

**WBCV, WGLX-FM, WHTQ, WYTE-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**I. VACANCY LIST**

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

| Job Title   | Recruitment Sources ("RS")<br>Used to Fill Vacancy  | RS Referring<br>Hiree |
|---|---|-----------------------|
| Account Executive 2018<br>Open Date: 7/1/2018<br>Hire Date: 8/16/2018         | 2-3, 5, 8, 18, 23, 27, 30, 40, 50, 59-66,<br>68-69, 76-77   | 40                    |
| Chief Engineer<br>Open Date: 7/10/2018<br>Hire Date: 9/17/2018                | 3-7, 9, 11-13, 16-30, 32-37, 39, 41, 44-<br>46, 48, 50-57, 59-62, 64-66, 68-74, 76-<br>77         | 45                    |
| Y1065 Morning Show Personality<br>Open Date: 7/23/2018<br>Hire Date: 9/7/2018 | 1-5, 7, 9-13, 16-37, 39, 41-44, 46, 48-<br>57, 59-74, 76-77                                       | 2                     |
| Account Executive 2018<br>Open Date: 9/1/2018<br>Hire Date: 10/29/2018        | 2-3, 5, 14-15, 18, 23, 27, 30, 38, 47, 50,<br>58-66, 68-69, 76-78                                 | 15                    |
| Account Executive 2018<br>Open Date: 9/1/2018<br>Hire Date: 10/29/2018        | 2-3, 5, 14-15, 18, 23, 27, 30, 38, 47, 50,<br>58-66, 68-69, 76-78                                 | 47                    |
| Radio Generalist<br>Open Date: 1/16/2019<br>Hire Date: 3/11/2019              | 2-3, 5, 7, 9-13, 19-23, 25, 27-32, 34, 36<br>-37, 39, 41, 44, 46, 48, 50-66, 68-77                | 2                     |
| Account Executive 2019<br>Open Date: 2/28/2019<br>Hire Date: 5/6/2019         | 3-5, 7, 9-13, 19-21, 23-25, 27-34, 36,<br>38-41, 44, 46, 48, 50-57, 59-61, 64-66,<br>68-74, 76-77 | 40                    |

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**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         | All About Country<br>Online<br>Plover, Wisconsin<br>Phone : 7153418838<br>In-House HR<br>Manual Posting   | N   | 0  |
| 2         | AllAccess<br>Online<br>Online, Wisconsin 54467<br>Phone : 7153418838<br>OnLine OnLine Posting by Station<br>Manual Posting  | N   | 11   |
| 3         | Cardinal Strich University<br>Milwaukee<br>Milwaukee, Wisconsin<br>Phone : NA<br>Email : career@stritch.edu<br>Michelle Niedermair  | N   | 0  |
| 4         | Carthage College<br>2001 Alford Park Dr. Kenosha<br>Kenosha, Wisconsin 53140<br>Phone : 262-551-5959<br>Email : jpruitt@carthage.edu<br>Fax : 1-262-551-5375<br>Jaspm Pruitt                        | N   | 0  |
| 5         | Chippewa Valley T.C.<br>620 W. Clairemont Ave Eau Claire<br>Eau Claire, Wisconsin 54701<br>Phone : 715-833-6255<br>Email : employment_services@cvtc.edu<br>Fax : 1-715-833-6470<br>Kristine Jackson | N   | 0  |
| 6         | Consultant Referral   | N   | 1  |
| 7         | Eau Claire County Job Service<br>221 W. Madison Street Eau Claire<br>Eau Claire, Wisconsin 54703<br>Phone : 715-836-2901<br>Fax : 1-715-836-2989<br>n/a n/a   | N   | 0  |
| 8         | Employee Referral   | N   | 1  |

