

# WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-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 Hiree
MWF-MADISON PART TIME PROGRAMMING POSITION	1, 3-5, 8-11, 15, 17-18, 23-25, 29, 31, 33-34, 36-39, 41, 44-46, 48-65, 67, 69-70	38
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	26
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	26
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	22
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	26
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	26
Marketing Account Managers	1, 3-5, 9-12, 14-15, 17-18, 22-29, 31, 33-37, 39, 41-42, 44-46, 49-55, 57-70	26
Marketing and Sales Assistant-Madison, WI	1, 3-5, 9-11, 15, 17-19, 23-25, 28-29, 31, 33-34, 36-37, 39, 41-42, 44-46, 49-55, 57-70	19
MWF-MADISON PART TIME PROGRAMMING POSITION	1, 3-5, 9-11, 15, 17-18, 23-25, 29, 31, 33-34, 36-37, 39, 41-42, 44-46, 49-55, 57-67, 69-70	65
FULL-TIME SPORTS REPORTER	1, 3-5, 7, 9-11, 15, 17-18, 23-25, 29, 31, 33-34, 36-37, 39, 41-42, 44-46, 49-55, 57-67, 69-70	7
WMGN FULL TIME ON AIR PERSONALITY	1, 3-4, 10-11, 15, 17-18, 21, 23-25, 29, 31, 33-34, 36-37, 39, 41-42, 44-46, 49-55, 57-67, 69-70	1
WMGN FULL TIME ON AIR PERSONALITY	1, 3-4, 10-11, 15, 17-18, 21, 23-25, 29, 31, 33-34, 36-37, 39, 41-42, 44-46, 49-55, 57-67, 69-70	1
Morning Show Co-Host	1-4, 6, 10-13, 15-20, 23-25, 27-34, 36-37, 39, 41-47, 49-55, 57-67, 69-70	20
Digital Marketer	1-4, 6, 10-11, 13, 15, 17-19, 22-25, 27-34, 36-37, 39, 41-45, 47, 49-55, 57-67, 69-71	22
Digital Marketer	1-4, 6, 10-11, 13, 15, 17-19, 22-25, 27-34, 36-37, 39, 41-45, 47, 49-55, 57-67, 69-71	19
Digital Marketer	1-4, 6, 10-11, 13, 15, 17-19, 22-25, 27-34, 36-37, 39, 41-45, 47, 49-55, 57-67, 69-71	19
Digital Sales Account Executive	1-4, 6, 10-11, 13, 15, 18-19, 23-34, 36-37, 39-45, 47, 49-55, 57-67, 69-71	26

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-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 Hiree
RADIO/MARKETING SALES MANAGER	1-4, 6-7, 10-11, 13, 15, 17-19, 23-25, 27-34, 36-37, 39, 41-45, 47, 49-55, 57- 67, 69-71	7

