

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE
EEO PUBLIC FILE REPORT
August 1, 2023 - July 31, 2024

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	1-4, 6-13, 17-20, 22-30	7
Outside Account Executive	2, 5-10, 12-28, 30	7

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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 Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 888-888-8888 Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	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	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
4	Carroll University 100 N. East Ave. Waukesha, Wisconsin 53186 Phone : 262-524-7625 Url : https://www.app.joinhandshake.com/login Email : tbodch@carrollu.edu Torrie Boduch	Y	0
5	Chippewa Valley Technical College 620 W. Clairemont Ave. Eau Claire, Wisconsin 54701 Phone : 715-833-6255 Url : http://www.cvtc.edu Career Services Manual Posting	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
6	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
7	Employee Referral	N	2
8	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
9	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
10	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
11	Indeed.com - Not directly contacted by SEU	N	1
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Career Services Manual Posting	N	5

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13	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.media recruiter.com Email : art@mediarecruiter.com Art Scott	N	0
14	Milwaukee Area Technical College 700 W. State St. Milwaukee, Wisconsin 53233 Phone : 414-297-5323 Url : http://www.matc.edu Jenny Thomas Manual Posting	N	0
15	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
16	Mount Mary University 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
17	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : jobboard@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
18	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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19	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	N	0
20	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	N	0
21	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
22	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
23	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	N	0
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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	N	0
26	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
27	University of Wisconsin - Superior YU Suite 230 Bekknep and CATlin PO Box 2000 Superior, Wisconsin 54880 Url : https://www.app.joinhandshake.com/login Email : career@uwsuper.edu Fax : 1-715-394-8097 Career Services	Y	0
28	Wisconsin Broadcasters Association 44 E. Mifflin Suite 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org/broadcasting-careers Email : mendicott@wi-broadcasters.org Career Services	Y	0
29	Wisconsin Job Center 1819 Aberg Ave. Madison, Wisconsin 53704 Phone : 888-258-9966 Url : http://www.wisconsinjobcenter.org Email : JCWMyLMI@dwd.wisconsin.gov n/a n/a	Y	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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	9/25/2023	Participation in Job Fairs	On September 25, 2023, our SEU was represented by the Area President at the Wisconsin Business Association Virtual Career Fair. The Area President discussed careers in radio, conversed with applicants from across Wisconsin as they registered for the job fair and applied for open career opportunities, and discussed other employment opportunities with iHeart Media.	1	Metro President
2	2/24/2024	Participation in Job Fairs	On February 24, 2024, our SEU was represented by our Area President at the WBA's 2024 Student Seminar job fair at Lambeau Field in Green Bay, Wisconsin. The Area President met with students and provided them with information about careers in broadcasting.	1	Metro President
3	6/19/2024	Provision of training to management	This SEU attended the Wisconsin Broadcasters Association EEO Session: Looking Beyond the Right Places on June 19, 2024. This 90-minute session explored how social identities and self-categorization can affect decision-making. When looking in the right places isn't enough, how Fault Lines and bias can influence hiring and promotion decisions. This session helped participants understand their own Fault Lines and in turn their own biases. The training focused on topics such as performance, confirmation, conformity, attribution, competence/likeability, and priming.	1	Metro President
4	7/29/2024	Provision of training to management	On July 29, 2024 our SEU's Area SVP of Sales took the Uncovering Unconscious Bias In Recruiting and Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Area SVP of Sales