

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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	1-115, 117	30
Account Executive	1-115, 117	30
Account Executive	1-25, 27-117	70
Sales Assistant	1-5, 8-14, 16-25, 27-54, 56-117	30
Sales Assistant	1-5, 8-14, 16-25, 27-54, 56-117	67
Receptionist/Traffic Assistant	1-5, 8-14, 16-25, 27-54, 56-69, 71-103, 105-117	30
Morning Show Co-Host	1-5, 8-14, 16-25, 27-29, 31-45, 47-54, 56-66, 68-69, 71-103, 105-117	31
Country Afternoons	1-5, 8-14, 16-19, 21-25, 27-54, 56-66, 68-69, 71-103, 105-117	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABR Employment Services 1501 Losey Blvd South La Crosse, Wisconsin 54601 Phone : 608-782-9700 Email : lacrosse@abrjobs.com Fax : 1-608-784-7143 Gary Frahm	Y	0
2	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 3104576616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver Manual Posting	N	2
3	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2673 Url : http://www.beloit.edu Email : lapc@beloit.edu Fax : 1-608-363-2109 Career Services	Y	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@amfmjobs.com Mark Halloway	Y	0
5	Broadcasting Institution of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-410-254-5357 Norman Brooks	Y	0

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6	Brown College School of Broadcasting 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Fax : 1-651-905-3550 Terry Miller Prong 2 Ended Date: 3/26/2018	N	0
7	Career Development and Placement Uni. of WI Waukesha 1500 N. University Dr. Waukesha, Wisconsin 53186 Phone : 2625215200 Email : amanda.mueller@uwc.edu Fax : 1-262-521-5491 Amanda Mueller	Y	0
8	Carolina School of Broadcasting 3435 Performance Rd Charolotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-531-7291 Alyson Young	Y	0
9	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone : 262-551-5959 Email : jpruitt@carthage.edu Fax : 1-262-551-5375 Jason Pruitt	Y	0
10	Catholic Charities 2710 East Avenue La Crosse, Wisconsin 54601 Phone : 608-782-0710 Email : sparker@cclse.org Shannon Parker	Y	0
11	Chrysalis Inc. 1342 Dewey Court Madison, Wisconsin 53703 Phone : 608-256-3102 Email : clark@workwithchrysalis.org Fax : 1-608-256-3103 Career Services	Y	0

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12	Clarke University Job Bank 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 8888252753 Url : www.clarke.edu Website Website Manual Posting	Y	0
13	Columbia College - Careers 623 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Fax : 1-312-344-8020 Evonne Mathews Manual Posting	Y	0
14	Community Action Coalition 1717 N. Stoughton Rd. Madison, Wisconsin 53704 Phone : 608-246-4730x215 Email : jschroeder@cacscw.org Fax : 1-608-246-4760 Jim Schroeder	Y	0
15	Concordia University 12800 N. Lake Shore Dr. Mequon, Wisconsin 53092 Phone : 262-243-5700 Email : career.services@cuw.edu Fax : 1-262-243-4478 Krista Rindfleisch	Y	0
16	Curative Connections 2900 Curry Lane Green Bay, Wisconsin 54308 Phone : 920- 468-9129 Email : bjordan@curativeconnections.org Fax : 1-920-965-2653 Brenda Jordan	Y	0
17	Department of Workforce Development 333 Buchner Place Wing B La Crosse, Wisconsin 54603 Phone : 608-785-9500 Email : dwddvr@dwd.state.wi.us Mari DeJariais	Y	0

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18	Division of Vocational Rehabilitation 125 N 6th Street La Crosse, Wisconsin 54601 Phone : 608-785-9500 Fax : 1-608-785-9494 Job Placement	Y	0
19	E.W. Scripps School of Journalism E.W. Scripps Hall #102 Athens, Ohio 45701 Phone : 7405932590 Email : foxr1@ohio.edu Becky Fox	Y	0
20	Eau Claire Area Hmong Assist. 423 Wisconsin St. Eau Claire, Wisconsin 54703 Phone : 715-832-8420 Email : ecahmaa@gmail.com Fax : 1-715-832-0612 Evan Xiong	Y	0
21	Edgewood College - Careers 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-257-4861 Url : www.edgewood.edu Website Website Manual Posting	Y	0
22	Emma L. Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-0199 Email : michael.barham@nbcuni.com Michael Barham	Y	0
23	Equal Opportunity Commission - Milwaukee 310 W. Wisconsin Ave Milwaukee, Wisconsin 53203 Phone : 8006694000 Email : info@eoc.gov Fax : 1-414-297-4133 Rosemary Fox	Y	0