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	Y	7
2	Big Shoes Network P.O. Box 11725 Milwaukee, Wisconsin 53211-1725 Phone : 414-962-4222 Url : http://www.bigshoesmidwest.com/ Jeff & Martha Carrigan Manual Posting	N	0
3	Comm Action Agency 2113 N. Wisconsin St. Racine, Wisconsin 53402 Phone : 262-637-8377 Email : gcotton@rkcaa.org Fax : 1-262-637-6419 Gary Cotton	Y	0
4	Conclave 4517 Minnetonka Blvd, #104 Minneapolis, Minnesota 55416 Phone : Phone (952) 927-4487 Url : http://www.theconclave.com/index.php Email : tomk@theconclave.com Tom Kay	N	0
5	Concordia University 12800 N. Lakeshore Dr. Mequon, Wisconsin 53097 Phone : 262-243-4401 Email : career.services@cuw.edu Fax : 1-262-243-4478 Krista Hasselquist	Y	0
6	Craigs List Website Madison, Wisconsin Phone : 608-273-1000 Url : http://madison.craigslist.org/ Hope Quackenboss Manual Posting	N	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGJ, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
7	Current Employee/Internal Promotion	N	2
8	E-mail Inquiry	N	1
9	Eastern New Mexico University ENMU Career Services 1500 S Ave K, Station #34 Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Fax : 1-575-562-2215 Danette McGuire  Prong 2 Ended Date: 9/5/2017	N	0
10	Eau Claire County Job Center` 221 W. Madison St. Suite 140-A Eau Claire, Wisconsin 54703 Phone : 715-836-3036 Email : leslied@workforceresource.org Fax : 1-715-836-3037 Angela Maiorana	Y	0
11	Edgewood College 1000 Edgewood College Dr Madison, Wisconsin 53711 Phone : (608) 663-2281 Url : <a href="https://www.myinterfase.com/edgewood/invalidsession.aspx">https://www.myinterfase.com/edgewood/invalidsession.aspx</a> Student Resource Center Manual Posting	Y	0
12	Employee Referral	N	7
13	Facebook madison, Wisconsin 53711 Phone : 608-441-3612 Hope Quackenboss Manual Posting	N	0
14	Former Employee	N	1
15	Goodwill Industries Of Southern Wisconsin, Inc. 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-847-4830 Email : lisa.norman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	Y	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGH, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
16	Hmong American Mutual Assistance Association 1718 Washington Avenue North Minneapolis, Minnesota 55411 Phone : 612-374-2694 Email : xmvang@hamaa.org Fax : 1-612-374-5205 Long Yang	N	0
17	Ho Chunk Nation P.O. Box 667 Black River Falls, Wisconsin 54615 Phone : 800-294-9343 Fax : 1-715-284-2632 Administration Department	Y	0
18	Illinois Broadcasters Assoc. 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : erinc@ilba.org Fax : 1-618-985-6070 Erin Camfield	Y	0
19	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Indeed.com n/a Manual Posting	N	21
20	Internal Candidate	N	4
21	Internal Posting	N	3
22	Job Fair	N	4
23	KKLH/KOMG/KOSP/KQRA 319 B East Battlefield Springfield, Missouri 65807 Email : mhukriede@mwfmktg.com MW SpringMo, Inc.	N	0
24	LaCrosse Area Hmong Mutual Assistance Assoc. 1815 Ward Ave. Refugee Employment Coordinator LaCrosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Fax : 1-608-781-5011 Nevin Xiong	Y	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
25	Lakeland College P.O. Box 359 Sheboygan, Wisconsin 54208 Phone : 920-565-1483 Email : stephanlm@lakeland.edu Fax : 1-920-565-1311 Lisa Stephan	Y	0
26	Linked In	N	23
27	Mid-West Family Broadcasting Madison 730 Rayovac Drive Madison, Wisconsin 53711 Phone : 608-441-3612 Url : www.midwestfamilybroadcasting.com Email : hope.q@mwfbg.net Hope Quackenboss	N	0
28	Mid-West Family Recruitment Ads 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-441-3612 Hope Quackenboss Manual Posting	N	1
29	Minnesota Broadcasters 3033 Excelsior Blvd., Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda LaSere	Y	0
30	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : http://www.mbaweb.org/ Mandi Heiland Manual Posting	N	0
31	MWF Website 730 RAYovac Drive Madison, Wisconsin 53711 Phone : 608-273-1000 Url : www.midwestfamilybroadcasting.com Email : rhiannon@midwestdigitalmarketing.com Rhiannon McCafferty	N	5

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
32	NAFB 1110 Platte Falls Rd Platte City, Missouri 64079 Career Services Manual Posting	N	0
33	National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jelks	Y	0
34	National Hispanic Media Coalition Wisconsin Phone : 626-792-6462 Email : info@nhmc.org Career Services	Y	0
35	Non-Employee Referral	N	1
36	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1879 Patti Fenner-Leino	Y	0
37	Ohio University 219 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	Y	0
38	Other Source	N	3
39	Outreach 600 Williamson St. Ste. P-1 Madison, Wisconsin 53703 Phone : 608-255-8582 Email : angier@lgbtoutreach.org Fax : 1-608-255-0018 Angie Rehling	Y	0
40	Previous Employee	N	1

