

**WHIT-AM, WJJO, WJQM, WLMV, WMGN, WOZN, WRIS-FM, WWQM-FM****EEO PUBLIC FILE REPORT****August 1, 2020 - July 31, 2021****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	1-65	10
Marketing Account Managers	1-65	30
Marketing Account Managers	1-65	23
Marketing Account Managers	1-65	23
Search Specialist	1-4, 6, 8-9, 12, 15, 18-20, 22-29, 31-32, 34, 36-40, 42-45, 47-50, 52-59, 61, 63- 65	15
Agribusiness Broadcaster	1-4, 6, 8-9, 12, 15, 18-20, 22-29, 31-32, 34, 36-40, 42-45, 47-50, 52-59, 61, 63- 65	55
Agribusiness Broadcaster	1-4, 6, 8-9, 12, 15, 18-20, 22-29, 31-32, 34, 36-40, 42-45, 47-50, 52-59, 61, 63- 65	55

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<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	6
11	Former Employee	N	1
12	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
13	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

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14	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
15	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Indeed.com n/a Manual Posting	N	4
16	Indeed.com	N	1
17	Job Fair	N	2
18	KKLH/KOMG/KOSP/KQRA 319 B East Battlefield Springfield, Missouri 65807 Email : mhukriede@mwfmmarketing.fm MW SpringMo, Inc.	N	0
19	LaCrosse Area Hmong Mutual Assistance Assoc. 1815 Ward Ave. Refugee Emplment Coordinator LaCrosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Fax : 1-608-781-5011 Nevin Xiong	Y	0
20	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
21	Linked In	N	53
22	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	0

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23	Mid-West Family Recruitment Ads 730 Rayovac Dr Madison, Wisconsin 53711 Phone : 608-441-3630 R.J. Brachman Manual Posting	N	9
24	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
25	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : <a href="http://www.mbaweb.org/">http://www.mbaweb.org/</a> Mandi Heiland Manual Posting	N	0
26	MWF Website 730 RAyovac Drive Madison, Wisconsin 53711 Phone : 608-273-1000 Url : <a href="http://www.midwestfamilybroadcasting.com">www.midwestfamilybroadcasting.com</a> Email : <a href="mailto:sara.kiley@midwestfamilymadison.com">sara.kiley@midwestfamilymadison.com</a> Sara Kiley	N	6
27	NAFB 1110 Platte Falls Rd Platte City, Missouri 64079 Career Services Manual Posting	N	0
28	National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a> Lo Jelks	Y	0
29	National Hispanic Media Coalition Wisconsin Phone : 626-792-6462 Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Career Services	Y	0

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30	Non-Employee Referral	N	12
31	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
32	Ohio University 219 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rogus@ohio.edu Mary Rogus	Y	0
33	On Air Recruitment Ad	N	1
34	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
35	Previous Employee	N	2
36	Radio Broadcast School 700 3rd Street N LL-7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	Y	0
37	Radio Horn Montreal, Canada Phone : 614-602-1808 Email : jobpost@radiohorn.com Chris Bosworth	Y	0
38	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

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39	South Eastern MN Wisconsin Email : ckottke@southeastmn.edu Cindy Kottke	Y	0
40	Southern Illinois Univ Edwardsville Campus Box 1620 Edwardsville, Illinois 62025-1620 Phone : 618-650-3708 Email : tammtay@siue.edu Tammy Taylor	Y	0
41	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
42	The QTI Group 702 E Washington Ave Madison, Wisconsin 53703 Phone : 608-232-2650 Url : <a href="http://www.qtigroup.com/">http://www.qtigroup.com/</a> Laura Bermudo Manual Posting	N	0
43	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
44	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

