

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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 |
|-------------------------------------|--|-----------------------|
| Account Executive | 1-7, 9-13, 15, 17-43 | 15 |
| Account Executive | 1-13, 16-20, 22-43 | 8 |
| Account Executive | 1-13, 16-20, 22-43 | 16 |
| Sales Coordinator | 1-7, 9-14, 17-20, 22-43 | 14 |
| Digital/Broadcast Account Executive | 1-13, 17-20, 22-44 | 8 |
| Digital/Broadcast Account Executive | 1-10, 13, 17-20, 22-24, 26-39, 41-44 | 8 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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://app.purplebriefcase.com/pb/account/login/ Jessica May Manual Posting | Y | 0 |
| 3 | American Indian Chamber of Commerce 10809 West Lincoln Avenue Milwaukee, Wisconsin 53227 Phone : 414-604-2044 Url : http://www.aiccw.org Email : craiga@aiccw.org Craig Anderson | Y | 0 |
| 4 | Beloit College Field & Career Services 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu 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 : http://www.stritch.edu Email : careerops@stritch.edu Pegs Givhan | Y | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|------------------|--|--|---|
| 6 | Carroll College 100 North East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : http://www.myinterfase.com/carroll/employer/home.aspx Deb Weber Manual Posting | Y | 0 |
| 7 | Concordia University of Wisconsin 12800 N. Lake Shore Dr. Mequon, Wisconsin 53024 Phone : 262-243-4340 Url : https://www.myinterfase.com/concordia-wisconsin/ho Krista Hasselquist Manual Posting | Y | 0 |
| 8 | Employee Referral | N | 3 |
| 9 | 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 |
| 10 | 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 |
| 11 | 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 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 : http://www.iheartmediacareers.com 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 : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson | Y | 0 |
| 14 | Internal Candidate | N | 1 |
| 15 | Internet Ad | N | 1 |
| 16 | Job Board | N | 1 |
| 17 | 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 |
| 18 | Milwaukee Institute of Art & Design (MIAD) 273 E. Erie St. Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : https://app.purplebriefcase.com/pb/account/login/ Duane Seidensticker Manual Posting | Y | 0 |
| 19 | Mount Mary College Advising and Career Development Center 2900 N. Menomonee River Pkwy. Milwaukee, Wisconsin 53213 Phone : 414-930-3245 Url : https://app.purplebriefcase.com/pb/account/login/ Carol Julin Manual Posting | Y | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|------------------|---|--|---|
| 20 | 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 |
| 21 | Non-Employee Referral | N | 1 |
| 22 | 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 |
| 23 | 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 |
| 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 Website (all SEU stations) 12100 W. Howard Ave. Greenfield, Wisconsin 53228 Phone : 414-545-8900 Melody Wiedmeyer Manual Posting | N | 0 |
| 26 | Sojourner Family Peace Center PO Box 080319 Milwaukee, Wisconsin 53208 Phone : 414-643-1777 Url : http://www.familypeacecenter.org Email : carols@familypeacecenter.org Carol Strzyzewski | Y | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|-----------|--|---|--|
| 27 | 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 |
| 28 | University of Madison - Education 1025 Educational Sciences Bldg 1025 W. Johnson St. Madison, Wisconsin 53706 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 29 | University of Madison - School of Business 975 University Ave. Madison, Wisconsin 53706 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 30 | University of Wisconsin - Eau Claire 105 Garfield Ave. PO Box 4004 Eau Claire, Wisconsin 54702-4004 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 31 | University of Wisconsin - Green Bay 2420 Nicolet Dr. Student Services 1600 Green Bay, Wisconsin 54311 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 32 | University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Rm 54 La Crosse, Wisconsin 54601 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|-----------|--|---|--|
| 33 | University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Url : http://www.myconsortium.com/wisconsin/employer Fax : 1-414-229-5347 Ada Walker Manual Posting | Y | 0 |
| 34 | University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Url : http://www.myconsortium.com/wisconsin/employer Jodi Carlson Manual Posting | Y | 0 |