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
41	Radio Broadcast School 700 3rd Street N LL-7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	Y	0
42	Radio Horn Montreal, Canada Phone : 614-602-1808 Email : jobpost@radiohorn.com Chris Bosworth	Y	0
43	Radionotas.com 2999 Overland Ave Ste 203 Los Angeles, California 90064 Phone : xxx-xxx-xxxx Url : http://radionotas.com/ Mario Larios Manual Posting	N	0
44	South Eastern MN Wisconsin Email : ckottke@southeastmn.edu Cindy Kottke	Y	0
45	Southern Illinois Univ Edwardsville Campus Box 1620 Edwardsville, Illinois 62025-1620 Phone : 618-650-3708 Email : tammtay@siue.edu Tammy Taylor	Y	0
46	St. Mary's University 700 Terrace Heights #6 Winona, Minnesota 55987 Phone : 507-457-6695 Email : jbarker@smumn.edu Fax : 1-507-457-6990 Jackie Baker	Y	0
47	The QTI Group 702 E Washington Ave Madison, Wisconsin 53703 Phone : 608-232-2650 Url : http://www.qtigroup.com/ Laura Bermudo Manual Posting	N	0



**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
48	Unity: Journalist of Color 7950 Jones Branch Drive McLean, Virginia 22107 Phone : 703-854-3594 Email : executive@unityjournalists.org Fax : 1-703-854-3586 Onica Makwakwa	Y	0
49	University of Minnesota, Morris Sargeant Student Center, Suite 245 2900 University Ave. Crookston, Minnesota 50001 Phone : 218-281-8585 Email : cavalier@umn.edu Fax : 1-218-281-8584 Don Cavalier	Y	0
50	University of Wisconsin-Eau Claire Dept. of Communication and Journalism 105 Garfield Ave. Eau Claire, Wisconsin 54701 Phone : 715-836-2528 Email : gatlinj@uwec.edu Fax : 1-715-836-3820 Judy Gatlin	Y	0
51	University of Wisconsin-LaCrosse 1140 Cenntennial Hall Lacrosse, Wisconsin Phone : 608-785-8514 Email : adettmann@uwlax.edu Aiyana Dettmann	Y	0
52	UW - Green Bay - Careers 2420 Nicolet drive SS 1916 Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
53	UW Consotorium 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://www.myconsortium.com/wisconsin/home.aspx?cl">http://www.myconsortium.com/wisconsin/home.aspx?cl</a> Career Services Manual Posting	Y	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGH, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
54	UW Milwaukee Career Dev. Center P.O. Box 413 Milwaukee, Wisconsin 53201 Phone : 414-229-4487 Email : careerplan@uwm.edu Fax : 1-414-229-5347 Career Development Center	Y	0
55	UW Oshkosh 800 Algoma Blvd. AC Center W112 Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
56	UW Stevens Point 201 Student Services Center, UWSP Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Email : career@uwsp.edu Fax : 1-715-346-3724 Larry Walters	Y	0
57	UW-Stout 103 Administration Bldg. Career Services Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Mary Brinkman	Y	0
58	WAXX/WAYY/WDRK/WEAQ/WECL/WIAL 944 Harlem St Altoona, Wisconsin 54720 Phone : 715-852-2641 Email : neilbauer@midwestfamilyec.com Neil Bauer	N	0
59	Western Kentucky University Wisconsin Email : employerrelations@wku.edu Robert Onself	Y	0
60	WGFB/WNTA-AM/WNTA-FM/WRTB/WXRX 2830 Sandy Hollow Road Rockford, Illinois 61109 Phone : 815-873-3267 Email : mpaterson@rmgmwf.com Mike Paterson	N	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**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>
61	WI Broadcasters Association 44 E Mifflin Street, Suite 900 Madison, Wisconsin 53703 Phone : (800) 236-1922 Url : <a href="http://www.wi-broadcasters.org/wba/index.php">http://www.wi-broadcasters.org/wba/index.php</a> Email : <a href="mailto:mendicott@wi-broadcasters.org">mendicott@wi-broadcasters.org</a> Mandy Endicott	Y	0
62	WI Tech Connect 4622 University Avenue Madison, Wisconsin 53705 Phone : 608-266-1207 Url : <a href="http://www.wisconsintechconnect.com/">http://www.wisconsintechconnect.com/</a> General Information Manual Posting	Y	1
63	Winona St. University P.O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5878 Email : <a href="mailto:career@winona.edu">career@winona.edu</a> Fax : 1-507-457-5516 Career Services	Y	0
64	Wisconsin Job Center-Website 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 1-888-258-9966 Url : <a href="https://jobcenterofwisconsin.com/default.aspx">https://jobcenterofwisconsin.com/default.aspx</a> Customer Service Manual Posting	Y	1
65	WIZM/WKTY/WRQT/KQYB/KCLH 201 State St La Crosse, Wisconsin 54601 Email : <a href="mailto:kristyn@mwfroadcasting.com">kristyn@mwfroadcasting.com</a> Family Radio Inc.	N	1
66	WMAY/WNNS/WQLZ/WLCE 1510 N Third St Riverton, Illinois 62561 Email : <a href="mailto:kelly@wnns.com">kelly@wnns.com</a> Kelly Standish	N	0

