

WIII, WXLC, WLIP, WKRS, WZSR
EEO PUBLIC FILE REPORT
August 1, 2021 to July 31, 2022

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 Hire
On-Air Talent	1-2, 5-34	33
Account Executive	1-2, 4-33	32
Digital Sales Specialist	1-33	33

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alpha Media Website www.alphamediausa.com/careers	N	3
2	Indeed website www.indeed.com	N	5
3	Linkedin	N	1
4	Gurnee Mills 6170 W. Grand Avenue Gurnee, IL 60031 847-263-7500 Contact: Kelsey Castrejon kelsey.castrejon@simon.com	N	
5	Aurora University 639 38 th Street Rock Island, IL 61201 Contact: George Williams Phone: 630-892-6431 gwcadmission@aurora.edu	N	
6	American Legion Auxiliary of Wisconsin P.O. Box 140 Portage, WI 53901 Phone: 608-745-0124 Contact: Kathy Wollmer deptsec@amlegionauxwi.org	N	
7	Beloit College 700 College Street Beloit, WI 53511 Phone: 608-363-2014 Contact: Ellenor Anderbyrne anderbyrneek@beloit.edu	N	
8	Carthage College 2001 Alford Park Dr. Kenosha, WI 53140 Contact : Jean Frederick Phone: 262-551-5375 jfrederick@carthage.edu	N	

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9	<p>Equal Opportunities Commission 210 Martin Luther King Jr. Blvd., Rm.523 Madison, WI 53703 Phone: 608-266-2378 Contact: Bill Fetty dcf@cityofmadison.com</p>	N	
10	<p>International College of Broadcasting 6 South Smithville Road Dayton, OH 45431 Phone: 937-258-8251 Contact: Gail Basine zenaich@aol.com</p>	N	
11	<p>Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-6070 dgray@ilba.org</p>	N	
12	<p>Wisconsin Broadcasters Association 44 East Mifflin Street, #900 Madison, WI 53703 Contact: Linda Baun lbaun@wi-broadcasters.com</p>	N	1
13	<p>Cardinal Stritch University 6801 Yates Road Milwaukee, WI 53217 Phone: 414-410-4157 Contact: Tom Kipp tekipp@stritch.edu</p>	N	
14	<p>Racine City Workforce Develop 1717 Taylor Avenue Racine, WI 53403 Phone 262-638-6638 Contact: Christine Henning chennin@racineco.com</p>	N	
15	<p>Columbia College Careers 600 S. Michigan Avenue Chicago, IL 60605 Phone: 312-344-7280 Contact: Valerie Robbins Vrobbins@colum.edu</p>	N	
16	<p>Goodwill Industries 6055 North 91st Street Milwaukee, WI 53225 Phone: 414-353-6400 Contact: Lisa Norman</p>	N	

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	lisa.norman@goodwillsew.com		
17	Herzing University 5218 East Terrace Drive Madison, WI 53718 Phone: 608-249-6611 info@msn.herzing.edu	N	
18	Lakeland College W3718 South Drive Plymouth, WI 53073 Contact: Lisa Lindsay lindsaylm@lakeland.edu	N	
19	College of Lake County Career Business Center 19351 W. Washington St. Room A111 Grayslake, IL 60030 Phone: 847-543-2059 Email: cjcp@clcillinois.edu	N	
20	Latinos' Unidos 1957 Eastman Avenue Green Bay, WI 54302 Phone: 920-468-8212 Contact: Louis Sutto lusinc@aol.com	N	
21	Fox Valley Technical College Employment Connections 1825 N. Bluemound Road Appleton, WI 54912 Phone: 920-735-5627 EmploymentConnections@fvtc.edu	N	
22	Moraine Park Technical College 235 North National Avenue Fon du Lac, WI 54936 Phone: 920-924-3205 Contact: Michelle Sabel msabel@morainepark.edu	N	
23	Illinois Media School – Lombard 455 Eisenhower Lane South, #200 Lombard, IL Contact: Dustin Lingemann Phone: 630-916-1700 dlingemann@beonair.com	N	
24	University of Wisconsin-Eau Claire – Careers 230 Schofield Hall Eau Claire, WI 54701 Phone: 715-836-4023 Contact: Judy Gatlin	N	

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	gatlinj@uwec.edu		
25	University of Wisconsin – Fox Valley 1478 Midway Road Menasha, WI 54952 Phone: 920-832-2620 Contact: Ted Dufour tdufour@uwc.edu	N	
26	University of Wisconsin – Green Bay Affirmative Action 2420 Nicolet Drive Green Bay, WI 54311 Phone: 920-465-2228 Contact: Ellen Olson careerserve@sba.uwm.edu	N	
27	University of Wisconsin –River Falls 410 South Third Street River Falls, WI 54022 Phone: Contact: June Schubert june.m.schubert@uwrfl.edu	N	
28	University of Wisconsin – Madison Department of Afro-American Studies 4141 Helen C. White Hall, 600 North Park Street Madison, WI 53706 Phone: 608-263-1642 Contact: Robin H. Schmidt, M.S. rhschmidt@wisc.edu	N	
29	University of Wisconsin – Madison Business Career Center 975 University Avenue Madison, WI 53706 Phone: 608-262-2550 Contact: Lisa Collins lcollins@bus.wisc.edu	N	
30	Wisconsin Employment & Training Association 1213 North Sherman Avenue PMD #324 Madison, WI 53704 Phone: 608-242-7425 info@wetainc.org	N	
31	Women’s Resource Center UW-Stevens Point Room 30C Lower Level UC Stevens Point, WI 54481 Phone: 715-346-4851 Contact: Melissa Chambers	N	

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	womensres@uwsp.edu		
32	Word of Mouth Referral	N	5
33	Radio Station On-Air Announcements	N	5
34	AllAccess.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Scholarship Program Relating to Careers in Broadcasting	SEU participated in the review and selection of candidate applications for annual scholarships, plus promotion of the scholarship program and monetary donation to the scholarship foundation.
2	Tour of Station	On May 19, 2022 our SEO gave a tour of our radio stations to a group of 21 special needs individuals and their assistants. During the tour, specific duties of key positions in radio were discussed and studios were visited.
3	Host a Job Fair	On February 12, 2022, our SEU hosted a job fair at our Gurnee Mills studios at 6170 West Grand Avenue, Gurnee, Illinois. Our Market Manager collected resumes and shared information about careers in broadcasting. Our SEU collected resumes and met with each of the eight candidates that attended. Candidates were applying for Account Executive and Digital Sales Strategist positions.
4.	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 1, 2021 and July 31, 2022, our SEU's General Manager, Business Manager, Director of Sales as well as Program Directors participated in a ThinkHR training program provided by Alpha Media entitled, "A Manager's Guide to Diversity, Inclusion and Accommodation."
5.	Management-level training addressing equal employment opportunity and preventing discrimination.	Between the dates of August 1, 2021 and July 31, 2022, our SEU's General Manager, Business Manager, Director of Sales as well as Program Directors participated in a ThinkHR training program provided by Alpha Media entitled, "Harassment Prevention for Illinois Managers."
6.	Management-level training addressing equal	Between the dates of August 1, 2021 and July

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<p>employment opportunity and preventing discrimination.</p>	<p>31, 2022, our SEU’s General Manager, Business Manager, Director of Sales as well as Program Directors participated in a ThinkHR training program provided by Alpha Media entitled, “Preventing Bullying and Violence in the Workplace.”</p>
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