

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
WKZG(FM), WKZY(FM), WZOR(FM), WZOS(FM)
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021**

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
Traffic Coordinator	1-3, 7- 9, 16, 19, 21, 22, 24-26	24
WKSZ/WKZG Account Executive	1-3, 7-9, 16, 22, 24-26	1
Music Director/Announcer	1-3, 7-9, 14, 16, 22, 24-27	26

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
WKZG(FM), WKZY(FM), WZOR(FM), WZOS (FM)
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021**

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	1
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 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	3
15	St. Norbert College Grant St. De Pere, WI Contact: Career Connections Phone (920) 337-3181	N	0
16	Word-of-Mouth Referral	N	3
17	Walk-In/Self-Referral	N	0
18	SEU Internship Program	N	0
19	Job/Career Fairs (<i>see Sec. III</i>)	N	1

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	0
21	Job Center of Wisconsin https://jobcenterofwisconsin.com/default.aspx	N	0
22	Internal Posting	N	1
23	Internal Transfer/Promotion	N	0
24	Indeed <i>(not directly contacted by SEU)</i> https://www.indeed.com/	N	3
25	LinkedIn <i>(not directly contacted by SEU)</i> https://www.linkedin.com/	N	1
26	WRG Facebook Page https://www.facebook.com/WoodwardRadioGroup	N	1
27	iHireBroadcasting https://www.ihirebroadcasting.com/employer	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
WKZG(FM), WKZY(FM), WZOR(FM), WZOS (FM)**

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	From March 1, 2021 to March 5, 2021, our SEU participated in the Virtual Wisconsin Broadcasters Association’s job/career fair. Station participants included our HR Manager, who reviewed and reached out to interested applicants to discuss careers in broadcasting.
2	Management-level training addressing equal employment opportunity	On March 24, 2021, our SEU participated in the Wisconsin Broadcasters Association virtual training for EEO. Our General Manager and HR Manager attended the virtual training entitled, “EEO Session: Staying on Top of Your Broadcast FCC EEO Obligations
3	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 26, 2021, our Sales Manager spoke virtually to a marketing class of students at UW-Oshkosh for 60 minutes. They discussed the attitude and skills needed in a broadcast salesperson. They also role-played various sales scenarios.
4	Participate in Job Fair	From June 7, 2021 to June 11, 2021, our SEU participated in the Virtual Wisconsin Broadcasters Association’s job/career fair. Station participants included our HR Manager, who reviewed and reached out to interested applicants to discuss careers in broadcasting.
5	Participate in other activities that further the goal of disseminating information regarding employment opportunities in broadcasting	On July 13, 2021, our Assistant Brand Manager participated in a virtual job shadow with someone from Lakeside Packaging Plus, a non-profit organization that provides projects, employment, and activities to people with disabilities. Our Assistant Brand Manager spoke with them about the radio industry and other information about sports talk radio positions.