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24	Experience Works 319 Main Street Suite 404 La Crosse, Wisconsin 54601 Phone : 608-789-5623 Email : ew@experienceworks.org Fax : 1-608-789-5624 Erika Dewald-Hoss	Y	0
25	Focuscorp Inc. 3201 Latham Drive Madison, Wisconsin 53713 Phone : 608-277-9140 Email : focuscorp1@aol.com Catherine Murray	Y	0
26	Globe University 2651 Midwest Drive Onalaska, Wisconsin 54650 Phone : 608-779-2600 Email : jkenneyraupp@globeuniversity.edu Jessica Kenney Raupp Prong 2 Ended Date: 12/24/2017	N	0
27	Goods Entertainment P.O. Box 1266, 166 Kings Highway North Weston, Connecticut Phone : 203-341-0111 Email : agoodman@goodsentertainment.com Adam Goodman	N	0
28	Goodwill Industries 2334-36 Rose Street La Crosse, Wisconsin 54603 Phone : 608-783-2710 Email : lacrosse@gwicc.org Fax : 1-608-783-7565 Paula Egge	Y	0
29	Illinois & Ohio Centers for Broadcasting Chicago, Illinois Phone : 847-962-1586 Email : dclark@beonair.com Don Clark	Y	0

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30	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Url : indeed.com Career Services Manual Posting	N	9
31	Internal Postings 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Kristy Nix Manual Posting	N	8
32	Iowa Central College 330 Avenue M Ft. Dodge, Iowa 50501 Phone : (515) 576-0099x2407 Email : careerservices@iowacentral.edu Fax : 1-515-576-7724 Career Services	Y	0
33	Job Center of Wisconsin All Job Centers in Wisconsin All, Wisconsin Phone : 8882589966 Url : www.wisconsinjobcenter.org Website Website Manual Posting	N	1
34	Kennedy Heights Comm. Ct. 199 Kennedy Heights Madison, Wisconsin 53703 Phone : 6082440767 Email : director@khcommunitycenter.org Fax : 1-608-661-9190 Alyssa Kenney	N	0
35	La Casa de Esperanza Inc 410 Arcadian Ave Waukesha, Wisconsin 53103 Phone : 262-547-0887 Email : info@lacasadeesperanza.org Fax : 1-262-547-0735 April Medina	Y	0

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36	La Crosse Area Hmong Mutual 1915 Ward Ave La Crosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Butler Nevin	Y	0
37	La Crosse County Job Service 402 N. Eighth Street La Crosse, Wisconsin 54601 Phone : 608-789-5627 Email : piercet@workforceconnections.org Fax : 1-608-789-5599 Career Services	Y	0
38	Labor Ready 1107 Liberty Street La Crosse, Wisconsin 54601 Phone : 608-7820452 Fax : 1-608-782-1485 Adam Tolliver	Y	0
39	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5346 Tina Moore Manual Posting	Y	0
40	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Lisa Stephen Manual Posting	Y	0
41	Lawrence University-Career Center 711 E Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Kathy Heinzen Manual Posting	Y	0
42	Lutheran Social Services 2025 South Avenue, Suite 200 La Crosse, Wisconsin 54601 Phone : 608-796-2300 Fax : 1-608-788-6623 Todd Wilson	Y	0

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43	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : www.mediainstitute.edu Email : Careers@mediainstitute.edu Nathaniel Brost	Y	0
44	Marquette University 1324 W. Wisconsin Avenue Milwaukee, Wisconsin 53233 Phone : (414) 288-7250 Url : http://www.marquette.edu Website Website Manual Posting	Y	0
45	MATC-Minority Student Services 3550 Anderson Street Madison, Wisconsin 53704 Phone : 608-246-6100 Url : www.wisconsintechconnect.com Patty Geske Manual Posting	Y	0
46	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 800-968-7622 Email : weston@michmab.com Fax : 1-517-484-5810 Denise Weston	Y	0
47	Mid West Family Broadcasting Eau Claire 944 HARLEM STREET ALTOONA, Wisconsin 54720 Email : NEILBAUER@MIDWESTFAMILYEC.COM NEIL BAUER	N	0
48	MID WEST FAMILY BROADCASTING ROCKFORD 2830 SANDY HOLLOW ROAD ROCKFORD, Illinois 61108 Phone : 815-873-3261 Email : LONNASCHROEDER@rmgmwf.com LONNA SCHROEDER	N	0

