

EEO Public File Report

Group: Nicolet Broadcasting, Incorporated
Stations: WBDK-FM, WRLU-FM, WRKU-FM, WSBW-FM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Job Vacancies Filled Between 2016-08-01 and 2017-07-30

1. Job Title: News and Sales (P026148)	Date Submitted: 2002-01-01	Date Filled: 2017-02-03 Date Filled: 2017-07-09 Date Filled: 2016-10-24 Date Filled: 2016-09-30 Date Filled: 2017-05-15
2. Job Title: Office Manager (P026152)	Date Submitted: 2016-08-01	Date Filled: 2017-03-07 Date Filled: 2016-10-11

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: News and Sales		Date Filled: 2017-02-03 Date Filled: 2017-07-09 Date Filled: 2016-10-24 Date Filled: 2016-09-30 Date Filled: 2017-05-15			
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
DoorCountyDailyNews.com	Roger Utnehmer	30 N. 18th Ave	9207469430	YES	NO
Illinois Center of Broadcasting	Don Clark	530 S State St, Chicago, IL	(312) 884-8000	YES	NO
Indeed.com	N/A	N/A	N/A	YES	NO
Total Resources: 3					
2. Job Title: Office Manager		Date Filled: 2017-03-07 Date Filled: 2016-10-11			
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Indeed.com	N/A	N/A	N/A	NO	NO
WBDK	Roger Utnehmer	30 N. 18th Ave	9207469430	YES	NO
WRKU	Roger Utnehmer	30 N. 18th Ave	9207469430	NO	NO
WRLU	Roger Utnehmer	30 N. 18th Ave	9207469430	YES	NO

EEO Public File Report

Total Resources: 4					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2016-08-01 and 2017-07-30 (this will be a raw number):					18
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2016-08-01 and 2017-07-30 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
DoorCountyDailyNews.com	Roger Utnehmer	30 N. 18th Ave	9207469430	3	
Illinois Center of Broadcasting	Don Clark	530 S State St, Chicago, IL	(312) 884-8000	4	
Indeed.com	N/A	N/A	N/A	5	
WBDK	Roger Utnehmer	30 N. 18th Ave	9207469430	2	
WRKU	Roger Utnehmer	30 N. 18th Ave	9207469430	2	
WRLU	Roger Utnehmer	30 N. 18th Ave	9207469430	2	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			
09/21/2016	Speaking Engagement	September 21, 2016â Nicolet Broadcasting, Inc. President and CEO Roger Utnehmer spoke to Door County Learning in Retirement about the role of the news media in a community, how to get positive news coverage and free publicity for non-profit, civic and service organizations.			
12/30/2016	Donation	December 30, 2016 Nicolet Broadcasting, Inc. made a contribution to the Wisconsin Broadcasters Association Foundation.			
02/11/2017	Pledge	February 11th Spoke to Students at Sevastopol Elementary Nicolet Broadcasting, Inc. sports director spoke to students in the class of Mrs. Grooters at Sevastopol and recorded students reciting the Pledge of Allegiance for broadcast on all stations.			
03/17/2017	Pledge	March 17th - Mr. Grooters Class - Sawyer Elementary Sturgeon Bay Spoke to Students at Sawyer Elementary Nicolet Broadcasting, Inc. sports director spoke to students in the class of Mr. Grooters at Sawyer Elementary and recorded students reciting the Pledge of Allegiance for broadcast on all stations.			
04/01/2017	Student Correspondent Interview	April 1, 2017 Nicolet Broadcasting, Inc. President and CEO Roger Utnehmer interviewed a Sturgeon Bay High School student about becoming a â student correspondentâ filing weekly stories about positive news at Sturgeon Bay High School. The student has submitted regular stories.			
05/05/2017	Pledge	May 5th Spoke to Students at St. Peters Lutheran School - Sturgeon Bay Nicolet Broadcasting, Inc. sports director spoke to students in the class at St. Peters Lutheran School - Sturgeon Bay and recorded students reciting the Pledge of Allegiance for broadcast on all stations. May 5th at Ms.			
05/15/2017	Job Shadow	May 15, 2017 Job Shadow A Southern Door High School student job shadowed at the radio stations, writing sports stories, sitting in on the WRLU morning show and attending a sales staff meeting.			

EEO Public File Report

06/14/2017	Job Fair	June 14, 2017â Nicolet Broadcasting, Inc. President and CEO participated in the Job Fair sponsored by the Wisconsin Broadcasters Association Summer Conference in Sheboygan, WI.
06/14/2017	Seminar	June 14, 2017â WBDK WRKU WRLU and WSBW were represented at â EEO Seminar: Whatâ s New at the FCCâ which was part of the 2017 Wisconsin Broadcasters Association Summer Conference in Sheboygan, WI.
07/12/2017	Student Correspondent Interview	July 12, 2017 Nicolet Broadcasting, Inc. President and CEO Roger Utnehmer met with a Sevastapol High School teacher explaining the opportunity for students to serve as correspondents and file stories about school activities, learn about the role of the media in the community and explore career opportunities in broadcasting.