

WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WOZN-FM, WWQM-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 Hiree
Marketing Account Managers	1-55	17
Marketing Account Managers	1-55	37
Marketing Account Managers	1-55	8
Morning Show ON_AIR TALENT	1, 43	1

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	Y	1
2	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
3	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
4	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
5	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	N	0
6	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

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7	Edgewood College 1000 Edgewood College Dr Madison, Wisconsin 53711 Phone : (608) 663-2281 Url : https://www.myinterfase.com/edgewood/invalidsession.aspx Student Resource Center Manual Posting	Y	0
8	Employee Referral	N	5
9	Former Employee	N	1
10	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
11	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
12	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
13	Job Fair	N	2
14	KKLH/KOMG/KOSP/KQRA 319 B East Battlefield Springfield, Missouri 65807 Email : mhukriede@mwfmarketing.fm MW SpringMo, Inc.	N	0

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15	LaCrosse Area Hmong Mutual Assistance Assoc. 1815 Ward Ave. Refugee Employment Coordinator LaCrosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaal@gmail.com Fax : 1-608-781-5011 Nevin Xiong	Y	0
16	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
17	Linked In	N	48
18	Mid-West Family Broadcasting Madison 730 Rayovac Drive Madison, Wisconsin 53711 Phone : 608-441-3630 Url : www.midwestfamilybroadcasting.com Email : rj.brachman@mwfbg.com R.J. Brachman	N	0
19	Mid-West Family Recruitment Ads 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-441-3630 R.J. Brachman Manual Posting	N	1
20	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
21	MWF Website 730 RAyovac Drive Madison, Wisconsin 53711 Phone : 608-273-1000 Url : www.midwestfamilybroadcasting.com Email : kassie.martin@midwestdigitalmarketing.com Kassie Martin	N	6

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22	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
23	National Hispanic Media Coalition Wisconsin Phone : 626-792-6462 Email : info@nhmc.org Career Services	Y	0
24	Non-Employee Referral	N	1
25	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
26	Ohio University 219 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	Y	0
27	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
28	Previous Employee	N	1
29	Radio Broadcast School 700 3rd Street N LL-7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	Y	0

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30	Radio Horn Montreal, Canada Phone : 614-602-1808 Email : jobpost@radiohorn.com Chris Bosworth	Y	0
31	South Eastern MN Wisconsin Email : ckottke@southeastmn.edu Cindy Kottke	Y	0
32	Southern Illinois Univ Edwardsville Campus Box 1620 Edwardsville, Illinois 62025-1620 Phone : 618-650-3708 Email : tammtay@siue.edu Tammy Taylor	Y	0
33	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
34	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
35	University of Wisconsin-Eau Claire Dept. of Communication and Journalism 105 Garfield Ave. Eau Claire, Wisconsin 54701 Phone : 715-836-2528 Email : cj.dept@uwec.edu Fax : 1-715-836-2528 Dept. Communication & Journalism	Y	0
36	University of Wisconsin-LaCrosse 1140 Cenntennial Hall Lacrosse, Wisconsin Phone : 608-785-8514 Email : adettmann@uwlax.edu Aiyana Dettmann	Y	0

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37	Unknown Referral Source	N	3
38	UW - Green Bay - Careers 2420 Nicolet drive SS 1916 Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
39	UW Consortium 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : http://www.myconsortium.com/wisconsin/home.aspx?cl Career Services Manual Posting	Y	0
40	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
41	UW Oshkosh 800 Algoma Blvd. AC Center W112 Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
42	UW-Stout 103 Administration Bldg. Career Services Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Mary Brinkman	Y	0
43	WAXX/WAYY/WDRK/WEAQ/WECL/WIAL 944 Harlem St Altoona, Wisconsin 54720 Phone : 715-852-2641 Email : neilbauer@midwestfamilyec.com Neil Bauer	N	1

