



**WKRU(FM), WQLH(FM), WDUZ-FM, WDUZ(AM)  
 and WOGB(FM)  
 EEO PUBLIC FILE REPORT  
 August 1, 2019 to July 31, 2020**

**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 Hiree</b>
WKRU Program Director	2-3, 6-7, 11, 16, 25-26, 33-39	38
Sales Associate	1, 4-39	36

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

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>UW Fox Valley Student Services</b> 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 Phone 920-832-2850 Fax	N	0
2	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a> <i>(for on-air positions ONLY)</i>	N	0
3	<b>Entertainment Careers</b> <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> <i>(for on-air positions ONLY)</i>	N	0
4	<b>Wagner College</b> 1 Campus Rd Center for Academic and Career Development Contact: <a href="mailto:cace@wagner.edu">cace@wagner.edu</a> 718-390-3181 Phone <a href="http://www.wagner.edu/cace">www.wagner.edu/cace</a>	N	0
5	<b>Madison Media Institute</b> 2702 Agriculture Dr. Madison, WI 53718 Contact: Megan Butler <a href="mailto:mbutler@mediainstitute.edu">mbutler@mediainstitute.edu</a> 608-237-8342 Phone 608-442-0141 Fax <a href="http://www.madisonmedia.com">www.madisonmedia.com</a>	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<p><b>Ohio Centers for Broadcasting</b>            9885 Rockside Road Ste 160            Valley View, OH 44125</p> <p>5330 E. Main Street Ste 200            Columbus, OH 43213</p> <p>Contact: dclark@beonair.com            216-503-5900 – Valley View            614-245-0555 – Columbus  <a href="http://www.funjobsonair.com">www.funjobsonair.com</a>  <a href="http://www.beonair.com">www.beonair.com</a></p>	N	0
7	<p><b>Wisconsin Broadcasters Association</b>            44 E Mifflin St #900            Madison, WI 53703            lboyd@wi-broadcasters.org            608-255-2600 Phone            608-256-3986 Fax  <a href="http://www.wi-broadcasters.org">www.wi-broadcasters.org</a></p>	N	1
8	<p><b>Alexandria Technical College</b>            1601 Jefferson St            Alexandria, MN 56308            Contact: studentemployment@alextech.edu            320-762-4418 Phone            320-762-4430 Fax  <a href="http://www.alextech.edu">www.alextech.edu</a></p>	N	0
9	<p><b>Clarke College</b>            1550 Clarke Drive            Dubuque, IA 52001-3198            Contact: careerservices@clarke.edu            888-825-2753 Phone  <a href="http://www.clarke.edu">www.clarke.edu</a></p>	N	0
10	<p><b>Cornell College</b>            600 First Street West            Mt. Vernon, IA 52314            Contact: career@cornellcollege.edu            319-895-4457 Phone            319-895-5894 Fax  <a href="http://www.cornellcollege.edu">www.cornellcollege.edu</a></p>	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Goods Entertainment</b> P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone <a href="http://www.goodsentertainment.com">www.goodsentertainment.com</a>	N	0
12	<b>N.E.W. Curative Rehabilitation, Inc.</b> 2900 Curry Lane Green Bay, WI 54308 920-468-9129 Phone 920-468-7851 Fax <a href="http://www.newcurative.org">www.newcurative.org</a>	N	0
13	<b>Racine/Kenosha Community Action Center</b> 2113 N Wisconsin St Racine, WI 53402 Contact: Gary Cotton Contact: <a href="mailto:rkcaa.racine@rkcaa.org">rkcaa.racine@rkcaa.org</a>	N	0
14	<b>Radio 1 Broadcast School</b> 700 3 <sup>rd</sup> St N La Crosse, WI 54601 Contact: director@radio1school.com 800-889-2221 <a href="http://www.radio1school.com">www.radio1school.com</a>	N	0
15	<b>University of Wisconsin-Manitowoc</b> 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 Phone 920-683-4776 Fax <a href="http://www.uwmanitowoc.uwc.edu">www.uwmanitowoc.uwc.edu</a>	N	0
16	<b>Job Center of Wisconsin</b> 701 Cherry Street Green Bay, WI 54301 920-448-6760 Phone 920-448-6468 Fax <a href="http://www.wisconsinjobcenter.org">www.wisconsinjobcenter.org</a>	N	0
17	<b>Wisconsin Women's Network</b> 122 State Street #404 Madison, WI 53703 Contact: info@wiwomensnetwork.org 608-255-9809 <a href="http://www.wiwomensnetwork.org">www.wiwomensnetwork.org</a>	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>
