

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019¹

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
Outside Account Executive (B2B Marketing)	1, 3-8, 10-15, 18-22, 24-26, 29-41	13
Sales Assistant	1, 3-8, 11-15, 18-22, 24-41	13
Sales Assistant	1, 3-7, 9, 11-15, 17-19, 21-22, 24-41	9
Z104 Madison APD/PM Drive Host	1-8, 11-14, 16, 18-22, 24-36, 38-41	16
Outside Account Executive (B2B Marketing)	1, 3-8, 10-14, 18-22, 24-36, 38-41	10
Outside Account Executive (B2B Marketing)	1, 3-9, 11-14, 17-22, 24-26, 29-36, 38-41	17
Outside Account Executive (B2B Marketing)	1, 3-8, 11-14, 18-26, 29-36, 38-41	23
Promotions Director and On-Air Personality	1-8, 11-14, 18-22, 24-26, 29-36, 38-41	2
Outside Account Executive (B2B Marketing)	1, 3-7, 11-15, 18-19, 21-22, 24-26, 39-41	15
Sales Assistant	1, 3-8, 11-14, 17-18, 21-22, 24-26, 29-33, 35-36, 38-41	17
Outside Account Executive (B2B Marketing)	1, 4-8, 11-14, 17-18, 21-22, 24-26, 29-33, 35-36, 38-41	40

¹This Report was modified in June 2020 to address reporting issues.

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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 Period¹
1	All About Country *Only positions exclusive to country radio station Texas Url : www.allaboutcountry.com Email : webmaster@allaboutcountry.com John n/a	Y	0
2	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 888-888-8888 Url : http://www.allaccess.com Career Services Manual Posting	N	1
3	Alverno College 3401 South 39th St. Milwaukee, Wisconsin 53215 Phone : 414-382-6010 Url : https://app.joinhandshake.com/login Sandy Pikulik Manual Posting	Y	0
4	Beloit College Field & Career Services 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Luke Janiak-Fenton Manual Posting	N	0
5	Cardinal Stritch University College of Business & Management 6801 N. Yates Rd. Milwaukee, Wisconsin 53201 Phone : 414-410-4157 Url : https://www.app.joinhandshake.com/login Pegs Givhan Manual Posting	Y	0
6	Carroll College 100 N. East Ave. Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : https://www.app.joinhandshake.com/login Deb Weber Manual Posting	Y	0

¹Some interviewees included herein belong to a pool producing multiple hires overlapping the 7/31/19 reporting deadline.

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7	Chippewa Valley Technical College 620 W. Clairemont Ave. Eau Claire, Wisconsin 54701 Phone : 715-833-6255 Url : http://www.cvtc.edu Email : employment_services@cvtc.edu Kristine Jackson	N	0
8	Edgewood College Job Center (WIPCC: Wisconsin Private Colleges Career Consortium) 1000 Edgewood College Circle Madison, Wisconsin 53711 Phone : 608-663-2281 Url : https://app.joinhandshake.com/login K DeWit Manual Posting	Y	0
9	Employee Referral	N	2
10	Glassdoor-Not directly contacted by SEU	N	2
11	Goodwill Industries 6055 N. 91st St. Milwaukee, Wisconsin 53225 Phone : 414-353-6400 Url : http://www.goodwillsew.com Email : lisa.norman@goodwillsew.com Lisa Norman	N	0
12	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
13	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3

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14	Illinois Center for Broadcasting 455 Eisenhower Ln. South Suite 200 Lombard, Illinois 60148 Phone : 216-930-4339 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	Y	0
15	Indeed.com - Not Directly Contacted by SEU	N	6
16	Internal Transfer/Promotion	N	1
17	LinkedIn-Not directly contacted by SEU	N	5
18	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
19	Milwaukee Area Technical College 700 W. State St. Milwaukee, Wisconsin 53233 Phone : 414-297-5323 Url : http://www.matc.edu Jenny Thomas Manual Posting	Y	0
20	Milwaukee Institute of Art & Design 273 E Erie St. Milwaukee, Wisconsin 53202 Phone : (414) 847-3200 Url : http://www.purplebriefcase.com/ Student Job Center Manual Posting	N	0
21	Mount Mary College Advising and Career Development Center 2900 N. Menomonee River Pkwy Milwaukee, Wisconsin 53213 Phone : 414-930-3245 Url : https://www.app.joinhandshake.com/login Carol Julin Manual Posting Prong 2 Ended Date: 6/17/2019	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
23	Non-Employee Referral	N	1
24	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
25	Radio Station Websites (navigation link to corporate careers website) 2651 S. Fish Hatchery Rd. Madison, Wisconsin 53711 Phone : 414-545-8900 Melody Wiedmeyer	N	1
26	UNIDOS Against Domestic Violence 835 W. Badger Road Madison, Wisconsin 53713 Phone : 608-442-4015 Url : http://www.cityofmadison.com/mcc12/cl.html Email : veronical@unidosagainstdv.org Fax : 1-608-255-2975 Veronica Lazo	N	0
27	University of Madison - Education 141 Educational Sciences Bldg 1025 W. Johnson St. Madison, Wisconsin 53706 Url : http://www.jobcenter.wisc.edu Career Center Manual Posting Prong 2 Ended Date: 1/10/2019	N	0