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|------------------|--|--|---|
| 9                | Herzog College<br>5218 East Terrace Drive Madison<br>Madison, Wisconsin 53718<br>Phone : 608-249-6611<br>Url : www.herzing.edu/madison<br>Email : info@msn.herzing.edu<br>Fax : 608-249-8593 | N  | 0   |
| 10               | Hmong American Friendship<br>3824 W. Vliet St.<br>Milwaukee, Wisconsin 53208<br>Phone : 414-344-6575<br>Fax : 1-414-344-6581<br>Sheng Lor  | N  | 0   |
| 11               | Hmong Mutual Assistance Assoc<br>423 Wisconsin St. Eau Claire<br>Eau Claire, Wisconsin 54703<br>Phone : 715-832-8420<br>Fax : 1-715-832-0612<br>Xiong Kao                                    | N  | 0   |
| 12               | Ho Chunk Nation Dept of Labor<br>PO Box 667 Black River Falls<br>Black River Falls, Wisconsin 54449<br>Phone : 715-284-5877<br>Fax : 1-715-284-1520<br>Audrey Littlewolf                     | N  | 0   |
| 13               | Ho-Chunk Nation<br>xxx xxx<br>Baraboo, Wisconsin 53913<br>Phone : x<br>Fax : 1-608-524-2474<br>Al Miller   | N  | 0   |
| 14               | Job Fair   | N  | 1   |
| 15               | Job posting on internet  | N  | 1   |
| 16               | Kenosha City Workforce Dev<br>19600 75th St Bristol<br>Bristol, Wisconsin 53104<br>Phone : 262-563-1967<br>Fax : 262-857-1955  | N  | 0   |

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|------------------|--|--|---|
| 17               | Kenosha Job Center<br>8600 Sheridan Rd Kenosha<br>Kenosha, Wisconsin 53143<br>Phone : 262-697-4500<br>Fax : 262-697-4563<br>Mary Ann Rozinski  | N  | 0   |
| 18               | La Casa de Esperanza Inc<br>410 Arcadian Ave Waukesha<br>Waukesha, Wisconsin 53103<br>Phone : 262-547-0887<br>Fax : 1-262-547-0735<br>Veronica Davis Quiroz                          | N  | 0   |
| 19               | Lakeland College - Careers<br>1135 S. 70th St. Milwaukee<br>Milwaukee, Wisconsin 53214<br>Phone : 414-476-6565<br>Fax : 1-414-476-6612<br>Cathy Kuche                                | N  | 0   |
| 20               | Lakeside Curative Services<br>2503 Lincolnwood Ct. Racine<br>Racine, Wisconsin 53403<br>Phone : 262-598-0098<br>Email : penas@lakesidecurative.com<br>Fax : 262-598-0083<br>Sam Pena | N  | 0   |
| 21               | Lawerence University-Career Center<br>P.O. Box 599 Appleton<br>Appleton, Wisconsin 54912<br>Phone : 920-832-6561<br>Fax : 920-832-7368<br>Kelly Bereza                               | N  | 0   |
| 22               | Madison Media Institute<br>2702 Agriculture Dr Madison<br>Madison, Wisconsin 53718<br>Phone : 608-663-2000<br>Email : smiller@madisonmedia.com<br>Fax : 608-442-0141<br>Susan Miller | N  | 0   |

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|------------------|--|--|---|
| 23               | Mary Preston<br>2875 Mt Vernon Road SE<br>Cedar Rapids, Iowa 52403<br>Phone : 319-398-8106<br>Email : mpreston@nrgmedia.com<br>Mary Preston  | N  | 0   |
| 24               | MATC<br>3550 Anderson St. Madison<br>Madison, Wisconsin 53704<br>Phone : 608-243-4273<br>Email : rwanner@matcmadison.edu<br>Fax : 608-246-6400<br>Rochelle Warner  | N  | 0   |
| 25               | MATC - Milwaukee<br>700 W. State St. #203 Milwaukee<br>Milwaukee, Wisconsin 53233<br>Phone : 414-297-6302<br>Email : thomasj@matc.edu<br>Fax : 414-297-6612<br>Jenny Thomas  | N  | 0   |
| 26               | Mid-State Tech. College<br>Wisconsin Rapids, Wisconsin<br>Phone : 715-422-5362<br>Email : careerservices@mstc.edu<br>Fax : 715-422-5561<br>Career Services   | N  | 0   |
| 27               | Milwaukee Intstitute of Art & Design<br>273 E. Erie St. Milwaukee<br>Milwaukee, Wisconsin 53202<br>Phone : 414-847-3274<br>Url : www.miad.edu/careerservices<br>Email : careerservices@miad.edu<br>Fax : 414-291-8077<br>Duane Seidensticker | N  | 0   |
| 28               | Milwaukee School of Engineering<br>1025 N. Broadway Milwaukee<br>Milwaukee, Wisconsin 53202<br>Phone : 414-277-4517<br>Email : spencer@msoe.edu<br>Fax : 414-277-7122<br>Mary Spencer  | N  | 0   |

