



CUMULUS

**WKRU(FM), WQLH(FM), WDUZ-FM, WDUZ(AM),
WOGB(FM) and WPCK(FM)
EEO PUBLIC FILE REPORT
August 1, 2014 to July 31, 2015**

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 Hiree
Sales Associate	1-6, 10-72	72
Sales Associate	1-6, 10-72	70
Sales Associate	1-6, 10-72	32
Sales Associate	1-6, 10-72	65
Sales Associate	1-6, 10-72	65

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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	Association For Women in Communications P.O. Box 511847 Milwaukee, WI 53203 Contact: Job Bulletin lfistler@journal sentinel.com 414-297-9424 www.awcmilwaukee.org	N	0
2	Anoka-Pamsey Community College 11200 Mississippi Blvd N.W. Coon Rapids, MN 55433 Contact: Stacy Brunsgaard 763-433-1430 Phone www.collegecentral.com/anokaramsey	N	0
3	Hmong American Partnership 2198 S Memorial Drive Appleton, WI 54915 920-739-3192 Phone 920-739-3687 Fax	N	0
4	Milwaukee Urban League Contact: Employment Dept. 435 W. North Ave. Milwaukee, WI 53212 414-374-5850 Phone 414-374-1995 Fax	N	0
5	Southern Illinois University – Carbondale-Dept of R&T Dept of Radio & Television Mail code 6609 Carbondale, IL 62901-6609 Contact: Job Openings 618-536-7555 Phone 618-453-6982 Fax www.siu.edu	N	0
6	UW Fox Valley Student Services 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 Phone 920-832-2850 Fax	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
7	All About Country www.allaboutcountry.com email: john@allaboutcountry.com <i>(for on-air positions ONLY)</i>	N	0
8	All Access www.allaccess.com <i>(for on-air positions ONLY)</i>	N	5
9	Entertainment Careers www.entertainmentcareers.net <i>(for on-air positions ONLY)</i>	N	0
10	Wagner College 1 Campus Rd Center for Academic and Career Development Contact: cace@wagner.edu 718-390-3181 Phone www.wagner.edu/cace	N	0
11	Madison Media Institute 2702 Agriculture Dr. Madison, WI 53718 Contact: Megan Butler mbutler@mediainstitute.edu 608-237-8342 Phone 608-442-0141 Fax www.madisonmedia.com	N	0
12	Ohio Centers for Broadcasting 9885 Rockside Road Ste 160 Valley View, OH 44125 5330 E. Main Street Ste 200 Columbus, OH 43213 Contact: dclark@beonair.com 216-503-5900 – Valley View 614-245-0555 – Columbus www.funjobsonair.com www.beonair.com	N	0
13	Wisconsin Broadcasters Association 44 E Mifflin St #900 Madison, WI 53703 lboyd@wi-broadcasters.org 608-255-2600 Phone 608-256-3986 Fax www.wi-broadcasters.org	N	0
14	Alexandria Technical College 1601 Jefferson St Alexandria, MN 56308 Contact: studentemployment@alextech.edu 320-762-4418 Phone 320-762-4430 Fax www.alextech.edu	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
15	Brown College 1440 Northland Dr Mendota Heights, MN 55120 Contact: emathiason@browncollege.edu Or kbaumeister@browncollege.edu 651-905-3499 Phone www.houseofedu.com/brown/index.jsp	N	0
16	Clarke College 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: careerservices@clarke.edu 888-825-2753 Phone www.clarke.edu	N	0
17	Columbia College-Careers 600 S Michigan Ave. Chicago, IL 60605 Contact: columbiaworks@colum.edu 312-344-7280 Phone 312-344-8020 Fax www.colum.edu	N	0
18	Division of Vocational Rehabilitation Krystyna Mazur, DVR Counselor Krystyna.mazur@dwd.state.wi.us 701 Cherry Street Green Bay, WI 54301 920-448-6760 Phone 920-448-5266 Fax	N	0
19	Cornell College 600 First Street West Mt. Vernon, IA 52314 Contact: career@cornellcollege.edu 319-895-4457 Phone 319-895-5894 Fax www.cornellcollege.edu	N	0
20	Eau Claire Area Hmong Mutual Assistance Association 423 Wisconsin St Eau Claire, WI 54703 715-832-8420 phone 715-832-0612 fax www.ecahmaa.org	N	0
