

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

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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/WKZG Account Executive	1,2,3,7,9,10,11,16	16
WKSZ/WKZG Account Executive	1,2,3,7,9,10,11,16	3
WHBY/WSCO Account Executive	1,2,3,7,9,10,11,16	16
WAPL/WZOR Account Executive	1,2,3,7,9,10,11,16	17
WHBY/WSCO Brand Manager	1,2,3,7,9,10,11,16	2
Business Manager	1,2,3,7,9,10,11,16	20

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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	5
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	6
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	2

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	0
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	6
17	Walk-In/Self-Referral	N	1
18	SEU Internship Program	N	0
19	Job/Career Fairs (<i>see Sec. III</i>)	N	2
20	Woodward Communications, Inc. Internal Posting	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On January 30, 2019, our SEU participated in the Wisconsin Broadcasters Association’s job/career fair at the Concourse Hotel 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 30, 2019, our SEU participated in the Wisconsin Broadcasters Assistance Action Plan for EEO compliance at the Concourse Hotel in Madison, WI. Our General Manager attended the seminar entitled, “Effective strategies to address legal issues and prevent unlawful discrimination during the employment relationship.”
3	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On January 23, 2019 had a Junior student from Winneconne High School shadow for the day, to learn about careers in broadcast.
4	Participated in a Sports Career Job Fair.	On March 2, 2019 our Brand manager participated on a Job Fair put on by the Wisconsin Herd at the Menominee Nation Areas in Oshkosh, Wisconsin.
5	Participated in High School Career Day	On March 12, 2019 our Nigh Show Personality talked to classes all day at Appleton West High School, in Appleton Wisconsin about 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 WBA Job Fair Job Fair	On June 12, 2019, our SEU participated in the Wisconsin Broadcasters Association’s job/career fair at the Osthoff Resort in Elkhart Lake WI. Station participants included our General Manager, who met with interested attendees to discuss careers in broadcasting.
8	Management-level training regarding” Keeping up with EEO at the FCC”.	On June 12, 2019, our SEU participated in the Wisconsin Broadcasters EEO Seminar: Participants included our General Manager. “Keeping up with EEO at the FCC which was held as part of the WBA 2019 Summer Conference at Oshtoff Resort in Elkhart Lake, Wisconsin.