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|------------------|---|--|---|
| 29               | Milwaukee Urban League<br>2800 W. Wright St Milwaukee<br>Milwaukee, Wisconsin 53210<br>Phone : 414-374-5850<br>Fax : 414-374-1995<br>Lynn Momon   | N  | 0   |
| 30               | Minnesota Broadcasters Association<br>3033 Excelsior Blvd #301<br>Mpls, Minnesota 55416<br>Phone : 612-926-8123<br>Url : <a href="http://www.minnesotabroadcasters.com/careers">www.minnesotabroadcasters.com/careers</a><br>Email : <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a><br>Fax : 1-612-926-9761<br>Linda Lasere | N  | 0   |
| 31               | Minority Affairs<br>304 Sixth St. N<br>La Crosse, Wisconsin 54601<br>Phone : 608-789-6270<br>Fax : 1-608-789-6206<br>Bernard Black  | N  | 0   |
| 32               | Moraine Park Technical College<br>235 N. National Ave PO Box 1940 Fond du Lac<br>Du Lac, Wisconsin 54936<br>Phone : 920-924-3205<br>Email : <a href="mailto:msabel@morainepark.edu">msabel@morainepark.edu</a><br>Fax : 920-924-3421<br>Michelle Sabel  | N  | 0   |
| 33               | NAACP - Madison Branch<br>3 South Pinkney #50 Madison<br>Madison, Wisconsin 53703<br>Phone : 608-256-1942<br>Fax : 1-608-257-7570<br>Darnetta n/a   | N  | 0   |
| 34               | Northcentral Technical College<br>1000 W. Campus Cr. Wausau<br>Wausau, Wisconsin 54307<br>Phone : 920-498-6373<br>Fax : 920-498-6313<br>Fred Boller   | N  | 0   |

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|------------------|--|--|---|
| 35               | Northland College<br>1411 Ellis Ave. Ashland<br>Ashland, Wisconsin 54806<br>Phone : 715-682-1230<br>Email : pfen-lei@northland.Edu<br>Fax : 715-682-1692<br>Patti Fenner Leino             | N  | 0   |
| 36               | Northport-Packer Apt. Corp.<br>1927 Northport Drive Madison<br>Madison, Wisconsin 53704<br>Phone : 608-249-0160<br>Email : jackithomas@tds.net<br>Fax : 608-249-0177<br>Jacki Thomas       | N  | 0   |
| 37               | NRG Corporate Office<br>2875 Mount Vernon Road SE<br>Cedar Rapids, Iowa 52403<br>Phone : 319-862-0300<br>Email : mpreston@nrgmedia.com<br>Mary Preston                                     | N  | 0   |
| 38               | NRG Media, LLC<br>2875 Mt. Vernon Rd. SE<br>Cedar Rapids, Iowa 52403<br>Email : mpreston@nrgmedia.com<br>Mary Preston  | N  | 0   |
| 39               | Office of Multicultural Affairs<br>105 Garfield Ave. Eau Claire<br>Eau Claire, Wisconsin 54701<br>Phone : 715-836-3367<br>Email : websteck@uwec.edu<br>Fax : 1-715-836-3499<br>Jesse Dixon | N  | 0   |
| 40               | On-Air Announcement (One or More SEU Stations)   | N  | 3   |
| 41               | Oneida Trive of Indians<br>2630 W Mason Street Green Bay<br>Green Bay, Wisconsin 54303<br>Phone : 800-236-7050<br>Email : hrddept@oneidanation.org<br>Fax : 920-869-2194                   | N  | 0   |