21	Goods Entertainment P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone www.goodsentertainment.com	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
22	La Casa de Esperanza, Inc. 410 Arcadian Ave. Waukesha, WI 53186 Contact: info@lacasadeesperanza.org 262-547-0887 Phone 262-547-0735 Fax www.lacasadeesperanza.org	N	0
23	N.E.W. Curative Rehabilitation, Inc. 2900 Curry Lane Green Bay, WI 54308 920-468-9129 Phone 920-468-7851 Fax www.newcurative.org	N	0
24	La Crosse Hmong Mutual Assistance Association, Inc. 1815 Ward Ave. La Crosse, WI 54601 608-781-5744 Phone 608-781-5011 Fax	N	0
25	Racine/Kenosha Community Action Center 2113 N Wisconsin St Racine, WI 53402 Contact: Gary Cotton Contact: rkcaa.racine@rkcaa.org	N	0
26	Radio 1 Broadcast School 700 3 rd St N La Crosse, WI 54601 Contact: director@radio1school.com 800-889-2221 www.radio1school.com	N	0
27	Student Involvement and Employment (UWSP) 050 University Center 1015 Reserve Street Stevens Point, WI 54481 Contact: sieo@uwsp.edu 715-346-2174 Phone 715-346-4895 Fax www.uwsp.edu/stuemploy	N	0
28	University of Wisconsin-Manitowoc 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 Phone 920-683-4776 Fax www.uwmanitowoc.uwc.edu	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
29	University of Wisconsin-River Falls 410 South 3 rd Street River Falls, WI 54022 Contact: nancy.i.pace@uwrf.edu www.uwrf.edu 715-425-3572 Phone 715-425-3573 Fax	N	0
30	University of Wisconsin-Richland 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 Ext 264 Phone 608-647-2275 Fax www.richland.uwc.edu	N	0
31	WLUK-TV P.O. Box 19011 Green Bay, WI 54307-9011 920-494-8711 Phone 920-494-9109 Fax www.fox11online.com/jobfinder	N	0
32	Job Center of Wisconsin 701 Cherry Street Green Bay, WI 54301 920-448-6760 Phone 920-448-6468 Fax www.wisconsinjobcenter.org	N	1
33	Wisconsin Women's Network 122 State Street #404 Madison, WI 53703 Contact: info@wiwomensnetwork.org 608-255-9809 www.wiwomensnetwork.org	N	0
34	Wisconsin Private College Careers Consortium www.wipccc.org	N	0
35	Wisconsin Jobs for Wisconsin Grads www.myconsortium.com/wisconsin.employer	N	0
36	Wisconsin Technical Colleges Tech Connect www.wisconsintechconnect.com	N	0
37	De Vry Institute Career Services N14 W23833 Stone Ridge Dr., Ste 450 Waukesha, WI 53188 Contact: Laura Nicolaisen lnicolaisen@devry.edu 262-347-2923 Phone www.devry.edu <i>(NO on-air openings)</i>	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
38	University Wisconsin Marathon County-Student Services 518 S 7 th Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331 Fax	N	0
39	The Women's Center 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
40	Hmong Association 2304 Superior Ave. Sheboygan, WI 53081 Contact: chasong@hmaaweb.org	N	0
41	Aurora University 347 S. Gladstone Ave. Aurora, IL 60506 www.collegecentral.com/aurora 800-742-5281	N	0
42	Broadcast Employment Services/AMFMjobs.com www.amfmjobs.com Contact: job@tvjobs.com	N	1
43	Century College a Community and Tec 3300 Century Ave. North, West Campus Room 2401 White Bear Lake, MN 55110 www.collegecentral.com/century 651-779-3218 Phone 651-773-1746 Fax	N	0
44	Globe University Career Services 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 Phone 651-730-5151 Fax http://careerconnect.globeuniversity.edu	N	0
45	Penn State Career Services 413 Bouke Bldg University Park, PA 16802 814-865-2377 Phone 814-863-0226 Fax www.psu-csm.symplicity.com/employers	N	0
46	TV and Radio Jobs www.tvandradiojobs.com	N	0
47	Radio Online 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 Phone 806-352-3677 Fax www.radioonline.com	N	2

