

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),  
WKZG(FM), WKZY(FM), WZOR(FM), WZOS(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2021 - July 31, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
News Director	1, 2, 6-9, 16, 24	Not filled
Brand Talent – WZOR	1, 2, 6-9, 24, 28	18
Brand Talent – KISS	1, 2, 6-9, 24	1
Account Executive	1-3, 6-9, 24	18
Music Director/Brand Talent	1-3, 16, 24	16
News Reporter	1-3, 6-9, 24	1
Talk Show Host	1-3, 6-9, 24	26

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Woodward Communications, Inc. Careers Website</b> PO Box 688 Dubuque, IA 52004 Contact: Kelsey Gingrich Phone (563) 588-5780 www.wcinet.com/career- opportunities	N	6
2	<b>Wisconsin Broadcasters Association</b> 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	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	1
4	<b>Press Gazette</b> 435 E. Walnut St. Green Bay, WI 54301 Contact: Classified Ads Fax: (877) 943-0443	N	0
5	<b>Department of Workforce Development</b> 315 Algoma Blvd. Oshkosh, WI 54901 Contact: Amy Wolfe Phone: (920) 232-6273 Fax: (920) 232-6242	N	0
6	<b>Fox Valley Technical College</b> 1825 N. Bluemound Dr. Appleton, WI 54913 Phone: (920) 735-4826 Fax: (920) 735-4771	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	<b>Lawrence University Career Ctr.</b> P O Box 599 Appleton, WI 54912 Contact: Career Services – LU Works Phone: (920) 832-7000 Fax: (920) 832-7368	N	0
8	<b>University of Wisconsin – Green Bay</b> 2420 Nicolet Drive Green Bay, WI 54311 Phone: (920) 465-2000	N	0
9	<b>University of Wisconsin – Oshkosh</b> 800 Algoma Blvd Oshkosh, WI 54901 Phone: (920) 424-1234	N	0
10	<b>Hmong Association of Green Bay</b> 200 S. Ashland Ave. Green Bay, WI 54303 Contact: Karl Txajkaug Thoj Phone: (920) 437-4550 Fax: (920) 437-4916	N	0
11	<b>Menominee Human Services</b> Menominee Cty Court House P O Box 280 Keshena, WI 54135 Contact: Irene Dickinson Fax: (715) 799-3517	N	0
12	<b>Oneida Tribe of Indians</b> Human Resource Dept. P O Box 365 Oneida, WI (920) 869-2194	N	0
13	<b>American Women in Radio</b> 1595 Spring Hill Road Suite # 330 Tysons Corner Vienna, VA 22182 Contact: Jacci Duncan Phone: (703) 506-3290 Fax: (703) 506-3266	N	0
14	<b>The Album Network</b> 120 N. Victory Blvd Burbank, CA 91502 Contact: Mariana Williams Phone: (818) 955-4000	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	<b>Friday Morning Quarterback</b> 1930 E. Marlton Pike Cherry Hill, N.J. 08003 Phone (856) 424-9114	N	0
16	<b>AllAccess.com</b>	N	1
17	<b>St. Norbert College</b> Grant St. De Pere, WI Contact: Career Connections Phone (920) 337-3181	N	0
18	<b>Word-of-Mouth Referral</b>	N	6
19	<b>Walk-In/Self-Referral</b>	N	0
20	<b>SEU Internship Program</b>	N	0
21	<b>Job/Career Fairs</b> ( <i>see Sec. III</i> )	N	0
22	<b>Lensa – Online Job Board</b> ( <i>not directly contacted by SEU</i> ) <a href="https://lensa.com/">https://lensa.com/</a>	N	0
23	<b>Job Center of Wisconsin</b> <a href="https://jobcenterofwisconsin.com/default.aspx">https://jobcenterofwisconsin.com/default.aspx</a>	N	0
24	<b>Internal Posting</b>	N	3
25	<b>Internal Transfer/Promotion</b>	N	0
26	<b>Indeed</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	8
27	<b>LinkedIn</b> <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	1
28	<b>WRG Facebook Page</b> <a href="https://www.facebook.com/WoodwardRadioGroup">https://www.facebook.com/WoodwardRadioGroup</a>	N	0
29	<b>iHireBroadcasting</b> <a href="https://www.ihirebroadcasting.com/employer">https://www.ihirebroadcasting.com/employer</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>27</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training addressing equal employment opportunity	On August 25, 2021, our SEU participated in the Wisconsin Broadcasters Association training for EEO. Our General Manager attended the training entitled, "EEO Seminar: Developing Signature Traits of an Inclusive Leader"
2	Participate in events with educational institutions relating to career opportunities in broadcasting.	On November 30, 2021 our Business Manager had a student from Appleton East High School job shadow for a communications class to learn more about the position.
3	Participated in Job Fair	On March 13, 2022 our Assistant Brand Manager attended a job fair through the Wisconsin Herd in Oshkosh, WI.
4	Participated in Job Fair	On June 22, 2022 our General Manager attended a job fair through WBA in La Crosse, WI.
5	Training to management-level personnel on EEO	Leadership team participated in WBA's Mitigating Internal Bias Webinar on May 19, 2022
6	Training to management-level personnel on EEO	On June 22, 2022 our General Manager attended EEO session: Practical Steps to Diversify Your Station at the WBA Summer Conference in La Crosse, WI.