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| 42               | Racine Affirm Action Office<br>730 Washington Ave. Racine<br>Racine, Wisconsin 53403<br>Phone : 262-636-9589<br>Fax : 1-414-649-2644<br>Jerry Scott   | N  | 0   |
| 43               | Ramp<br>2301 Plover Rd<br>Plover, Wisconsin<br>Phone : 7153418838<br>Url : ramp247.com<br>in-house online<br>Manual Posting   | N  | 0   |
| 44               | Ripon College<br>PO Box 248 Ripon<br>Ripon, Wisconsin 54971<br>Phone : 920-748-8117<br>Fax : 920-748-7243<br>Thomas Vaubel  | N  | 0   |
| 45               | Society of Broadcast Engineers, Inc.<br>9102 North Meridian Street Suite 150<br>Indianapolis, Indiana 46260<br>Url : www.sbe.org/sections/jobs_online.php<br>Scott Jones<br>Manual Posting  | N  | 2   |
| 46               | Society's Assests<br>5200 Washington Ave. #225 Racine<br>Racine, Wisconsin 53403<br>Phone : 262-637-9128<br>Fax : 262-637-8646<br>Linda Lamparek  | N  | 0   |
| 47               | Station Website Posting (One or More SEU Stations)  | N  | 2   |
| 48               | Student Involvement and Employment<br>011 University Center Stevens Point<br>Stevens Point, Wisconsin 54481<br>Phone : 715-346-2174<br>Url : www.uwsp.edu/stuemploy<br>Email : sieo@uwsp.edu<br>Fax : 715-346-4895<br>Susan Young | N  | 0   |
| 49               | Trade Website   | N  | 2   |



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|------------------|---|--|---|
| 50               | UW - Fox Valley - Careers<br>1478 Midway Rd Menasha<br>Menasha, Wisconsin 54952<br>Phone : 920-832-2719<br>Email : tfrantz@uwc.edu<br>Fax : 920-832-2674<br>Thomas Frantz                 | N  | 0   |
| 51               | UW - Fox Valley - Careers<br>1478 Midway Rd Menasha<br>Menasha, Wisconsin 54952<br>Phone : 920-832-2620<br>Email : tdufour@uwc.edu<br>Fax : 920-832-2850<br>Ted Dufour                    | N  | 0   |
| 52               | UW - Green Bay Affirmative Action<br>2420 Nicolet Drive Green Bay<br>Green Bay, Wisconsin 54311<br>Phone : 920-465-2228<br>Email : keberlej@uwgb.edu<br>Fax : 920-465-5104<br>Ellen Olson | N  | 0   |
| 53               | UW - La Crosse<br>1725 State St. La Crosse<br>La Crosse, Wisconsin 54601<br>Phone : 608-785-8514<br>Email : career@uwlax.edu<br>Fax : 608-785-8518<br>Faith Pawelski                      | N  | 0   |
| 54               | UW - Madison Student Job Center<br>432 N. Murray St. RM 204 Madison<br>Madison, Wisconsin 53706<br>Phone : 608-262-5627<br>Fax : 608-262-9068<br>Virginia Zwickey                         | N  | 0   |
| 55               | UW - Marathon Campus - Careers<br>518 So 7th Ave Wausau<br>Wausau, Wisconsin 54401<br>Phone : 715-261-6100<br>Fax : 715-261-6331<br>Pat Blondheim   | N  | 0   |