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48	Carolina School of Broadcasting 3435 Performance Rd. Charlotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 Phone 704-395-9698 Fax www.csbradiotv.com	N	0
49	Columbia School of Broadcasting 301 A Maple Ave West Suite G Vienna, VA 22180 703-591-6000 Phone 703-591-6147 Fax Contact: Brianna Barksdale Bbarksdale@CSBDream2Destiny.com	N	0
50	Duluth Business University 4724 Mike Colalillo Dr. Duluth, MN 55807 Contact: wendyb@dbumn.edu 218-722-4000	N	0
51	Eastern Illinois University Career Services 600 Lincoln Charleston, IL 61920 Contact: llmoore@eiu.edu 217-581-2412	N	0
52	Keller Graduate School of Management 411 E Wisconsin Ave., Ste 300 Milwaukee, WI 53202 Contact: lnicolaisen@devry.edu www.devry.edu 262-347-2923 Phone	N	0
53	Newcap 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 Phone 920-834-4887 Fax www.newcap.org	N	0
54	The Neighbor's Place 745 Scott St Wausau, WI 54403 Contact: tom@neighborsplace.org 715-845-1966 www.neighborsplace.org	N	0
55	Ottawa University 245 S Executive Dr., Ste 110 Brookfield, WI 53005 Contact: leighanne.iversonsommers@ottawa.edu 262-879-0200 ext 5113	N	0

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56	Upper Iowa University P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 Phone 563-425-5358 Fax http://uiu-csm.symplicity.com	N	0
57	University Wisconsin Madison Equity & Diversity 500 Lincoln Dr. Madison, WI 53706 Contact: koconnor@vc.wisc.edu 608-263-2378 Phone 608-263-5562 Fax	N	0
58	Wausau Area Hmong Association 1109 6th Street Wausau, WI 54403 Contact: Xeng Xiong xxiong@wausauhmong.org 715-842-8390 ext 209 Phone 715-842-9202 Fax	N	0
59	HOP Hope for Outdoor People Contact: Cornelius Solomon 80 S. Fifth Street San Jose, CA 95113 408-833-4074 Email: solomonc2002@yahoo.com Website www.hoppeople.org	N	0
60	Lucky Dog Jobs www.luckydogjobs.com	N	0
61	The Job Spider www.thejobspider.com	N	0
62	Job Fairs (see Section III)	N	1
63	Cumulusjobs.com	N	0
64	Craigslist www.greenbay.craigslist.org	N	3
65	Careerbuilder.com	N	2
66	Jobvertise.com	N	0
67	Indeed.com	N	3
68	Station On-Air Announcements (all SEU stations)	N	0
69	Station Website Postings (all SEU stations)	N	0
70	Word-of-Mouth Referral	N	3
71	Walk-In/Self-Referral	N	0
72	Internal Posting	N	1

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On Wednesday, October 1, 2014, our SEU participated in a job fair at the University of Wisconsin-Green Bay. SEU participants included our EEO Coordinator and Promotions Director who spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
2	Participate in Job Fair	On Wednesday, March 4, 2015 our SEU participated in a job fair at the University of Wisconsin-Green Bay. SEU participants included our EEO Coordinator and Promotions Director who spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
3	Career Expo	On Wednesday, January 28, 2015, we hosted a job fair at our local mall. SEU participants included the Sales Manager and existing Sales Associates and our clients who were also looking to hire.
4	Participate in Scholarship Program	During this reporting period, our SEU was an active participant in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Not only did our SEU make a monetary contribution to the WBA scholarship fund, it also promoted the WBA Scholarship Program over the air and entertained questions from the listening public about the Program and the application process. The SEU's EEO Coordinator and General Manager assisted the WBA with the initial review and evaluation of applications before they were sent forward to the WBA Educational Committee and the WBA Foundation Board for final review. On March 7, 2015, four scholarships were awarded at the WBA Students Seminar.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Internship Program	<p>Our SEU has an established, on-going Internship Program. Internships with our SEU are advertised over the air as well as on a number of college websites. Our SEU's EEO Coordinator and Promotions Assistant/Intern Coordinator are in contact with local colleges and universities and their internship representatives on a regular basis and work hard to develop these relationships for the benefit of the students as well as the Program.</p> <p>The student interns work in the SEU's Promotions, Programming, Sales, Marketing and Development and Sports Departments under the supervision of the SEU's Promotions Assistant/Intern Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs. All interns earn college credits for completing a semester of work.</p> <p>During the Fall/Winter of 2014, our SEU hosted two (2) interns – from Northeast Wisconsin Technical College.</p> <p>During the Winter/Spring of 2015, our SEU hosted six (6) interns – three from Northeast Wisconsin Technical College; two from the University of Wisconsin-Oshkosh; and one from St. Norbert College</p>