

**WIII, WXLC, WLIP, WKRS, WZSR**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2023 to July 31, 2024**

**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 Hire</b>
Integrated Marketing Consultant	1-32	1
Integrated Marketing Consultant	1-32	31

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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	Alpha Media Website www.alphamediausa.com/careers	N	5
2	Indeed website www.indeed.com	N	
3	Linkedin	N	
4	Happening Magazine 1420 63rd Street Kenosha, WI 53143 Phone: 262-564-8800 Contact: Reanna Stockdale reanna@happeningsmag.com	N	
5	Beloit College 700 College Street Beloit, WI 53511 Phone: 608-363-2014 Contact: Ann Davies daviesa@beloit.edu	N	
6	Fox Valley Tech 1825 N. Bluemound Drive Appleton, WI 54912 Phone: 920-735-5627 Contact: Cindy Stoeger ses@fvtc.edu	N	
7	Beloit College 700 College Street Beloit, WI 53511 Phone: 608-363-2014 Contact: Ann Davies daviesa@beloit.edu	N	
8	Carthage College 2001 Alford Park Dr. Kenosha, WI 53140 Contact : Jean Frederick Phone: 262-551-5375 jfrederick@carthage.edu	N	
9	Columbia College-Careers 600 S. Michigan Ave.	N	

	Chicago, IL 606005 312-344-7280 Contact: Paula Brien Phone: 312-344-7280 pbrien@colum.edu		
10	International College of Broadcasting 6 South Smithville Road Dayton, OH 45431` Phone: 937-258-8251 Contact: Gail Basine zenaich@aol.com	N	
11	Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-6070 dgray@ilba.org	N	
12	Wisconsin Broadcasters Association 44 East Mifflin Street, #900 Madison, WI 53703 Contact: Linda Baun <a href="mailto:lbaun@wi-broadcasters.com">lbaun@wi-broadcasters.com</a>	N	
13	Cardinal Stritch University 6801 Yates Road Milwaukee, WI 53217 Phone: 414-410-4157 Contact: Tom Kipp tekipp@stritch.edu	N	
14	YWCA of Racine 5540 Durand Ave. #8-296 Racine, WI 53404 Phone: 262-633-3505 memberservices@ywcaofracine.org	N	
15	Career Services Carroll University 100 N. East Ave. Waukesha, WI 53186 Phone: 262-524-7220 wyc@carroll1.cc.edu	N	
16	Herzing University 5218 East Terrace Drive Madison, WI 53718 Phone: 608-249-6611 info@msn.herzing.edu	N	
17	Viterbo University Career Planning 900 Viterbo Drive	N	

	Lacrosse, WI 54601 608-796-3828 Contact: Carla Stanek careers@viterbo.edu		
18	College of Lake County Career Business Center 19351 W. Washington St. Room A111 Grayslake, IL 60030 Phone: 847-543-2059 Email: cjcp@clcollinois.edu	N	
19	Latinos' Unidos 1957 Eastman Avenue Green Bay, WI 54302 Phone: 920-468-8212 Contact: Louis Sutto lusinc@aol.com	N	
20	Curative Workshop 2900 Curry Lane Green Bay, WI 54308 Phone: 920-468-9129 Contact: Kim Chong kchong@newcurative.org	N	
21	University of Northern Iowa 1227 West 27th Street Cedar Fall, IA 52001 Phone: 319-273-6857 careercenter@uni.edu	N	
22	Illinois Media School – Lombard 455 Eisenhower Lane South, #200 Lombard, IL Contact: Dustin Lingemann Phone: 630-916-1700 dlingemann@beonair.com	N	
23	University of Wisconsin-Eau Claire – Careers 230 Schofield Hall Eau Claire, WI 54701 Phone: 715-836-4023 Contact: Judy Gatlin gatlinj@uwec.edu	N	
24	University of Wisconsin – Fox Valley 1478 Midway Road Menasha, WI 54952 Phone: 920-832-2620 Contact: Ted Dufour tdufour@uwc.edu	N	
25	University of Wisconsin – Green Bay Affirmative Action	N	

	2420 Nicolet Drive Green Bay, WI 54311 Phone: 920-465-2228 Contact: Ellen Olson careerserve@sba.uwm.edu		
26	University of Wisconsin –River Falls 410 South Third Street River Falls, WI 54022 Phone: Contact: June Schubert june.m.schubert@uwrf.edu	N	
27	Wisconsin AFSCME Headquarters 33 Nob Hill Road Madison, WI 53713 Phone: 800-362-8261 Contact: Jennifer McCulley jmcculley@afscmecouncil40.org	N	
28	University of Wisconsin – Madison Business Career Center 975 University Avenue Madison, WI 53706 Phone: 608-262-2550 Contact: Lisa Collins <a href="mailto:lcollins@bus.wisc.edu">lcollins@bus.wisc.edu</a>	N	
29	Women of Color P.O. Box 2337 Madison, WI 53701 contact@womenofcolornetwork-wis.org	N	
30	Wisconsin Women’s Network 612 W. Main Street, Ste 200 Madison, WI 53703 Phone: 608-255-9809 info@wiwomensnetwork.org	N	
31	Word of Mouth Referral	N	2
32	Gurnee Mills 6071 W. Grand Avenue Gurnee, IL 60031 Phone: 847-263-7500 kelsey.castrejon@simon.com	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1.	Participate in Scholarship Program Relating to Careers in Broadcasting	Our SEU participated in the review and selection of candidate applications for the 2024 annual scholarship, plus promotion of the scholarship program and monetary donation to the scholarship foundation for the Wisconsin Broadcaster’s Association.
2.	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues.	On May 11, 2024, our SEU hosted a tour of our stations for attendees of Camp Broadcast, an expert-led master class for 15 high school and college students interested in a career in broadcasting. During the tour, specific duties of key positions in radio were discussed and studios were visited.
3.	Host a Job Fair	On June 1, 2024, our SEU hosted a job fair at our Gurnee Mills studios. Our Market Manager collected resumes and met with candidates.
4.	Management-level Training Webinar	On September 15, 2023, our SEU participated in the FCC’s Equal Employment Opportunity Rules webinar. The session was presented by Wiley Rein, LLP.
5.	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues.	On Tuesday, April 30, 2024, our SEU hosted a tour of our Gurnee, Illinois stations for 11 special needs high school students from Warren Township High School. The tour was hosted by our Content Director and Market Manager and specific duties of key positions were discussed and studios were visited.
6.	Management-level Training Webinar	On October 17, 2023, our SEU participated in the Illinois Sexual Harassment Prevention 1.0 for Managers training.
7.	Training Webinar	On October 16, 2023, our SEU participated in

		the Workplace Violence and Bullying Prevention 2.0 training.
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