

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-13, 15-16, 18-21, 23-41	8
Outside Account Executive	1-13, 15-16, 18-21, 23-41	15
Outside Account Executive	1-13, 15-16, 18-21, 23-41	13
Outside Account Executive	1-2, 4, 6-12, 17-25, 27-32, 34-35, 37, 39-41	17
Producer	1-2, 4-7, 9-12, 14, 18-19, 21, 23, 28-29, 31-32, 34-35, 39-41	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Alverno College 3401 South 39th St. Milwaukee, Wisconsin 53215 Phone : 414-382-6010 Url : https://app.joinhandshake.com/login Email : admissions@alverno.edu Sandy Pikulik	Y	0
3	Beloit College Field & Career Services 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Luke Janiak-Fenton Manual Posting	N	0
4	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 Email : careerops@stritch.edu Pegs Givhan	Y	0
5	Carroll College 100 N. East Ave. Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : https://www.app.joinhandshake.com/login Email : careers@carroll.edu Deb Weber	Y	0
6	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

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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	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 Email : success@edgewood.edu K DeWit	Y	0
8	Employee Referral	N	2
9	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
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org 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 Ln. 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
14	Internal Candidate	N	1
15	Linked In	N	1
16	LinkedIn - Not directly contacted by SEU	N	1

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17	LinkedIn-Not directly contacted by SEU	N	3
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 Email : jobshop@matc.edu Jenny Thomas	Y	0
20	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	N	0
21	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
22	On-Air Radio Ads (One or More SEU Stations) 2651 S. Fish Hatchery Rd. Madison, Wisconsin 53711 Phone : 414-545-8900 Melody Wiedmeyer Manual Posting	N	0
23	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

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24	Radio Station Websites (One or More SEU stations) 2651 S. Fish Hatchery Rd. Madison, Wisconsin 53711 Phone : 414-545-8900 Melody Wiedmeyer Manual Posting	N	0
25	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
26	University of Madison - School of Business 975 University Ave. Madison, Wisconsin 53706 Url : http://www.jobcenter.wisc.edu/ Career Center Manual Posting	N	0
27	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 Prong 2 Ended Date: 10/28/2020	N	0
28	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 Email : careers@uwgb.edu Career Services Prong 2 Ended Date: 10/26/2020	N	0
29	University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Room 54 La Crosse, Wisconsin 54601 Url : https://www.app.joinhandshake.com/login Email : hrinfo@uwlax.edu Karmin Van Domelen	Y	0

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30	University of Wisconsin - Madison 141 Educational Sciences Bldg 1025 W. Johnson St. Madison, Wisconsin 53706 Url : http://www.jobcenter.wisc.edu Career Center Manual Posting	N	0
31	University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Url : https://www.app.joinhandshake.com/login Email : careerplan@uwm.edu Career Services	Y	0
32	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-2181 Url : https://www.app.joinhandshake.com/login Email : career@uwosh.edu Jodi Carlson	Y	0
33	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	N	0
34	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 Email : cpdo@uwplatt.edu Diana Trendt	Y	0
35	University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : https://www.app.joinhandshake.com/login Email : career.services@uwrfl.edu Career Services	Y	0

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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 Career Services Manual Posting	N	0
37	University of Wisconsin - Superior YU Suite 230 Bekknap and CATlin PO Box 2000 Superior, Wisconsin 54880 Url : https://www.app.joinhandshake.com/login Email : career@uwsuper.edu Career Services	Y	0
38	Unknown (source not adequately identified upon inquiry by SEU)	N	1
39	Wisconsin Broadcasters Association 44 E. Mifflin Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org/broadcasting-careers Email : kgeissler@wi-broadcasters.org Kyle Geissler	Y	0
40	Wisconsin Job Center 1819 Aberg Ave. Madison, Wisconsin 53704 Phone : 888-258-9966 Url : http://www.wisconsinjobcenter.org Email : JobCenterofWI@dwd.wisconsin.gov n/a n/a	Y	0
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:			10

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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	12/11/2020	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	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 Area President contacted participants with further information for interviews.	1	Area President
3	6/18/2021	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	Sales manager