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-FM****EEO PUBLIC FILE REPORT****August 1, 2017 - July 31, 2018****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>
67	WNSN/WHFB/WSBT/WZOC 1301 E Douglans Rd Mishawaka, Indiana 46545 Phone : 574-247-434 Email : pmorris@wsbtradio.com Pat Morris	N	0
68	Word of Mouth Referral	N	2
69	Workforce Connections, Inc. 402 N. 8th St. LaCrosse, Wisconsin 54601 Phone : 608-789-5645 Email : palmerw@workforceconnections.org Fax : 1-608-785-9939 Wanda Palmer	Y	0
70	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E Napier Benton Harbor, Michigan 49022 Email : judyg@wirx.com Career Services	N	0
71	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>89</b>

**WHIT-AM, WJJO, WJQM, WLMV, WMGH, WOZN, WOZN-FM, WWQM-FM**

**EEO PUBLIC FILE REPORT**

**August 1, 2017 - July 31, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/31/2018	Provision of training to management	Participated in the EEO Seminar: Avoiding Discrimination in Employment Terminations at the WBA Winter Conference on January 31, 2018 at the Concourse Hotel in Madison.	2	GM GM
2	1/31/2018	Participation in Job Fairs	Job/Career Fair at the WBA annual winter conference at the Madison Concourse Hotel in Madison, WI.	3	GM - Madison, WI GM - Eau Claire, WI Director of Development
3	4/17/2018	Establishment of training programs for station personnel	The Walker Broadcast Management Institute is a 3 Day Course held from April 17 to April 19, 2018 at the University of Wisconsin - Madison School of Business. The course is a 3 year module which provides management with education on improving the managers' business knowledge and the learn strategies on becoming a more effective manager beginning with the hiring process. The topics covered were: - Marketing and the Future - Developing People Around You - Creativity Managers from Radio and TV companies throughout Wisconsin attended the course to acquire skills that could promote themselves for a higher level position and improve their current roles.	2	Business Development Manager Program Director
4	6/20/2018	Participation in Job Fairs	WBA Job Fair at Hilton Milwaukee City Center, Milwaukee WI.	3	GM GM Director of Development
5	6/20/2018	Provision of training to management	Attended EEO Seminar: Bring Your Bias - Recognizing Overcoming Unconscious Decision-Making held during the WBA Summer Conference on June 20, 2018 at the Hilton Milwaukee City Center, Milwaukee WI.	5	GM GM Senior Board Member Program Director