

**WHIT, WJJO, WJQM, WLMV, WMGN, WOZN, WRIS-FM, WWQM-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	30
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	25
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	25
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	37
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	34
Marketing Account Managers	1, 3-5, 7-10, 12-13, 15-16, 18, 20, 22-28, 30, 32-41, 43-45, 47-68	34
Full Time Broadcast Technician	1-4, 6, 8-9, 11, 13-17, 22-24, 26-33, 35-36, 38, 40-49, 51-65, 67-69	46
Web Artist/Designer/Developer	1-4, 6, 8-9, 11, 13, 16-19, 21-36, 38, 40-44, 46-49, 51-63, 65, 67-69	19
Full Time Sports Reporter	1-4, 6, 8-9, 11, 13, 16-17, 22-24, 26-33, 35-36, 38, 40-44, 46-49, 51-63, 65, 67-69	26
Digital Marketer	1-4, 6, 8-11, 13, 16-18, 21-24, 26-36, 38, 40-44, 46-49, 51-63, 65, 67-69	18
Digital Marketer	1-4, 6, 8-11, 13, 16-18, 21-24, 26-36, 38, 40-44, 46-49, 51-63, 65, 67-69	34

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	Y	0
2	Big Shoes Network P.O. Box 11725 Milwaukee, Wisconsin 53211-1725 Phone : 414-962-4222 Url : http://www.bigshoesmidwest.com/ Jeff & Martha Carrigan Manual Posting	N	0
3	Comm Action Agency 2113 N. Wisconsin St. Racine, Wisconsin 53402 Phone : 262-637-8377 Email : gcotton@rkcaa.org Fax : 1-262-637-6419 Gary Cotton	Y	0
4	Conclave 4517 Minnetonka Blvd, #104 Minneapolis, Minnesota 55416 Phone : Phone (952) 927-4487 Url : http://www.theconclave.com/index.php Email : tomk@theconclave.com Tom Kay	N	0
5	Concordia University 12800 N. Lakeshore Dr. Mequon, Wisconsin 53097 Phone : 262-243-4401 Email : career.services@cuw.edu Fax : 1-262-243-4478 Krista Hasselquist	Y	0
6	Craigs List Website Madison, Wisconsin Phone : 608-273-1000 Url : http://madison.craigslist.org/ Hope Quackenboss Manual Posting	N	0

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7	Eastern New Mexico University ENMU Career Services 1500 S Ave K, Station #34 Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Fax : 1-575-562-2215 Danette McGuire	N	0
8	Eau Claire County Job Center` 221 W. Madison St. Suite 140-A Eau Claire, Wisconsin 54703 Phone : 715-836-3036 Email : leslied@workforceresource.org Fax : 1-715-836-3037 Angela Maiorana	Y	0
9	Edgewood College 1000 Edgewood College Dr Madison, Wisconsin 53711 Phone : (608) 663-2281 Url : <a href="https://www.myinterfase.com/edgewood/invalidsession.aspx">https://www.myinterfase.com/edgewood/invalidsession.aspx</a> Student Resource Center Manual Posting	Y	0
10	Employee Referral	N	8
11	Facebook madison, Wisconsin 53711 Phone : 608-441-3612 Hope Quackenboss Manual Posting	N	0
12	Former Employee	N	1
13	Goodwill Industries Of Southern Wisconsin, Inc. 6055 N. 91st Street Milwaukee, Wisconsin 53225 Phone : 414-847-4830 Email : lisa.norman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	Y	0

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14	Hmong American Mutual Assistance Association 1718 Washington Avenue North Minneapolis, Minnesota 55411 Phone : 612-374-2694 Email : xmvang@hamaa.org Fax : 1-612-374-5205 Long Yang	N	0
15	Ho Chunk Nation P.O. Box 667 Black River Falls, Wisconsin 54615 Phone : 800-294-9343 Fax : 1-715-284-2632 Administration Department	Y	0
16	Illinois Broadcasters Assoc. 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : erinc@ilba.org Fax : 1-618-985-6070 Erin Camfield	Y	0
17	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Indeed.com n/a Manual Posting	N	0
18	Indeed.com	N	13
19	Internal Transfer/Promotion	N	1
20	Job Fair	N	2
21	Job posting on internet	N	5
22	KKLH/KOMG/KOSP/KQRA 319 B East Battlefield Springfield, Missouri 65807 Email : mhukriede@mwfmktg.com MW SpringMo, Inc.	N	0
23	LaCrosse Area Hmong Mutual Assistance Assoc. 1815 Ward Ave. Refugee Employment Coordinator LaCrosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaal@gmail.com Fax : 1-608-781-5011 Nevin Xiong	Y	0