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49	Midwest Family Broadcasting 730 Rayovac Drive Madison, Wisconsin 53744 Phone : 608-273-1000 Email : april@mwfbg.net Fax : 1-608-273-3588 April Schoeneweiss	N	0
50	Midwest Family Broadcasting in Benton Harbor-St. Joseph, MI 580 East Napier Avenue Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Fax : 1-269-925-1011 Judy Groenke	N	0
51	Midwest Family Broadcasting in Springfield, IL 1510 N Third Street Riverton, Illinois 62561 Phone : 217-629-7077 Email : eeo@longnine.com Fax : 1-217-629-7952 Cristine Marinelli	N	0
52	Midwest Family Broadcasting in Springfield, MO 319-B East Battlefield Springfield, Missouri 65807 Phone : 417-886-5677 Email : brogers@mwfmarketing.fm Brandi Rogers	N	0
53	Milwaukee Area Technical College 700 W. State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Julie Klug Manual Posting	Y	0
54	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Email : spencer@msoe.edu Fax : 1-414-277-7122 Mary Spencer	N	0

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55	Minneapolis Media Institute 4100 W 76th Street Edina, Minnesota 55435 Phone : 612-808-0171 Url : www.mediainstitute.edu Drew Ailes	N	0
56	Minnesota Broadcasters Association 3033 Excelsior Blvd. Ste. 440 Minneapolis, Minnesota 55416 Phone : 6129268123 Url : www.minnesotabroadcasters.com Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda LaSere	N	0
57	Minnesotaworks.net 1st National Bank Building 332 Minnesota Street, Suite E-200 Saint Paul, Minnesota 55101-1351 Phone : 8006573858 Url : www.minnesotaworks.net Website Website Manual Posting	N	0
58	Moody Bible Institute 820 N La Salle Dr. Chicago, Illinois 60610 Phone : 312-329-4414 Fax : 1-312-329-8976 Patrick Friedline Manual Posting	Y	0
59	Moorhead State University 1104 7th Avenue South Moorhead, Minnesota 56563 Phone : 218-477-2131 Url : www.mnstate.edu Greg Toutges Manual Posting	Y	0
60	Mount Mary College 2900 N. Menomonee River Parkway Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Kirsten Wright Manual Posting	Y	0

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61	Nicolet Area Technical College PO BOX 518 Rhineland, Wisconsin 54501 Phone : 715-365-4565 Url : www.wisconsintechconnect.com Nancy Burns Manual Posting	Y	0
62	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1692 Patti Peacock-Landrum	Y	0
63	Northport Community Center 1927 Northport Drive Madison, Wisconsin 53704 Phone : 608-249-0160 Email : jackithomas@tds.net Fax : 1-608-249-0177 Jacki Thomas	Y	0
64	Northwestern College Job Bank 3003 Snelling Avenue North St. Paul, Minnesota 55113 Phone : 6516315265 Url : www.nwc.edu Website Website Manual Posting	N	0
65	ODC, Inc 2406 E. 21st St. Marshfield, Wisconsin 54449 Phone : 715-387-1161 Fax : 1-715-389-1443 Lynn Haefer	Y	0
66	Office of Affm Action & Compliance 215 Martin Luther Kind Jr. Blvd, Suite 130 Madison, Wisconsin 53701 Phone : 608-266-4082 Email : dcr@cityofmadison.com Lucia Nunez	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
67	On-Air Advertisements 201 State Street La Crosse, Wisconsin 54601 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	10
68	Opportunity Development Centers, Inc. 2406 E. 21st St. Marshfield Marshfield, Wisconsin Phone : 715-387-6682 Email : dscott@odcinc.com Fax : 1-715-389-1443 Dan Scott	N	0
69	ORC Industries, Inc. 2700 Commerce Street La Crosse, Wisconsin 54603 Phone : 608-781-7727 Fax : 1-608-781-1464 Human Resources	Y	0
70	Other 201 State Street La Crosse, Wisconsin 54601 Kristy Nix Manual Posting	N	6
71	Penn State College of Communications 101 Bank of American Career Service University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 1-814-863-0226 Jack R. Rayman	Y	0
72	Racine Affirm Action Office 730 Washington Ave. Racine, Wisconsin 53403 Phone : 262-636-9589 Email : jobs@cityofracine.org Tim Thompkins	Y	0
73	Racine Urban League 718 N. Memorial Drive Racine, Wisconsin 53404 Phone : 262-637-8532 Email : yadams2006@yahoo.com Yolanda Adams	Y	0