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|------------------|--|--|---|
| 56               | UW - Milwaukee<br>3202 N. Maryland Ave. Milwaukee<br>Milwaukee, Wisconsin 53201<br>Phone : 414-229-5445<br>Email : careerserv@sba.uwm.edu<br>Fax : 414-229-5132<br>Greg Krejci                         | N  | 0   |
| 57               | UW - Stout Menomonie<br>103 Administration Building Menomonie<br>Menomonie, Wisconsin 54751<br>Phone : 715-232-1122<br>Email : placementcoop@uwstout.edu<br>Fax : 715-232-3595<br>Mary Brinkman        | N  | 0   |
| 58               | UW Stevens Point<br>134 Old Main Building Stevens Point<br>Stevens Point, Wisconsin 54481<br>Phone : 7153463226<br>Url : lwalters@uwsp.edu<br>Hand Shake<br>Manual Posting                             | N  | 0   |
| 59               | UW- La Crosse - Careers<br>1725 State-Wilder Hall La Crosse<br>La Crosse, Wisconsin 54601<br>Phone : 608-785-8362<br>Email : career@uwlax.edu<br>Rebecca Lee   | N  | 0   |
| 60               | UW-Green Bay - Careers<br>2420 Nicolet Drive. SS 1916 Green Bay<br>Green Bay, Wisconsin 54311<br>Phone : 920-465-2163<br>Email : careers@uwgb.edu<br>Career Services University of Wisconsin-Green Bay | N  | 0   |
| 61               | UW-Madison - Business Career Center<br>975 University Ave. Madison<br>Madison, Wisconsin 53706<br>Phone : 608-262-2550<br>Email : lcollins@bus.wisc.edu<br>Fax : 608-265-4190<br>Lisa Collins          | N  | 0   |

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|------------------|--|--|---|
| 62               | UW-Madison - Communication Arts<br>821 University Ave Madison<br>Madison, Wisconsin 53706<br>Phone : 608-262-2543<br>Email : makwinja@wisc.edu<br>Fax : 1-608-262-9953<br>Janis Makwinja                       | N  | 0   |
| 63               | UW-Madison Journalism<br>Madison<br>Madison, Wisconsin<br>Phone : 608-263-4858<br>Fax : 608-262-1361<br>Erica Salkin   | N  | 0   |
| 64               | Viterbo University<br>900 Viterbo Drive La Crosse<br>La Crosse, Wisconsin<br>Phone : 608-796-3828<br>Email : careers@viterbo.edu<br>Lisa Mohr  | N  | 0   |
| 65               | WI Div. Of Vocational Rehab<br>La Crosse<br>La Crosse, Wisconsin<br>Phone : 608-785-9500<br>Email : amy.gratzke@dwd.state.wi-us<br>Fax : 608-785-9494<br>Amy Bratzke   | N  | 0   |
| 66               | Wisconsin Broadcasters Assn<br>44 E. Mifflin Suite 900 Madison<br>Madison, Wisconsin 53703<br>Phone : 608-255-2600<br>Url : www.wi-broadcasters.org<br>Email : mendicott@wi-broadcasters.org<br>Mandy Endicott | N  | 0   |
| 67               | Wisconsin Broadcasters Association<br>44 Mifflin St Suite 900<br>Madison, Wisconsin 53703<br>Phone : 608.255.2600<br>Email : mendicott@wi-broadcasters.org<br>Fax : 1-608-256-3986<br>Mandy Endicott           | N  | 0   |

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| 68               | Wisconsin Coalition Against Domestic Violence<br>307 S. Paterson Street Madison<br>Madison, Wisconsin 53703<br>Phone : (608) 255-0539<br>Fax : (608) 255-3560<br>Sue Hemling  | N  | 0   |
| 69               | Wisconsin Division of Vocational Rehabilitation<br>333 Buchner Place, Wing-B<br>La Crosse, Wisconsin 54603<br>Phone : 608-269-8910<br>Email : roxanne.powell@dwd.wisconsin.gov<br>Fax : 1-608-269-8908<br>Roxanne Powell                    | N  | 0   |
| 70               | Wisconsin Employment & Training Association<br>1213 N. Sherman Ave., PMB #324 Madison<br>Madison, Wisconsin 53704<br>Phone : 608-242-7425<br>Url : www.wetainc.org<br>Email : info@wetainc.org<br>Fax : 608-242-7403<br>Employment Director | N  | 0   |
| 71               | Wisconsin Indianhead Technical College<br>505 Pine Ridge Dr. Shell Lake<br>Dr. Shell Lake, Wisconsin 54871<br>Phone : 715-468-2815<br>Fax : 1-715-246-2777<br>Lenore Knock  | N  | 0   |
| 72               | Wisconsin Job Center<br>235 N. Roosevelt St. Green Bay<br>St. Green Bay, Wisconsin 54301<br>Phone : 920-448-6460<br>Email : roy.kowller@dwd.state.wi.us<br>Fax : 920-448-5013<br>Roy Koeller  | N  | 0   |
| 73               | Wisconsin Job Center<br>100 W Keenan Street<br>Rhineland, Wisconsin 54501<br>Phone : 715.365.1500<br>Url : www.wisconsinjobcenter.org<br>Fax : 1-888-209-4446<br>Christine Diel   | N  | 0   |

