555 – Columbus www.funjobsonair.com www.beonair.com</p>	N	0
7	<p>Wisconsin Broadcasters Association 44 E Mifflin St #900 Madison, WI 53703 lboyd@wi-broadcasters.org 608-255-2600 Phone 608-256-3986 Fax www.wi-broadcasters.org</p>	N	1
8	<p>Alexandria Technical College 1601 Jefferson St Alexandria, MN 56308 Contact: studentemployment@alextech.edu 320-762-4418 Phone 320-762-4430 Fax www.alextech.edu</p>	N	0
9	<p>Clarke College 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: careerservices@clarke.edu 888-825-2753 Phone www.clarke.edu</p>	N	0
10	<p>Cornell College 600 First Street West Mt. Vernon, IA 52314 Contact: career@cornellcollege.edu 319-895-4457 Phone 319-895-5894 Fax www.cornellcollege.edu</p>	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Goods Entertainment P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone www.goodsentertainment.com	N	0
12	N.E.W. Curative Rehabilitation, Inc. 2900 Curry Lane Green Bay, WI 54308 920-468-9129 Phone 920-468-7851 Fax www.newcurative.org	N	0
13	Racine/Kenosha Community Action Center 2113 N Wisconsin St Racine, WI 53402 Contact: Gary Cotton Contact: rkcaa.racine@rkcaa.org	N	0
14	Radio 1 Broadcast School 700 3 rd St N La Crosse, WI 54601 Contact: director@radio1school.com 800-889-2221 www.radio1school.com	N	0
15	University of Wisconsin-Manitowoc 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 Phone 920-683-4776 Fax www.uwmanitowoc.uwc.edu	N	0
16	Job Center of Wisconsin 701 Cherry Street Green Bay, WI 54301 920-448-6760 Phone 920-448-6468 Fax www.wisconsinjobcenter.org	N	0
17	Wisconsin Women's Network 122 State Street #404 Madison, WI 53703 Contact: info@wiwomensnetwork.org 608-255-9809 www.wiwomensnetwork.org	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Handshake https://app.joinhandshake.com	N	0
19	Wisconsin Technical Colleges Tech Connect www.wisconsin-techconnect.com	N	0
20	University Wisconsin Marathon County-Student Services 518 S 7 th Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331 Fax	N	0
21	The Women's Center 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
22	Broadcast Employment Services/AMFMjobs.com www.amfmjobs.com Contact: job@tvjobs.com	N	0
23	Globe University Career Services 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 Phone 651-730-5151 Fax http://careerconnect.globeuniversity.edu	N	0
24	Penn State Career Services 413 Bouke Bldg University Park, PA 16802 814-865-2377 Phone 814-863-0226 Fax www.psu-csm.symplicity.com/employers	N	0
25	TV and Radio Jobs www.tvandradijobs.com	N	0
26	Radio Online 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 Phone 806-352-3677 Fax www.radioonline.com	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Carolina School of Broadcasting 3435 Performance Rd. Charlotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 Phone 704-395-9698 Fax www.csbradiotv.com	N	0
28	Eastern Illinois University Career Services 600 Lincoln Charleston, IL 61920 Contact: llmoore@eiu.edu 217-581-2412	N	0
29	Newcap 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 Phone 920-834-4887 Fax www.newcap.org	N	0
30	Upper Iowa University P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 Phone 563-425-5358 Fax http://uiu-csm.symplicity.com	N	0
31	Beloit College Contact : Jessica Sarah Fox Wilson 700 College St. Beloit, WI 53511 608-363-2673 Website https://beloit-csm.symplicity.com	N	0
32	Job Fairs (see Section III)	N	2
33	Career Builder – Cumulus Job site https://careerbuilder.com	N	0
34	SEU Facebook pages	N	0
35	Station On-Air Announcements (all SEU stations)	N	1
36	Station Website Postings (all SEU stations)	N	1
37	Word-of-Mouth Referral	N	0
38	Walk-In/Self-Referral	N	3

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Internal Posting	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On Wednesday, September 25, 2019, our SEU participated in a job fair on the campus of the University of Wisconsin-Green Bay. SEU participants included our EEO Coordinator and Promotions Director who spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
2	Participate in Job Fair	On Wednesday, March 4, 2020 our SEU participated in a job fair on the campus of the University of Wisconsin-Green Bay. SEU participants included our EEO Coordinator and Promotions Director who spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
3	Participate in Scholarship Program	During this reporting period, our SEU was an active participant in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Specifically, the SEU's EEO Coordinator and General Manager assisted the WBA by reviewing and evaluating scholarship applications before they were forwarded to the WBA's Educational Committee and Foundation Board for final review. In addition, the SEU promoted the WBA Scholarship Program over the air on each of its stations and answered questions from the listening public concerning the program and the scholarship application process. The SEU also made a monetary contribution to the WBA scholarship fund. On March 7, 2020, four (4) scholarships were awarded at the WBA Students Seminar.
4	Internship Program	<p>Our SEU has an established, on-going Internship Program. Internships with our SEU are advertised over the air as well as on a number of college websites. Our SEU's EEO Coordinator and Promotions Assistant/Intern Coordinator are in contact with local colleges and universities and their internship representatives on a regular basis and work hard to develop these relationships for the benefit of the students as well as the Program.</p> <p>The student interns work in the SEU's Promotions, Programming, Sales, Marketing and Development and Sports Departments under the supervision of the SEU's Promotions Assistant/Intern Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs. All interns earn college credits for completing a semester of work.</p> <p>During the Fall of 2019, our SEU hosted one (1) intern from the University of Wisconsin-Oshkosh.</p>

	Type of Recruitment Initiative	Brief Description of Activity
5	Management level training regarding equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager and Business Manager/EEO Coordinator participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.