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74	Radio1 Broadcast School 700 3rd Street N LL-7 La Crosse, Wisconsin 54601 Phone : (800) 889-2221 Email : director@radio1school.com Joe Deschler	N	0
75	RadioOnline.com 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Ron Chase Manual Posting	N	0
76	Riverfront Inc. 3000 South Avenue La Crosse, Wisconsin 54601 Phone : 608-784-9450 Fax : 1-608-784-5345 Nancy Wagner	Y	0
77	Salvation Army 223 8th Street N La Crosse, Wisconsin 54601 Phone : 608-782-6126 Fax : 1-608-782-7377 Soc. SVC / Job Placement	Y	0
78	Silver Lake College 2406 S. Alverno Rd. Manitowoc, Wisconsin 54220 Phone : 920-686-6199 Email : jan.algozine@sl.edu Fax : 1-920-684-7082 Jan Algozine	Y	0
79	Specs Howard School 19900 W. Nine Mile Southfield, Michigan 48075 Phone : 248-356-6519 Email : nshiner@specshoward.edu Fax : 1-248-746-9770 Nancy Shiner	Y	0

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80	St. Mary's Ridge Church 26400 County Highway U Cashton, Wisconsin 54619 Phone : (608)823-7906 Url : http://stmarysridge.org Email : smr1856@centurytel.net Shannon Leis	Y	0
81	St. Norbert College Job Bank 100 Grant Street De Pere, Wisconsin 54115 Phone : 9204033040 Url : www.snc.edu Fax : 1-920-403-4052 Website Website Manual Posting	N	0
82	Station Websites 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	1
83	Texas A&M Career Services 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : www.tamu.edu Website Website Manual Posting	Y	0
84	The Main Street Communication Network Tattler 4517 Minnetonka Blvd #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom K	N	0
85	University of Dubuque - Careers 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3132 Url : www.dbq.edu Email : career@dbq.edu Career Services	Y	0

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86	University of Northern Iowa - Careers 102 Gilchrist Hall Student Services Ctr #19 Cedar Falls, Iowa 50614 Phone : 319-273-6998 Url : www.uni.edu Robert Fredrick Manual Posting	Y	0
87	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5339 Url : www.uiu.edu Website Website Manual Posting	Y	0
88	Urban League of Kenosha 1418 68th St. Kenosha, Wisconsin 53143 Phone : 262-652-2111 Email : yadams2006@yahoo.com Fax : 1-262-637-8634 Yolanda Adams	N	0
89	UW - Fox Valley - Careers 1478 Midway Rd Menasha, Wisconsin 54952 Phone : 920-832-2633 Email : tammy.brunette@uwc.edu Tammy Brunette	Y	0
90	UW - Green Bay - Careers 2420 Nicolet Drive SS 1916 Green Bay, Wisconsin 54311 Phone : (920) 465-2163 Linda Johnson Manual Posting	Y	0
91	UW - Madison Journalism Placement Office 821 University Ave Madison, Wisconsin 53706 Phone : 608-263-4858 Career Services Manual Posting	Y	0