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45	University of Wisconsin-LaCrosse 1140 Cenntennial Hall Lacrosse, Wisconsin Phone : 608-785-8514 Email : adettmann@uwlax.edu Aiyana Dettmann	Y	0
46	Unknown Referral Source	N	3
47	UW - Green Bay - Careers 2420 Nicolet drive SS 1916 Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
48	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
49	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
50	UW Oshkosh 800 Algoma Blvd. AC Center W112 Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
51	UW-Stout 103 Administration Bldg. Career Services Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Mary Brinkman	Y	0



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52	WAXX/WAYY/WDRK/WEAQ/WECL/WIAL 944 Harlem St Altoona, Wisconsin 54720 Phone : 715-852-2641 Email : neilbauer@midwestfamilyec.com Neil Bauer	N	0
53	Western Kentucky University Wisconsin Email : employerrelations@wku.edu Robert Onself	Y	0
54	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
55	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	7
56	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
57	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

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58	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
59	WIZM/WKTY/WRQT/KQYB/KCLH 201 State St La Crosse, Wisconsin 54601 Email : <a href="mailto:kristyn@mwfroadcasting.com">kristyn@mwfroadcasting.com</a> Family Radio Inc.	N	0
60	WMAY/WNNS/WQLZ/WLCE 1510 N Third St Riverton, Illinois 62561 Email : <a href="mailto:kelly@wnns.com">kelly@wnns.com</a> Kelly Standish	N	0
61	WNSN/WHFB/WSBT/WZOC 1301 E Douglans Rd Mishawaka, Indiana 46545 Phone : 574-247-434 Email : <a href="mailto:pmorris@wsbtradio.com">pmorris@wsbtradio.com</a> Pat Morris	N	0
62	Word of Mouth Referral	N	1
63	Workforce Connections, Inc. 402 N. 8th St. LaCrosse, Wisconsin 54601 Phone : 608-789-5645 Email : <a href="mailto:palmerw@workforceconnections.org">palmerw@workforceconnections.org</a> Fax : 1-608-785-9939 Wanda Palmer	Y	0
64	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E Napier Benton Harbor, Michigan 49022 Email : <a href="mailto:judyg@wirx.com">judyg@wirx.com</a> Career Services	N	0
65	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>108</b>

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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	Ongoing Event	Establishment of training programs for station personnel	Sandler Training Sandler is a full-service professional development and training organization serving large multi-national companies as well as small- to mid-sized businesses. We offer a full suite of results-driven training solutions designed to address a wide range of business issues in sales, management and leadership. These solutions are accessible via multiple delivery modalities, including in-person instructor-led, virtual instructor-led, and Online On-Demand, to give our clients the flexibility to learn when, where, and how, it makes sense for them.	8	Strategy Team Account Executive Director of Strategy Interactive & Campaign Manager
2	3/24/2021	Provision of training to management	Participated in the WBA EEO Seminar: Staying on Top of Your Broadcast FCC EEO Obligations (webinar)	8	Director of Marketing & Sales Business Manager
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	Agribusiness Internship Learn about agribusiness broadcasting with hands-on assignments and participate in broadcasting relating to the rural community and those businesses that service the ag industry.	1	Farm Director
4	Ongoing Event	Establishment of training programs for station personnel	Mid-West Family Sales University (6/2-6/4/21) This program is designed for "sellers" and "non-sellers" to be taught the sales process in an effort to improve skills both in the sales department and throughout the company to have a better feel of our way of conducting the client relationship. The skills learned at Sales University help all who attend gain more knowledge to improve their position in the company.  This training takes place 2 times per year.	8	Director of Marketing & Sales Strategy Team Strategy Team
5	6/7/2021	Participation in Job Fairs	The WBA Virtual Job Fair with job listings for Marketing Account Manager and Part Time Traffic Reporter.	8	Director of Marketing & Sales

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	<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>
6	Ongoing Event	Establishment of an intern program designed to assist members of the community	To build your knowledge and become an expert in one of the core disciplines of digital marketing (Social Media, Content Marketing, Email Marketing, or Analytics and Data) and apply that knowledge and share ideas to improve Mid-West Family Madison's stations position in the market.	8	Marketing Director