

**WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 31, 2021**

**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>
Account Executive	1, 3-4, 6-7, 9-13, 15-31, 33, 36-40	19
Account Executive	1, 3-4, 6-7, 9-13, 15-31, 33, 36-40	15
Vice President of Sales, Milwaukee	1-14, 16-18, 20-40	8

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**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	Adonai Employment 912 N. Hawley Road Milwaukee, Wisconsin 53216 Phone : 414-455-4724 Url : <a href="http://www.adonai-employment.org">http://www.adonai-employment.org</a> Email : <a href="mailto:tom.gauthier@adonai-employment.org">tom.gauthier@adonai-employment.org</a> Fax : 1-414-755-6061 Tom Gauthier	Y	0
2	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> n/a n/a Manual Posting	N	0
3	Alverno College 3401 South 39th St. Milwaukee, Wisconsin 53215 Phone : 414-382-6443 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Jessica May Manual Posting  Prong 2 Ended Date: 2/11/2021	N	0
4	Beloit College Field & Career Services 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : <a href="mailto:facs@beloit.edu">facs@beloit.edu</a> Luke Janiak-Fenton	N	0
5	Cardinal Stritch University College of Business & Management 6801 N. Yates Road Milwaukee, Wisconsin 53201 Phone : 414-410-4157 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Pegs Givhan Manual Posting	Y	0

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6	Carroll College 100 North East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Deb Weber Manual Posting	Y	0
7	Concordia University of Wisconsin 12800 N. Lake Shore Dr. Mequon, Wisconsin 53024 Phone : 262-243-4340 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Krista Hasselquist Manual Posting	Y	0
8	Employee Referral	N	4
9	Goodwill Industries 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-353-6400 Url : <a href="http://www.goodwillsew.com">http://www.goodwillsew.com</a> Email : <a href="mailto:lisa.norman@goodwillsew.com">lisa.norman@goodwillsew.com</a> Fax : 1-414-358-4298 Lisa Norman	Y	0
10	Hispanic Chamber of Commerce 816 West National Avenue Milwaukee, Wisconsin 53204 Phone : 414-643-6963 Url : <a href="http://www.hccw.org">http://www.hccw.org</a> Email : <a href="mailto:gbelmontes@wi.rr.com">gbelmontes@wi.rr.com</a> George Belmontes	Y	0
11	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0

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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
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
13	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 216-930-4339 Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Fax : 1-630-916-1764 Carl Jackson	Y	0
14	Indeed.com - Not Directly Contacted by SEU	N	1
15	LinkedIn / Word of Mouth	N	1
16	Milwaukee Area Technical College 700 West State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : <a href="http://www.matc.edu">http://www.matc.edu</a> Jenny Thomas Manual Posting  Prong 2 Ended Date: 2/15/2021	N	0
17	Mount Mary College Advising and Career Development Center 2900 N. Menomonee River Pkwy. Milwaukee, Wisconsin 53213 Phone : 414-930-3245 Email : <a href="mailto:mmu-adcardev@mtmary.edu">mmu-adcardev@mtmary.edu</a> Carol Julin	Y	0
18	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Fax : 1-202-588-1818 Career Services	N	0
19	Non-Employee Referral	N	1

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20	Northwest Milwaukee Job Center - Policy Studies Inc. 6550 N. 76th Street Milwaukee, Wisconsin 53233 Phone : 414-760-5259 Url : <a href="http://www.policy-studies.com">http://www.policy-studies.com</a> Email : <a href="mailto:jevraets@policy-studies.com">jevraets@policy-studies.com</a> Fax : 1-414-760-5190 Linda Richardson	Y	0
21	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hanna-Hardy	Y	0
22	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : <a href="mailto:director@radio1school.com">director@radio1school.com</a> Joe Deschler	N	0
23	Radio Station Website (all SEU stations) 12100 W. Howard Ave. Greenfield, Wisconsin 53228 Phone : 414-545-8900 Melody Wiedmeyer Manual Posting	N	0
24	UMOS - United Migrant Opportunity Services 2701 S. Chase Avenue Milwaukee, Wisconsin 53207 Phone : 414-389-6000 Url : <a href="http://www.umos.org">http://www.umos.org</a> Email : <a href="mailto:claudia.frias@umos.org">claudia.frias@umos.org</a> Claudia Frias	Y	0
25	University of Wisconsin - Eau Claire 105 Garfield Ave. PO Box 4004 Eau Claire, Wisconsin 54702-4004 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting  Prong 2 Ended Date: 2/2/2021	N	0

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<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>
26	University of Wisconsin - Green Bay 2420 Nicolet Dr. Student Services 1600 Green Bay, Wisconsin 54311 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting	Y	0
27	University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Rm 54 La Crosse, Wisconsin 54601 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting	Y	0
28	University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Ada Walker Manual Posting  Prong 2 Ended Date: 2/3/2021	N	0
29	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Jodi Carlson Manual Posting	Y	0
30	University of Wisconsin - Platteville 1 University Plaza Ullsvik Hall, Room 0200 Platteville, Wisconsin 53818 Phone : 608-342-1183 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Diana Trendt Manual Posting  Prong 2 Ended Date: 2/2/2021	N	0

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31	University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting  Prong 2 Ended Date: 2/2/2021	N	0
32	University of Wisconsin - Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> Lorry Walters Manual Posting	N	0
33	University of Wisconsin - Superior YU Suite 230 Bekknep and Catlin PO Box 2000 Superior, Wisconsin 54880 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting  Prong 2 Ended Date: 2/4/2021	N	0
34	University of Wisconsin Madison 1025 Educational Sciences Bldg 1025 W. Johnson St. Madison, Wisconsin 53706 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting	N	0
35	Unknown Referral Source	N	1
36	Upper Iowa University 6610 W. Greenfield Avenue Milwaukee, Wisconsin 53214 Url : <a href="https://www.app.joinhandshake.com/login">https://www.app.joinhandshake.com/login</a> n/a n/a Manual Posting  Prong 2 Ended Date: 2/3/2021	N	0

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37	Wisconsin Broadcasters Association 44 East Mifflin Street #900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : <a href="http://www.wi-broadcasters.org">http://www.wi-broadcasters.org</a> Mandy Endicott Manual Posting	Y	0
38	Wisconsin Job Center 2701 S. Chase Ave. Milwaukee, Wisconsin 53204 Phone : 888-258-9966 Url : <a href="http://www.wisconsinjobcenter.org/">http://www.wisconsinjobcenter.org/</a> Fax : 1-888-720-5627 n/a n/a Manual Posting	Y	0
39	WUWM Radio - Public Radio 161 W. Wisconsin Avenue Suite LL 1000 Milwaukee, Wisconsin 53203 Phone : 414-270-1100 Url : <a href="http://wuwm.com">http://wuwm.com</a> Email : <a href="mailto:wuwm@uwm.edu">wuwm@uwm.edu</a> Dave Edwards	Y	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</b>

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**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	12/7/2020	Provision of training to management	In December 2020 our SEU took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	President
2	3/1/2021	Participation in Job Fairs	This SEU participated in the Wisconsin Broadcasters Association Virtual Job Fair from Monday, March 1 through Friday March 5 . 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 contacted participants with further information for interviews.	1	Market President
3	6/24/2021	Provision of training to management	In June 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization	1	President of sales