

WISN, WKKV-FM, WMIL-FM, WOKY, WRIT-FM, WRNW
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	1-27, 29-33	6
Outside Account Executive - Sports	1-33	6

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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://www.app.joinhandshake.com/login Jessica May Manual Posting	N	0
3	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2647 Luke Janiak-Fenton Manual Posting	N	0
4	Carroll University 100 North East Avenue Waukesha, Wisconsin 53186 Phone : 262-524-7175 Url : https://www.app.joinhandshake.com/login Email : infodesk@carrollu.edu Career Services	Y	0
5	Concordia University of Wisconsin 12800 N. Lake Shore Dr. Mequon, Wisconsin 53024 Phone : 262-243-4340 Url : https://www.app.joinhandshake.com/login Email : caace@cuw.edu Career Services	Y	0
6	Employee Referral	N	3

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	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
10	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	1
11	Milwaukee Area Technical College 700 West State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Url : http://www.matc.edu Career Services Manual Posting	N	0
12	Mount Mary University 2900 N. Menomonee River Pkwy. Milwaukee, Wisconsin 53213 Phone : 414-930-3245 Email : julinc@mtmary.edu Carol Julin	Y	0

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : jobboard@nljja.org Fax : 1-202-588-1818 Career Services	N	0
14	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
15	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
16	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
17	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
18	University of Wisconsin - Eau Claire 105 Garfield Ave. PO Box 4004 Eau Claire, Wisconsin 54702-4004 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	University of Wisconsin - Green Bay 2420 Nicolet Dr. Student Services 1600 Green Bay, Wisconsin 54311 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0
20	University of Wisconsin - La Crosse 1725 State St. Cartwright Center, Rm 54 La Crosse, Wisconsin 54601 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0
21	University of Wisconsin - Milwaukee PO Box 742 Lubar Hall N203 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Url : https://www.app.joinhandshake.com/login Ada Walker Manual Posting	N	0
22	University of Wisconsin - Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Url : https://www.app.joinhandshake.com/login Jodi Carlson Manual Posting	N	0
23	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 Diana Trendt Manual Posting	N	0
24	University of Wisconsin - River Falls 410 S. Third St. River Falls, Wisconsin 54022-5001 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	University of Wisconsin - Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Url : https://www.app.joinhandshake.com/login Lorry Walters Manual Posting	N	0
26	University of Wisconsin - Superior YU Suite 230 Bekknap and Catlin PO Box 2000 Superior, Wisconsin 54880 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0
27	University of Wisconsin Madison 1025 Educational Sciences Bldg 1025 W. Johnson St. Madison, Wisconsin 53706 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	1
29	Upper Iowa University 6610 W. Greenfield Avenue Milwaukee, Wisconsin 53214 Url : https://www.app.joinhandshake.com/login n/a n/a Manual Posting	N	0
30	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 Mandy Endicott	Y	0
31	Wisconsin Job Center 2701 S. Chase Ave. Milwaukee, Wisconsin 53204 Phone : 888-258-9966 Url : http://www.wisconsinjobcenter.org/ Email : jobcenterofwisconsin@dwd.wisconsin.gov n/a n/a	Y	0

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	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
33	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:			5

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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 Vice President of Sales 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	VP of Sales
2	9/11/2024	Participation in Job Fairs	On September 11, 2024, our SEU's Vice President of Sales 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	VP of Sales
3	9/19/2024	Participation in Job Fairs	The SEU participated as a Co-Media Sponsor at Milwaukee's 24th Annual Diversity Employment Day, part of the "Getting America Back to Work in 2024" initiative. Our Vice President of Sales and Program Director attended on behalf of the SEU, speaking with participants about careers in broadcasting, sharing information about current job openings at iHeartMedia, and distributing promotional materials.	2	VP of Sales Program Director

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

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/1/2025	Establishment of a mentoring program	From January 2025 through June 2025, the SEU's Program Director conducted a mentorship program for a Program Producer to support advancement into a higher-level programming role. The mentorship included weekly meetings and covered key areas such as program content development, program imaging, revenue generation, and management decision-making. This initiative was designed to enhance the mentee's career potential and impart advanced skills necessary for promotion within the broadcasting industry and specifically within the SEU.	2	Program Director Program Producer
5	3/24/2025	Participation in events or programs sponsored by educational institutions	On March 24, 2025, our SEU's Outside Account Executive spoke to a Radio Practicum class at the University of Wisconsin–Whitewater. He shared his career path, offered advice on entering the media industry, and provided insights into the current state of broadcasting. The session also included a Q&A segment, allowing students to engage directly and learn more about careers in broadcasting.	1	Outside Account Executive