18	<b>Handshake</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
19	<b>Wisconsin Technical Colleges Tech Connect</b> <a href="http://www.wisconsin-techconnect.com">www.wisconsin-techconnect.com</a>	N	0
20	<b>University Wisconsin Marathon County-Student Services</b> 518 S 7 <sup>th</sup> Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331 Fax	N	0
21	<b>The Women's Center</b> 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
22	<b>Broadcast Employment Services/AMFMjobs.com</b> <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Contact: <a href="mailto:job@tvjobs.com">job@tvjobs.com</a>	N	0
23	<b>Globe University Career Services</b> 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 Phone 651-730-5151 Fax <a href="http://careerconnect.globeuniversity.edu">http://careerconnect.globeuniversity.edu</a>	N	0
24	<b>Penn State Career Services</b> 413 Bouke Bldg University Park, PA 16802 814-865-2377 Phone 814-863-0226 Fax <a href="http://www.psu-csm.symplicity.com/employers">www.psu-csm.symplicity.com/employers</a>	N	0
25	<b>TV and Radio Jobs</b> <a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>	N	0
26	<b>Radio Online</b> 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 Phone 806-352-3677 Fax <a href="http://www.radioonline.com">www.radioonline.com</a>	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<b>Carolina School of Broadcasting</b> 3435 Performance Rd. Charlotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 Phone 704-395-9698 Fax <a href="http://www.csbradiotv.com">www.csbradiotv.com</a>	N	0
28	<b>Eastern Illinois University Career Services</b> 600 Lincoln Charleston, IL 61920 Contact: llmoore@eiu.edu 217-581-2412	N	0
29	<b>Newcap</b> 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 Phone 920-834-4887 Fax <a href="http://www.newcap.org">www.newcap.org</a>	N	0
30	<b>Upper Iowa University</b> P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 Phone 563-425-5358 Fax <a href="http://uiu-csm.symplicity.com">http://uiu-csm.symplicity.com</a>	N	0
31	<b>Beloit College</b> Contact : Jessica Sarah Fox Wilson 700 College St. Beloit, WI 53511 608-363-2673 Website <a href="https://beloit-csm.symplicity.com">https://beloit-csm.symplicity.com</a>	N	0
32	<b>Job Fairs</b> (see Section III)	N	2
33	<b>Career Builder – Cumulus Job site</b> <a href="https://careerbuilder.com">https://careerbuilder.com</a>	N	0
34	<b>SEU Facebook pages</b>	N	0
35	<b>Station On-Air Announcements</b> (all SEU stations)	N	1
36	<b>Station Website Postings</b> (all SEU stations)	N	1
37	<b>Word-of-Mouth Referral</b>	N	0
38	<b>Walk-In/Self-Referral</b>	N	3

<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>
39	<b>Internal Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On Wednesday, September 25, 2019, our SEU participated in a job fair on the campus of 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, 2020 our SEU participated in a job fair on the campus of 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	Participate in Scholarship Program	During this reporting period, our SEU was an active participant in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Specifically, the SEU's EEO Coordinator and General Manager assisted the WBA by reviewing and evaluating scholarship applications before they were forwarded to the WBA's Educational Committee and Foundation Board for final review. In addition, the SEU promoted the WBA Scholarship Program over the air on each of its stations and answered questions from the listening public concerning the program and the scholarship application process. The SEU also made a monetary contribution to the WBA scholarship fund. On March 7, 2020, four (4) scholarships were awarded at the WBA Students Seminar.
4	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 of 2019, our SEU hosted one (1) intern from the University of Wisconsin-Oshkosh.</p>



	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
5	Management level training regarding equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager and Business Manager/EEO Coordinator participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.