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|--|--|--|---|
| 74   | Wisconsin Lutheran College<br>8800 W. Bluemound Rd. Milwaukee<br>Milwaukee, Wisconsin 53226<br>Phone : 414-443-8819<br>Email : careerdevelopment@wic.edu<br>Fax : 414-443-8522<br>Jeff Weber                         | N  | 0   |
| 75   | Wisconsin TechConnect<br>Online<br>Online, Wisconsin 54467<br>Phone : 715-341-8838<br>On-Line Posting<br>Manual Posting  | N  | 0   |
| 76   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| 77   | YWCA<br>3101 Latham Drive<br>Madison, Wisconsin 53713<br>Phone : 608-255-3089<br>Email : programassistantywca@gmail.com<br>Program Assistant   | N  | 0   |
| 78   | ZipRecruiter<br>ZipRecruiter.com<br>ZipRecruiter, Wisconsin<br>Zip Recruiter<br>Manual Posting   | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>24</b>   |

**WBCV, WGLX-FM, WHTQ, WYTE-FM**  
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**August 1, 2018 - July 31, 2019**  
**III. RECRUITMENT INITIATIVES**

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|  | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b> | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>                      | <b>Points</b> |
|--|-------------|--|---|-------------------------------------|---|---------------|
| 1  | 10/4/2018   | Co Sponsoring Job Fair                                 | Sponsor of the Portage County Job Fair, October 4, 2018 at the Stevens Point Armory, 3116 Jefferson Street, Stevens Point, WI 54482   | 3                                   | GSM AE AE                                     | 1.00          |
| 2  | 10/26/2018  | Provision of training to management                    | The General Counsel and Director of Human Resources for NRG Media provided training to management attending the annual budget meeting in Cedar Rapids, IA.  | 3                                   | General Manager Sales Manager General Manager | 1.00          |
| 3  | 11/26/2018  | Participation in events sponsored by community groups  | Hot967 participated in the Stevens Point Area YMCA's "Girl's Night Out" Tiffany Praeger and a group of participants explored what a broadcast career would entail.  | 1                                   | Asst PD/Morning Show Host                     | 0.25          |
| 4  | 4/3/2019    | Co Sponsoring Job Fair                                 | General Sales Manager and other staff members hosted a booth at the semi- annual Central Wisconsin Job Fair. This job fair takes place at Mid-State Technical School in Wisconsin Rapids, WI.   | 2                                   | GSM AE  | 1.00          |
| 5  | 6/12/2019   | Participation in Job Fairs                             | Job/Career Fair was held as part of the Wisconsin Broadcasters Association Summer Conference Wednesday June 12 from 1:30pm-2:45pm at The Osthoff Resort in Elkhart Lake WI. represented by Aleese Fielder, General Manager                | 1                                   | General Manager                               | 0.25          |
| 6  | 6/12/2019   | Provision of training to management                    | EEO Seminar: "Keeping up with EEO at the FCC" which was held as part of the Wisconsin Broadcasters Summer Conference on Wednesday June 12 at 3pm at the Osthoff Resort in Elkhart Lake WI. represented by Aleese Fielder, General Manager | 1                                   | General Manager                               | 0.25          |
| <b>TOTAL POINTS OVER REPORTING PERIOD:</b> |             |  |   |                                     |   | <b>3.75</b>   |