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92	UW - Milwaukee P.O. Box 143 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Kim Houghland Manual Posting	Y	0
93	UW – Fond du Lac 12 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-7161 Email : fdlinfo@uwc.edu Kerry Strupp	Y	0
94	UW La Crosse Placement & Career Advising 1725 State Street Placement & Career Advising La Crosse, Wisconsin 54601 Phone : 608-785-8514 Email : career@uwlax.edu Fax : 1-608-785-8518 Rebecca Lee	Y	0
95	UW La Crosse WMCM-TV 1725 State Street La Crosse, Wisconsin 54601 Phone : 608-785-8379 Email : wmcmtv@uwlax.edu Dr. Patricia Turner	Y	0
96	UW La Crosse- Multicultural Student Services 1725 State Street, 1100 Centennial Hall La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : tharris@uwlax.edu Fax : 1-608-785-8837 Thomas Harris	Y	0
97	UW Madison Communication Arts 821 University Ave 6117 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-2543 Email : info@commarts.wisc.edu Fax : 1-608-262-9953 Barb Voss-Ruid	Y	0

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98	UW Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Career Services Manual Posting	Y	0
99	UW Stout 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Fax : 1-715-232-3595 Mary Bald	Y	0
100	UW Superior 1800 Grand Ave. Superior, Wisconsin 54880 Phone : 715-394-8307 Url : www.super.edu Website Website Manual Posting	N	0
101	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
102	UW-Platteville - Career Center 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Diana Brinkman Manual Posting	Y	0
103	UW-Platteville - Dept. of Comm Tech 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1627 Email : troy@uwplatt.edu Fax : 1-608-342-1965 Becky Troy	Y	0

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104	UW-Whitewater Andersen Library Room 2002 800 West Main Street Whitewater, Wisconsin 53190 Phone : 262-472-1471 Email : career@uww.edu Career Services	Y	0
105	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : (608)796-3828 Url : http://www.viterbo.edu Email : careers@viterbo.edu Fax : 1-608-796-3050 Lisa Mohr	Y	0
106	Vocational Rehabilitation Monroe County 14305 County Hwy B Sparta, Wisconsin 54656 Phone : 608-269-8600 Email : sharon.nelson@co.monroe.wi.us Sharon Nelson	Y	0
107	Waukesha Cty. Technical College 892 Main St Suite C Pewaukee, Wisconsin 53072 Phone : 414-695-7816 Email : careers@wctc.edu Career Services	Y	0
108	Western Kentucky University Career Services Center Bowling Green, Kentucky 42101 Dan Trendt Manual Posting	Y	0
109	Western WI Tech College Minority Affairs 304 6th Street North PO Box C-908 La Crosse, Wisconsin 54601 Phone : 608-785-9550 Email : bernard.black9@gmail.com Fax : 1-608-785-9094 Bernard Black	N	0

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110	Western Wisconsin Community College-Employment Services 304 Sixth Street, North La Crosse, Wisconsin 54601 Phone : 608-785-9200x2 Fax : 1-608-374-7741 Karol Parr	Y	0
111	Western Wisconsin Tech College 400 Seventh Street North La Crosse, Wisconsin 54601 Career Services Manual Posting	N	0
112	Wisconsin Broadcasters Association 44 East Mifflin Madison, Wisconsin 53701 Phone : 608-255-2600 Url : www.wi-broadcasters.org Website Website Manual Posting	N	0
113	Wisconsin Job Center Green Bay 701 Cherry Street Green Bay, Wisconsin 54301 Phone : 920-448-6760 Fax : 1-920-448-5013 John Gosling	Y	0
114	Wisconsin NOW P.O. Box 45671 Madison, Wisconsin 53703-5671 Phone : 608-313-4669 Email : nowmadison@gmail.com Career Services	Y	0
115	Workforce Connections, Inc. 402 North 8th Street La Crosse, Wisconsin 54601 Phone : 608-789-5611 Email : workforceconnections@workforceconnections.org Fax : 1-608-785-9939 Sharon Bliss	Y	0

