

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
 WKZG(FM), WKZY(FM), WZOR(FM)
 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 Hire
WKSZ Announcer	1,2,7,9,10,11,14	14
WKSZ Announcer	1,2,7,9,10,11,14	14
WAPL/WZOR Account Executive	1,2,3,7,9,10,11	2
Office/Sales/Traffic Coordinator	1,2,3,7,9,10,11	3
WHBY Talk Show Host	1,2,3,7,9,10,11	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	2
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	1
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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13	Friday Morning Quarterback 1930 E. Marlton Pike Cherry Hill, N.J. 08003 Phone (856) 424-9114	N	0
14	AllAccess.com	N	4
15	St. Norbert College 100 100 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	2
18	SEU Internship Program	N	0
19	Job/Career Fairs (<i>see Sec. III</i>)	N	0
20	Woodward Communications, Inc. Internal Posting	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On January 31, 2018, our SEU participated in the Wisconsin Broadcasters Association’s job/career fair in Madison, WI. Station participants included our General Manager, who met with interested attendees to discuss careers in broadcasting.
2	Management-level training regarding avoiding discriminations in employment terminations.	On January 31, 2018, our SEU participated in the Wisconsin Broadcasters Assistance Action Plan for EEO compliance in Madison, WI. Our General and Sales Manager attended the seminar entitled, “Avoiding Discrimination in Employment Terminations.”
3	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 7 2018, WKSZ announcer participated on a panel for communications week at UW Green Bay. Students were encouraged to ask questions of the panel., Attended an Alumni dinner and spoke about Radio Broadcasting.
4	Participated in a Business Mentorship Program	Nov 2017 through May 2018, Kelly Radandt our General Manager participated in a Business Mentorship Program.to help a high school student grow in Business Etiquette, ethics, knowledge and career development.
5	Participate with Exploring Club at Maplewood School in Menasha	On Monday, February 13, 2018 our FM Sales Manager participated in a career day at Little Chute Middle School Speaking to. 60 students about what type of education is needed for careers in Radio.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in WBA Scholarship Program	Participated in the WBA Scholarship by Woodward Radio Group donating \$200 to the program, promoting the availability of scholarship over the air, provide blank applications forms upon request. Our Business Manager was available to answer questions about the program to interested persons. And participated in initial evaluation of the candidates for the WBA Scholarship Committee.
7	Participate in Job Fair	On June 20, 2018, our SEU participated in the Wisconsin Broadcasters Association's job/career fair in Milwaukee WI. Station participants included our General Manager, who met with interested attendees to discuss careers in broadcasting.
8	Management-level training regarding new FCC rules on EEO	On June 20, 2018, our SEU participated in the Wisconsin Broadcasters EEO Seminar: Bring Your Bias - Recognizing Overcoming Unconscious Decision Making which was help as part of the WBA 2018 Summer Conference at the Milwaukee city Center in Milwaukee.