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24	Lakeland College P.O. Box 359 Sheboygan, Wisconsin 54208 Phone : 920-565-1483 Email : stephanlm@lakeland.edu Fax : 1-920-565-1311 Lisa Stephan	Y	0
25	Linked In	N	56
26	Mid-West Family Broadcasting Madison 730 Rayovac Drive Madison, Wisconsin 53711 Phone : 608-441-3630 Url : www.midwestfamilybroadcasting.com Email : rj.brachman@mwfbg.com R.J. Brachman	N	4
27	Mid-West Family Recruitment Ads 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-441-3630 R.J. Brachman Manual Posting	N	1
28	Minnesota Broadcasters 3033 Excelsior Blvd., Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda LaSere	Y	0
29	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : http://www.mbaweb.org/ Mandi Heiland Manual Posting	N	0
30	MWF Website 730 RAYovac Drive Madison, Wisconsin 53711 Phone : 608-273-1000 Url : www.midwestfamilybroadcasting.com Email : sara.kiley@midwestfamilymadison.com Sara Kiley	N	6

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31	NAFB 1110 Platte Falls Rd Platte City, Missouri 64079 Career Services Manual Posting	N	0
32	National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jelks	Y	0
33	National Hispanic Media Coalition Wisconsin Phone : 626-792-6462 Email : info@nhmc.org Career Services	Y	0
34	Non-Employee Referral	N	14
35	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1879 Patti Fenner-Leino	Y	0
36	Ohio University 219 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	Y	0
37	On Air Recruitment Ad	N	1
38	Outreach 600 Williamson St. Ste. P-1 Madison, Wisconsin 53703 Phone : 608-255-8582 Email : angier@lgbtoutreach.org Fax : 1-608-255-0018 Angie Rehling	Y	0
39	Previous Employee	N	2

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40	Radio Broadcast School 700 3rd Street N LL-7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	Y	0
41	Radio Horn Montreal, Canada Phone : 614-602-1808 Email : jobpost@radiohorn.com Chris Bosworth	Y	0
42	Radionotas.com 2999 Overland Ave Ste 203 Los Angeles, California 90064 Phone : xxx-xxx-xxxx Url : http://radionotas.com/ Mario Larios Manual Posting	N	0
43	South Eastern MN Wisconsin Email : ckottke@southeastmn.edu Cindy Kottke	Y	0
44	Southern Illinois Univ Edwardsville Campus Box 1620 Edwardsville, Illinois 62025-1620 Phone : 618-650-3708 Email : tammtay@siue.edu Tammy Taylor	Y	0
45	St. Mary's University 700 Terrace Heights #6 Winona, Minnesota 55987 Phone : 507-457-6695 Email : jbarker@smumn.edu Fax : 1-507-457-6990 Jackie Baker	Y	0
46	The QTI Group 702 E Washington Ave Madison, Wisconsin 53703 Phone : 608-232-2650 Url : http://www.qtigroup.com/ Laura Bermudo Manual Posting	N	4

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47	University of Minnesota, Morris Sargeant Student Center, Suite 245 2900 University Ave. Crookston, Minnesota 50001 Phone : 218-281-8585 Email : cavalier@umn.edu Fax : 1-218-281-8584 Don Cavalier	Y	0
48	University of Wisconsin-Eau Claire Dept. of Communication and Journalism 105 Garfield Ave. Eau Claire, Wisconsin 54701 Phone : 715-836-2528 Email : cj.dept@uwec.edu Fax : 1-715-836-2528 Dept. Communication & Journalism	Y	0
49	University of Wisconsin-LaCrosse 1140 Cenntennial Hall Lacrosse, Wisconsin Phone : 608-785-8514 Email : adettmann@uwlax.edu Aiyana Dettmann	Y	0
50	Unknown Referral Source	N	3
51	UW - Green Bay - Careers 2420 Nicolet drive SS 1916 Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
52	UW Consotorium 2420 Nicolet Dr Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://www.myconsortium.com/wisconsin/home.aspx?cl">http://www.myconsortium.com/wisconsin/home.aspx?cl</a> Career Services Manual Posting	Y	0
53	UW Milwaukee Career Dev. Center P.O. Box 413 Milwaukee, Wisconsin 53201 Phone : 414-229-4487 Email : careerplan@uwm.edu Fax : 1-414-229-5347 Career Development Center	Y	0