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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
116	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
117	YWCA Transitional 3219 Commerce Street La Crosse, Wisconsin 54601 Phone : 608-781-2783 Email : jfortuna@ywcalax.org Jessie Fortuna	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	10/2/2017	Participation in scholarship programs	The WBA Scholarship program offers scholarships for students interested in pursuing a career in broadcasting. Secretary Richard Record, News Director Mitch Reynolds and Production Director Ken Forkes reviewed and ranked all scholarship applicants based on their application in the area of academics, broadcast experience, work experience, activities and honors. Those rankings were then forwarded to the Wisconsin Broadcasters Association and used to help determine the scholarship winner. Furthermore, a donation of \$200.00 to support and fund the scholarship program	3	Secretary News Director Production Director
2	10/5/2017	Participation in events or programs sponsored by educational institutions	Our Local Sales Manager, Cedric Friesen, spoke to about 25 Holmen Highschoolers at teh Holmen High School Advanced Marketing Class. He described our company, his typical day, job duties, career opportunites and what schooling is needed, what type of training is involved and hiring guidelines along with a question and answer session at the end.	1	Sales Manager
3	10/18/2017	Participation in events or programs sponsored by educational institutions	WIZM-FM had Chip O'Brien do a job shadow with Jesse Skelley at 3pm on October 18th, 2017. Chip was able to watch Jesse at his job and ask questions to learn more about a career in Radio	1	On-Air Announcer
4	1/16/2018	Participation in events or programs sponsored by educational institutions	WIZM-FM Morning Buzz show had 16 year old Irene Cline come in from 7am to 10am to sit in and learn how to do an on air announcer and ask questions. Irene is interested in getting into a Radio career.	2	On-Air Announcer On-Air Announcer
5	3/13/2018	Participation in events or programs sponsored by educational institutions	WIZM-FM had Amber Rynesh a Senior at Brookwood High School sit in from 2pm to 6pm with Jesse Skelley to learn more about the radio business and being an announcer on air.	1	On-Air Announcer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/14/2018	Participation in events or programs sponsored by educational institutions	WRQT-FM had Quentin from Holmen High School sit in with Phish to learn more about radio careers and more in depth what the on air announcer job entails.	1	On-Air Announcer
7	4/17/2018	Establishment of training programs for station personnel	The Walker Broadcast Management Institute is a 3 day course held from April 17th, 2018 to April 19th, 2018 at UW School of Business. The course is a 3 year module which provides management with education on improving the manager's business knowledge and to learn strategies on becoming a more effective manager beginning with the hiring process. The 3 topics covered were: 1) Marketing and The Future, 2) Developing People Around You, 3) Creativity. Managers from Radio and TV companies throughout Wisconsin attended the courses to acquire skills that could promote themselves for a higher level position and improve on their current roles.	3	Sales Representative Local Sales Manager News Director
8	6/20/2018	Participation in Job Fairs	WBA Summer Conference Job/Career Fair 06/29/18 was held at the Hilton Milwaukee City Center in Milwaukee, WI from 1:30pm to 3:pm. Radio ads were aired June 5th to June 19th, 2018 encouraging applicants to attend. Rick McCoy, General Manager, Lynn Bieritz, Sales Manager and Theresa Timm, Director of sales attended.	3	General Manager/Director General Manager Director of Sales

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT

EEO PUBLIC FILE REPORT

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	6/20/2018	Provision of training to management	<p>WBA Summer Conference 06/20/2018 was held at the Hilton Milwaukee city Center in Milwaukee, WI. Lynn Bieritz, General Manager and Dick Record, Secretary/Director attended the seminar at 3:30pm. The title of the seminar was Bring Your Bias-Recognizing Overcoming Unconscious Decision-Making. The session was held by Binu Palta Hill from the UW Business School. She talked about Cultural dexterity has become an increasingly valuable skill in today's diverse and global workplace. Research shows that diverse teams operating in an inclusive culture are more innovative and far outperform their homogeneous counterparts. Companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their national industry medians, and those in the top quartile for gender diversity are 15 percent more likely to have higher financial returns than their respective national industry medians (Diversity Matters by McKinsey). Diverse team members in inclusive environments are much more likely to have a shared vision and personal commitment to the success of the team, leading to high levels of job satisfaction and retention. Inclusion is a key ingredient for the success of diverse teams. One of the challenges in cultivating an inclusive environment, where each member of the team can contribute to his/her fullest potential, is bias. Given that bias is an inherently human trait, in this session, we will explore what it means to be a culturally competent professional and an inclusive leader by learning to recognize and address our own blind spots. We will review the latest research on how unconscious bias affects behavior, and strategies for addressing unconscious bias in the workplace.</p>	2	General Manager Secretary/Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	7/31/2018	Participation in other activities designed by the station employment unit	Mid West Family Broadcasting ran EEO Dissemination Organization Recruitment Radio Spots on all stations asking for all organizations interested in learning about our current and future job openings to contact kristyn@mwfroadcasting.com.	1	Business Manager