| 35 | University of Wisconsin - Parkside 900 Wood Rd. PO Box 2000 Kenosha, Wisconsin 53141-2000 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 36 | University of Wisconsin - Platteville 1 University Plaza Ullsvik Hall, Room 0200 Platteville, Wisconsin 53818 Phone : 608-342-1183 Url : http://www.myconsortium.com/wisconsin/employer Fax : 1-608-342-1172 Diana Trendt Manual Posting | Y | 0 |
| 37 | University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 38 | University of Wisconsin - Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : http://www.myconsortium.com/wisconsin/employer Fax : 1-715-346-3724 Lorry Walters Manual Posting | Y | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|------------------|---|--|---|
| 39 | University of Wisconsin - Superior YU Suite 230 Bekknap and Catlin PO Box 2000 Superior, Wisconsin 54880 Url : http://www.myconsortium.com/wisconsin/employer n/a n/a Manual Posting | Y | 0 |
| 40 | Upper Iowa University 6610 W. Greenfield Avenue Milwaukee, Wisconsin 53214 Url : https://www.collegecentral.com/uiu n/a n/a Manual Posting | Y | 0 |
| 41 | Wisconsin Broadcasters Association 44 East Mifflin Street #900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : http://www.wi-broadcasters.org Email : mendicott@wi-broadcasters.org Fax : 1-608-256-3986 Mandy Endicott | Y | 0 |
| 42 | 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 |
| 43 | 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 |
| 44 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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 |
|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 7 |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|---------------------------------------|
| 1 | 9/21/2017 | Co Sponsoring Job Fair | The SEU was a media co-sponsor of Milwaukee's 17th Annual Diversity Employment Day on Thursday, September 21, 2017 from 11:00 am - 3:00 pm, Diversity Recruiters Network.. The SEU also ran on-air spots advertising the event, 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 "Getting America Back to Work in 2017." 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 Promotion Manager |
| 2 | 1/31/2018 | 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 2018 Winter Conference on Wednesday, January 21, 2018 from 8:30am-10:30am at the Madison Concourse Hotel in Madison, WI. The Vice President of Sales spoke with potential job candidates and referred them to our career site to submit a resume. | 1 | Vice President of Sales |
| 3 | 1/31/2018 | 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: Avoiding Discrimination of Employment Terminations was held as part of the WBA's 2018 Winter Conference on Wednesday, January 31, 2018 from 10:45am-11:45am at the Madison Concourse Hotel in Madison, WI. | 1 | Market President |

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 4 | 3/3/2018 | Participation in other activities designed by the station employment unit | On Saturday, March 3, 2018, the SEU WKKV-FM held the Family Affair Expo at the Italian Community Center from 10:00am - 3:00pm. At the expo, the SEU had a recruitment table and the Senior Vice President of Sales and a Vice President of Sales talked to and gave information to guests interested in learning more about a career in broadcasting. | 2 | Senior Vice President of Sales Vice President of Sales |
| 5 | 4/11/2018 | Participation in events or programs sponsored by educational institutions | On April 11, 2018 from 6:00p.m. - 7:30 p.m. the SEU hosted a Career Night 2018 table at Wisconsin Lutheran College where students could ask networking questions, inquire about internships or open positions, and learn more about the broadcast industry. The SEU was represented by an Account Executive. | 1 | Account Executive |
| 6 | 6/20/2018 | Provision of training to management | In accordance with the WBA's Assistance Action Plan for EEO Compliance, our SEU was represented by the Regional Market President at the EEO Seminar: EEO Seminar: Bring Your Bias - Recognizing Overcoming Unconscious Decision-Making was held as part of the WBA's 2018 Summer Conference on Wednesday, June 20, 2018 from 3:30pm at the Hilton Milwaukee City Center, Milwaukee, WI. | 1 | Regional Market President |
| 7 | 7/17/2018 | 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 2018 Summer Conference on Wednesday, June 20, 2018 from 1:00pm-3:30pm at the Hilton Milwaukee City Center, Milwaukee, WI. The Vice President of Sales spoke with potential job candidates and referred them to our career site to submit a resume. | 1 | Vice President of Sales |