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28	University of Madison - School of Business 975 University Ave. Madison, Wisconsin 53706 Url : http://www.jobcenter.wisc.edu/ Career Center Manual Posting Prong 2 Ended Date: 1/10/2019	N	0
29	University of Wisconsin - Eau Claire 105 Garfield Avenue PO Box 4004 Eau Claire, Wisconsin 54702-4004 Url : https://www.app.joinhandshake.com/login Career Center Manual Posting	Y	0
30	University of Wisconsin - Green Bay 2420 Nicolet Dr. Student Services 1600 Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : https://www.app.joinhandshake.com/login Career Services Manual Posting	Y	0
31	University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Room 54 La Crosse, Wisconsin 54601 Url : https://www.app.joinhandshake.com/login Karmin Van Domelen Manual Posting	Y	0
32	University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Url : https://www.app.joinhandshake.com/login Career Services Manual Posting	Y	0
33	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : https://www.app.joinhandshake.com/login Jodi Carlson Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University of Wisconsin - Parkside 900 Wood Rd. PO Box 2000 Kenosha, Wisconsin 53141-2000 Url : https://www.app.joinhandshake.com/login Career Center Manual Posting Prong 2 Ended Date: 5/22/2019	N	0
35	University of Wisconsin - Platteville 1 University Plaza Ullsvik Hall, Room 0200 Platteville, Wisconsin 53818 Phone : 608-342-1183 Url : https://www.app.joinhandshake.com/login Diana Trendt Manual Posting	Y	0
36	University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : https://www.app.joinhandshake.com/login Career Services Manual Posting	Y	0
37	University of Wisconsin - Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://www.app.joinhandshake.com/login Career Services Manual Posting Prong 2 Ended Date: 10/26/2018	N	0
38	University of Wisconsin - Superior YU Suite 230 Bekknap and Catlin PO Box 2000 Superior, Wisconsin 54880 Url : https://www.app.joinhandshake.com/login Career Services Manual Posting	Y	0
39	Wisconsin Broadcasters Association 44 E. Mifflin Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org/broadcasting-careers Mandy Endicott Manual Posting	Y	1

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40	Wisconsin Job Center 1819 Aberg Ave. Madison, Wisconsin 53704 Phone : 888-258-9966 Url : http://www.wisconsinjobcenter.org Fax : 1-888-258-9966 n/a n/a Manual Posting	Y	1
41	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	Provision of training to management	In accordance with the WBA's Assistance Action Plan for EEO Compliance, our SEU was represented by the Market President at the EEO Seminar: Effective Strategies to Address Legal Issues and Prevent Unlawful Discrimination During the Employment Relationship, which was held as part of the WBA's 2019 Winter Conference on Wednesday, January 30, 2019 from 10:45am-11:45am at the Madison Concourse Hotel, Madison, WI.	1	Market President
2	1/30/2019	Participation in Job Fairs	In accordance with the WBA's Assistance Action Plan for EEO Compliance, our SEU was represented at the Job/Career Fair which was held as part of the WBA's 2019 Winter Conference on Wednesday, January 30, 2019 from 8:30am-10:30am at the Madison Concourse Hotel, Madison, WI. The Operations Manager spoke with potential job candidates and referred them to our career site to submit a resume.	1	Operations Manager
3	6/12/2019	Provision of training to management	In accordance with the WBA's Assistance Action Plan for EEO Compliance, our SEU was represented by the Market President at the EEO Seminar: EEO Seminar: Keeping Up with EEO at the FCC was held as part of the WBA's 2019 Summer Conference on Wednesday, June 12, 2019 from 3:00pm-4:00pm at the Osthoff Resort, Elkhart Lake, WI.	1	Market President
4	6/12/2019	Participation in Job Fairs	In accordance with the WBA's Assistance Action Plan for EEO Compliance, our SEU was represented at the Job/Career Fair which was held as part of the WBA's 2019 Summer Conference on Wednesday, June 12, 2019 from 1:30pm - 2:45pm at the Osthoff Resort, Elkhart Lake WI. The Market President spoke with potential job candidates and referred them to our career site to submit a resume.	1	Market President