

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
WKZG(FM), WKZY(FM), WZOR(FM), WZOS(FM)
EEO PUBLIC FILE REPORT
August 1, 2019 - 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 Hire
WHBY/WSCO Account Executive	1-3, 7, 9-11, 16, 22	1
Traffic Coordinator	1-3, 7, 9-11, 16, 20-22	1
Traffic Coordinator	1-3, 7, 9-11, 16, 20-22	20
WKSZ/WKZG Account Executive	1-3, 7, 9-11, 16, 21-22, 24	16

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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	Woodward Communications, Inc. Careers Website PO Box 688 Dubuque, IA 52004 Contact: Becky Wiegel Phone (563) 588-5710 www.wcinet.com/careers	N	4
2	Wisconsin Broadcasters Association 44 E. Mifflin St., Suite #900 Madison, WI 75703 Contact: Linda Baun Phone: (608) 225-2600 Email: l.baunt@wi-broadcasters.org	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
4	Press Gazette 435 E. Walnut St. Green Bay, WI 54301 Contact: Classified Ads Fax: (877) 943-0443	N	0
5	Department of Workforce Development 315 Algoma Blvd. Oshkosh, WI 54901 Contact: Amy Wolfe Phone: (920) 232-6273 Fax: (920) 232-6242	N	0
6	Fox Valley Technical College 1825 N. Bluemound Dr. Appleton, WI 54913 Contact: EmploymentConnections@mc.edu Phone: (920) 735-4826 Fax: (920) 735-4771	N	0
7	Hmong Association of Green Bay 200 S. Ashland Ave. Green Bay, WI 54303 Contact: Karl Txajkaug Thoj Phone: (920) 437-4550 Fax: (920) 437-4916	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Lawrence University Career Ctr. P O Box 599 Appleton, WI 54912 Contact: Career Services – LU Works Phone: (920) 832-7000 Fax: (920) 832-7368	N	0
9	Menominee Human Services Menominee Cty Court House P O Box 280 Keshena, WI 54135 Contact: Irene Dickinson Fax: (715) 799-3517	N	0
10	Oneida Tribe of Indians Human Resource Dept. P O Box 365 Oneida, WI (920) 869-2194	N	0
11	American Women in Radio 1595 Spring Hill Road Suite # 330 Tysons Corner Vienna, VA 22182 Contact: Jacci Duncan Phone: (703) 506-3290 Fax: (703) 506-3266	N	0
12	The Album Network 120 N. Victory Blvd Burbank, CA 91502 Contact: Mariana Williams Phone: (818) 955-4000	N	0
13	Friday Morning Quarterback 1930 E. Marlton Pike Cherry Hill, N.J. 08003 Phone (856) 424-9114	N	0
14	AllAccess.com	N	0
15	St. Norbert College Grant St. De Pere, WI Contact: Career Connections Phone (920) 337-3181	N	0
16	Word-of-Mouth Referral	N	4
17	Walk-In/Self-Referral	N	0
18	SEU Internship Program	N	0
19	Job/Career Fairs (<i>see Sec. III</i>)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Lensa – Online Job Board <i>(not directly contacted by SEU)</i> https://lensa.com/	N	1
21	Job Center of Wisconsin https://jobcenterofwisconsin.com/default.aspx	N	2
22	Internal Posting	N	0
23	Internal Transfer/Promotion	N	0
24	Indeed <i>(not directly contacted by SEU)</i> https://www.indeed.com/	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On January 29, 2020, our SEU participated in the Wisconsin Broadcasters Association’s job/career fair at the Concourse Hotel in Madison, WI. Station participants included our HR Manager, Brand Manager and Music Director/Announcer, who met with interested attendees to discuss careers in broadcasting.
2	Management-level training addressing equal employment opportunity and preventing discrimination	On January 29, 2020, our SEU participated in the Wisconsin Broadcasters Assistance Action Plan for EEO compliance at the Concourse Hotel in Madison, WI. Our Music Director/Announcer attended the seminar entitled, “EEO Seminar: Avoiding Discrimination in Employment Terminations.”
3	Participate in other activities that further the goal of disseminating information regarding employment opportunities in broadcasting	A senior from University of Wisconsin-Oshkosh shadowed our Imaging Director/Announcer approximately twice a month from August 2019 to December 2019 to learn more about the radio industry and the duties, requirements and other information related to the career path of an on-air personality.
4	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On January 29, 2020, our Sales Manager visited Little Chute Middle School discussing the radio industry to two classes of 6 th grade students.
5	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On March 8, 2020, our Chief Engineer was interviewed by a UW-Oshkosh Radio/TV/Film student discussing broadcast engineering careers.
6	Participate in Job Fair	From July 20, 2020 to July 24, 2020, our SEU participated in the Virtual Wisconsin Broadcasters Association’s job/career fair. Station participants included our HR Manager, who reviewed and met with interested attendees to discuss careers in broadcasting.