

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

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 - Digital	1-10, 12-31	7
Outside Account Executive	2, 5-6, 8-17, 19-31	12

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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 6801 N. Yates Rd. Milwaukee, Wisconsin 53201 Phone : 414-410-4157 Url : https://www.app.joinhandshake.com/login Email : careeropps@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 : careers@carroll.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	Job/Career Fair - See Section III	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 Manual Posting	N	9

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13	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.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	Non-Employee Referral	N	1
19	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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20	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
21	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
22	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
23	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
24	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
25	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
26	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
27	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
28	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 Fax : 1-715-394-8097 Career Services	Y	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	3
30	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
31	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	9/11/2024	Participation in Job Fairs	On September 11, 2024, our SEU's Metro President attended the Wisconsin Broadcasters Association Job/Career Fair. He spoke with participants about careers in broadcasting, discussed employment opportunities at iHeartMedia and within the industry, and distributed station information to interested attendees.	1	Metro President
2	9/11/2024	Provision of training to management	On September 11, 2024, in accordance with the WBA's Assistance Action Plan for EEO Compliance, this SEU was represented by the Metro President at the Job/Career Fair for the EEO Session: "Are You On Top of All of Your FCC EEO Obligations." This session offered information regarding the requirements of the FCC. For example: wide dissemination for all full-time job openings and keeping detailed paperwork about recruitment efforts, information about race, ethnicity, and gender of their employees, the importance of recruitment outreach, and about the consequences of not meeting the requirements.	1	Metro President
3	9/19/2024	Participation in Job Fairs	On September 19, 2024, our SEU's Metro President served as a Co-Media Sponsor at Milwaukee's 24th Annual Diversity Employment Day. As part of the "Getting America Back to Work in 2024" career fair, he spoke with participants about careers in broadcasting, discussed employment opportunities at iHeartMedia, and distributed station information. This event brought together major Milwaukee employers and diverse professionals to promote workplace diversity. iHeartMedia was also honored with the Diversity Spirit Achievement Award for 2024 in recognition of its commitment to diversity and inclusion.	1	Metro President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/22/2025	Participation in Job Fairs	On February 22, 2025, our SEU was represented at the Job/Career Fair held as part of the Wisconsin Broadcasters Association 2025 Student Seminar. Our Area President and Outside Account Executive met with job seekers and spoke to potential future employees about career opportunities in broadcasting and radio, including positions available at iHeartMedia.	2	Metro President Outside Account Executive