

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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	1-34	7
Outside Account Executive	1-34	7
Outside Account Executive	1-34	13
Outside Account Executive	1-34	19

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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	Adonai Employment 912 N. Hawley Road Milwaukee, Wisconsin 53216 Phone : 414-455-4724 Url : http://www.adonai-employment.org Email : tom.gauthier@adonai-employment.org Fax : 1-414-755-6061 Tom Gauthier	Y	0
2	Alverno College 3401 South 39th St. Milwaukee, Wisconsin 53215 Phone : 414-382-6443 Url : https://www.app.joinhandshake.com/login Jessica May Manual Posting	Y	0
3	Beloit College Field & Career Services 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
4	Cardinal Stritch University College of Business & Management 6801 N. Yates Road Milwaukee, Wisconsin 53201 Phone : 414-410-4157 Url : http://www.stritch.edu Email : careerops@stritch.edu Pegs Givhan	Y	0
5	Carroll College 100 North East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : https://www.app.joinhandshake.com/login Deb Weber Manual Posting	Y	0
6	Concordia University of Wisconsin 12800 N. Lake Shore Dr. Mequon, Wisconsin 53024 Phone : 262-243-4340 Url : https://www.app.joinhandshake.com/login Krista Hasselquist 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
7	Employee Referral	N	2
8	Goodwill Industries 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-353-6400 Url : http://www.goodwillsew.com Email : lisa.norman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	Y	0
9	Hispanic Chamber of Commerce 816 West National Avenue Milwaukee, Wisconsin 53204 Phone : 414-643-6963 Url : http://www.hccw.org Email : gbelmontes@wi.rr.com George Belmontes	Y	0
10	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
11	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	0
12	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 216-930-4339 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	Y	0
13	Indeed.com - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Milwaukee Area Technical College 700 West State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : http://www.matc.edu Email : jobshop@matc.edu Jenny Thomas	Y	0
15	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	Y	0
16	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
17	Northwest Milwaukee Job Center - Policy Studies Inc. 6550 N. 76th Street Milwaukee, Wisconsin 53233 Phone : 414-760-5259 Url : http://www.policy-studies.com Email : jevraets@policy-studies.com Fax : 1-414-760-5190 Linda Richardson	Y	0
18	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hanna-Hardy	Y	0
19	On-Air Announcement (One or More SEU Stations)	N	1
20	Radio Station Website (navigation link to corporate careers website on one or more SEU stations) 12100 W. Howard Ave. Greenfield, Wisconsin 53228 Phone : 414-545-8900 Melody Wiedmeyer Manual Posting	N	0

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21	UMOS - United Migrant Opportunity Services 2701 S. Chase Avenue Milwaukee, Wisconsin 53207 Phone : 414-389-6000 Url : http://www.umos.org Email : claudia.frias@umos.org Claudia Frias	Y	0
22	University of Wisconsin - Eau Claire 105 Garfield Ave. PO Box 4004 Eau Claire, Wisconsin 54702-4004 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
23	University of Wisconsin - Green Bay 2420 Nicolet Dr. Student Services 1600 Green Bay, Wisconsin 54311 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
24	University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Rm 54 La Crosse, Wisconsin 54601 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
25	University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Url : https://www.app.joinhandshake.com/login Ada Walker Manual Posting	Y	0
26	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Url : https://www.app.joinhandshake.com/login Jodi Carlson Manual Posting	Y	0

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27	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
28	University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
29	University of Wisconsin - Superior YU Suite 230 Bekknap and Catlin PO Box 2000 Superior, Wisconsin 54880 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
30	Upper Iowa University 6610 W. Greenfield Avenue Milwaukee, Wisconsin 53214 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	Y	0
31	Wisconsin Broadcasters Association 44 East Mifflin Street #900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : http://www.wi-broadcasters.org Mandy Endicott Manual Posting	Y	0
32	Wisconsin Job Center 2701 S. Chase Ave. Milwaukee, Wisconsin 53204 Phone : 888-258-9966 Url : http://www.wisconsinjobcenter.org/ Fax : 1-888-720-5627 n/a n/a Manual Posting	Y	0