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44	Western Kentucky University Wisconsin Email : employerrelations@wku.edu Robert Onself	Y	0
45	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
46	WI Broadcasters Association 44 E Mifflin Street, Suite 900 Madison, Wisconsin 53703 Phone : (800) 236-1922 Url : http://www.wi-broadcasters.org/wba/index.php Email : mendicott@wi-broadcasters.org Mandy Endicott	Y	0
47	WI Tech Connect 4622 University Avenue Madison, Wisconsin 53705 Phone : 608-266-1207 Url : http://www.wisconsintechconnect.com/ General Information Manual Posting	Y	0
48	Winona St. University P.O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Fax : 1-507-457-5516 Career Services	Y	0
49	Wisconsin Job Center-Website 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 1-888-258-9966 Url : https://jobcenterofwisconsin.com/default.aspx Customer Service Manual Posting	Y	0
50	WIZM/WKTY/WRQT/KQYB/KCLH 201 State St La Crosse, Wisconsin 54601 Email : kristyn@mwfroadcasting.com Family Radio Inc.	N	0

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51	WMAY/WNNS/WQLZ/WLCE 1510 N Third St Riverton, Illinois 62561 Email : kelly@wnns.com Kelly Standish	N	0
52	WNSN/WHFB/WSBT/WZOC 1301 E Douglans Rd Mishawaka, Indiana 46545 Phone : 574-247-434 Email : pmorris@wsbtradio.com Pat Morris	N	0
53	Word of Mouth Referral	N	1
54	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
55	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E Napier Benton Harbor, Michigan 49022 Email : judyg@wirx.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/30/2019	Participation in Job Fairs	Job/Career Fair at the WBA's 2019 Winter Conference at the Madison Concourse Hotel	1	GM
2	4/2/2019	Provision of training to management	<p>The Walker Broadcast Management Institute is a 3 Day Course held from April 2 to April 4, 2019 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.</p> <p>The topics covered were:</p> <ul style="list-style-type: none"> - Agile Strategy: Design It, Share It, Drive It - Leading in Every Moment - Financial Management for Broadcasters <p>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.</p>	1	Director of Sales

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3	5/19/2019	Establishment of an intern program designed to assist members of the community	<p>Agribusiness Internship</p> <p>INTERNSHIP DESCRIPTION: Mid-West Family Marketing is looking to expand our growing Farm & Agribusiness with an internship position. If you have interest in working with station events, promotions, ag sales, growing our state-wide farm network as well as on-air reporting, social networking & marketing and agribusiness broadcasting, this may be the position for you.</p> <p>The ideal candidate for this position has hands-on knowledge of agribusiness AND willing to learn and participate in broadcasting, a strong work ethic is a must and you need to be able to relate to the rural community and those businesses that service ag. Due to the nature of the position, a flexible schedule will be required.</p> <p>PERSONAL REQUIREMENTS: Qualified candidates should be creative, imaginative, have good communication and organizational skills. The candidate should have some knowledge of Microsoft Word and Excel, is well versed in working and using social media and have the ability to meet deadlines and handle multiple projects. Qualified candidates will portray a positive attitude and strong work ethic to ensure a productive and successful environment with the company. Mid-West Family Marketing is an equal opportunity employer. Women and Minorities are encouraged to apply.</p>	1	Farm Programming Director

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4	5/19/2019	Establishment of an intern program designed to assist members of the community	<p>Broadcast Technician Internship – Madison, WI</p> <p>Like knowing how things work and figuring out why when they don't? Like solving computer problems and helping others with theirs? If you have the basic computer, electronics and troubleshooting skills and have the willingness to learn, then this is an opportunity for you to begin your career in Broadcast Engineering.</p> <p>If you have a high school diploma, GED, some post-secondary education, military, or job related experience, a valid state driver's license with a good driving record, can lift up to 50 pounds and work at heights from a ladder, we'd like to talk to you about joining our team.</p> <p>Mid-West Family Broadcasting has an opening for a Broadcast Technician for its modern state of the art broadcast facility in Madison, Wisconsin. Mid-West operates 5 FM and 3 AM radio stations with seven competitive formats in the Madison Market. As part of the engineering internship you will assist in new projects, help with the maintenance of the station's digital audio network, computer network, and transmitting facilities as well as setup remote broadcasts.</p> <p>Mid-West Family Broadcasting is an equal opportunity employer, women and minorities are encouraged to apply.</p>	2	Broadcast Engineer Broadcast Engineer
5	6/12/2019	Participation in Job Fairs	Job/Career Fair at the WBA's Summer Conference in Elkhart Lake	2	GM President
6	6/12/2019	Provision of training to management	Attended the EEO Seminar: Keeping up the with EEO at the FCC as part of the WBA 2019 Summer Conference in Elkhart Lake	2	GM WLMV Promotion Director