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54	UW Oshkosh 800 Algoma Blvd. AC Center W112 Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
55	UW-Stout 103 Administration Bldg. Career Services Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Mary Brinkman	Y	0
56	WAXX/WAYY/WDRK/WEAQ/WECL/WIAL 944 Harlem St Altoona, Wisconsin 54720 Phone : 715-852-2641 Email : neilbauer@midwestfamilyec.com Neil Bauer	N	0
57	Western Kentucky University Wisconsin Email : employerrelations@wku.edu Robert Onself	Y	0
58	WGFB/WNTA-AM/WNTA-FM/WRTB/WXRX 2830 Sandy Hollow Road Rockford, Illinois 61109 Phone : 815-873-3267 Email : mpaterson@rmgmwf.com Mike Paterson	N	0
59	WI Broadcasters Association 44 E Mifflin Street, Suite 900 Madison, Wisconsin 53703 Phone : (800) 236-1922 Url : <a href="http://www.wi-broadcasters.org/wba/index.php">http://www.wi-broadcasters.org/wba/index.php</a> Email : mendicott@wi-broadcasters.org Mandy Endicott	Y	0
60	WI Tech Connect 4622 University Avenue Madison, Wisconsin 53705 Phone : 608-266-1207 Url : <a href="http://www.wisconsintechconnect.com/">http://www.wisconsintechconnect.com/</a> General Information Manual Posting	Y	0

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61	Winona St. University P.O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Fax : 1-507-457-5516 Career Services	Y	0
62	Wisconsin Job Center-Website 1819 Aberg Ave Madison, Wisconsin 53704 Phone : 1-888-258-9966 Url : <a href="https://jobcenterofwisconsin.com/default.aspx">https://jobcenterofwisconsin.com/default.aspx</a> Customer Service Manual Posting	Y	0
63	WIZM/WKTY/WRQT/KQYB/KCLH 201 State St La Crosse, Wisconsin 54601 Email : kristyn@mwfroadcasting.com Family Radio Inc.	N	0
64	WMAY/WNNS/WQLZ/WLCE 1510 N Third St Riverton, Illinois 62561 Email : kelly@wnns.com Kelly Standish	N	0
65	WNSN/WHFB/WSBT/WZOC 1301 E Douglans Rd Mishawaka, Indiana 46545 Phone : 574-247-434 Email : pmorris@wsbtradio.com Pat Morris	N	0
66	Word of Mouth Referral	N	1
67	Workforce Connections, Inc. 402 N. 8th St. LaCrosse, Wisconsin 54601 Phone : 608-789-5645 Email : palmerw@workforceconnections.org Fax : 1-608-785-9939 Wanda Palmer	Y	0
68	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E Napier Benton Harbor, Michigan 49022 Email : judyg@wirx.com Career Services	N	0

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69	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>122</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/29/2020	Participation in Job Fairs	Attended the EEO Seminar: Avoiding Discrimination in Employment Termination at the WBA 2020 Winter Conference from 10:45am-11:45am.	1	GM
2	1/29/2020	Participation in Job Fairs	WBA Winter Conference Job Fair from 8:30am-10:30am at the Madison Concourse Hotel in Madison, WI.	1	GM - Madison
3	6/1/2020	Establishment of an intern program designed to assist members of the community	<p><b>INTERNSHIP DESCRIPTION:</b> Mid-West Family Marketing is looking to expand our growing Farm &amp; Agribusiness with an internship position. If you have interest in working with station events, promotions, ag sales, growing our state-wide farm network as well as on-air reporting, social networking &amp; marketing and agribusiness broadcasting, this may be the position for you.</p> <p>The ideal candidate for this position has hands-on knowledge of agribusiness AND willing to learn and participate in broadcasting, a strong work ethic is a must and you need to be able to relate to the rural community and those businesses that service ag. Due to the nature of the position, a flexible schedule will be required.</p>	1	Farm Programming Director
4	6/22/2020	Participation in Job Fairs	Attended the EEO Seminar: FCC EEO Rules in the Year of the Pandemic which was presented on Monday, June 22, 2020 at 10:00 AM via webinar, hosted by David Oxenford. This coincided with the WBA's Summer Virtual Job Fair	1	GM

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5	7/20/2020	Participation in Job Fairs	<p>participating in the Wisconsin's Broadcasters Virtual Job Fair the week of Jul 20, 2020. Your hiring agent of record was Brian Jackson and the stations that participated were: WHIT-AM, WJJO-FM, WJQM-FM, WLMV-AM, WMGN-FM, WOZN-AM, WWQM-FM, WRIS, WISM-FM, WECL-FM, WIAL-FM, WAXX.</p> <p>This job fair included the position of Account Manager posted on 2020-07-16. This job fair included the position of Sales Recruitment: Strategists posted on 2020-07-19. This job fair included the position of Web Administrator / Video Producer posted on 2020-07-19</p>	1	GM