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33	WUWM Radio - Public Radio 161 W. Wisconsin Avenue Suite LL 1000 Milwaukee, Wisconsin 53203 Phone : 414-270-1100 Url : http://wuwm.com Email : wuwm@uwm.edu Dave Edwards	Y	0
34	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
35	University of Wisconsin - Parkside 900 Wood Rd. PO Box 2000 Kenosha, Wisconsin 53141-2000 Url : https://www.app.joinhandshake.com/login Prong 2 Ended Date: 5/22/2019	N	0
36	University of Wisconsin - Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://www.app.joinhandshake.com/login Lorry Walters Manual Posting Prong 2 Ended Date: 5/22/2019	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	9/19/2019	Co Sponsoring Job Fair	The SEU was a media co-sponsor of Milwaukee's 19th Annual Diversity Employment Day on Thursday, September 19, 2019, Diversity Recruiters Network.. The SEU also ran on-air spots advertising the event, promoted via social media on Facebook, shared it on their online calendars and included it in email blasts to thousands of registered users. The SEU actively participated in the career fair . The event brought together Milwaukee's major employers with thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. Also represented at this even were professional and community based organizations comprised of diverse and multi-ethnic residents.	2	Market President Project Manager
2	11/13/2019	Participation in events or programs sponsored by educational institutions	On Wednesday, November 13, 2019, On -Air Personality spoke at New Berlin Eisenhower Middle and High School's Career Day Event. He spoke about broadcasting opportunities of past, present and the future as well as what it is like to be employed in the communications and broadcast fields.	1	On-Air Personality
3	1/8/2020	Participation in events or programs sponsored by educational institutions	On January 8, 2020, the SEU hosted Living Word Lutheran High School's Career class. The students toured the studios, were in-studio for a live segment of a show on WRNW, and had a Q&A session with on-air personalities (4), a show producer (1) and an SEU Program Director (1)	4	Program Director On-Air Personality On-Air Personality Producer
4	1/29/2020	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 2020 Winter Conference on Wednesday, June 29, 2020 at the Concourse Hotel in Madison, WI. The Market President spoke with potential job candidates and referred them to our career site to submit a resume.	1	Market President

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5	1/29/2020	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: Avoiding Discrimination in Employment Terminations which was held as part of the WBA's 2020 Winter Conference on Wednesday, January 29, 2020 at the Concourse Hotel in Madison, WI.	1	Market President
6	3/7/2020	Participation in events or programs sponsored by educational institutions	SEU Market President participated in the Wisconsin Broadcaster Association's Student Summit for all University of Wisconsin schools "Speed Networking" event on March 7, 2020 at the Madison Marriot West as a panelist. During the "Speed Networking", individuals participated in ten-minute "one-on-ones" with professionals in radio and TV news, production, sales, social media and entertainment.	1	Market President
7	7/15/2020	Participation in events sponsored by community groups	As part of a statewide, unified approach to let job seekers know that there still is opportunity available in our local area, Employ Milwaukee, in conjunction with the State of Wisconsin Department of Workforce Development, Job Center of Wisconsin, and the City of Milwaukee hosted a Drive Thru Job Fair on Wednesday, July 15, 2020. The SEU provided 500 flyers with descriptions of job vacancies. Each car attending the Drive Thru Job Fair was given a bag. There were 2 Drive Thru Job Fair locations: Employ Milwaukee, 2342 N. 27th St. and Serb Hall, 5101 W. Oklahoma Ave. in Milwaukee.	1	Vice President of Sales

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8	7/22/2020	Participation in Job Fairs	This SEU participated in the Wisconsin Broadcasters Association Virtual Job Fair from Monday, July 20 through Friday July 24. Job seekers were encouraged to visit BroadcastersVirtualJobFair.com to see all of the job openings from our participating radio stations. The event was also posted on all SEU websites. Interested applicants submitted their resume to the SEU. The Market President and Vice President of Sales contacted participants with further information for interviews.	2	Market President Vice President of Sales
9	7/29/2020	Participation in events or programs sponsored by educational institutions	This SEU's Market President participated in a virtual event with the University of Oshkosh Recruiter's Connection on July 29, 2020. The event was an opportunity for hiring professionals to discuss best practices for college recruiting. Breakout sessions included: 1) Internship Trends & Best Practices, 2) Building Inclusive Virtual Workplaces, and 3) Best Practices for Posting Positions through the University Handshake online system, and a Student Panel of Q&A.	2	Market President EEO Coordinator