

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7, 9-72, 74-76, 78-120	25
Account Executive	1-7, 9-72, 74-76, 78-120	25
Morning Drive Co-Host	1-7, 9-31, 33-69, 71-72, 74-76, 78-120	33
Support Staff	1-7, 9-32, 34-61, 63-72, 74-76, 78-120	25
Support Staff	1-7, 9-32, 34-61, 63-72, 74-76, 78-120	70
Support Staff	1-7, 9-32, 34-61, 63-72, 74-76, 78-120	70
Support Staff	1-7, 9-32, 34-61, 63-72, 74-76, 78-120	86
Reporter/Anchor	1-7, 9-43, 45-69, 71-72, 74-76, 78-120	116
Account Executive	1-43, 45-120	77
Account Executive	1-43, 45-120	77

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABR Employment Services 1501 Losey Blvd South La Crosse, Wisconsin 54601 Phone : 608-782-9700 Email : lacrosse@abrjobs.com Fax : 1-608-784-7143 Gary Frahm	Y	0
2	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 3104576616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver Manual Posting	N	2
3	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2673 Url : http://www.beloit.edu Email : lapc@beloit.edu Fax : 1-608-363-2109 Career Services	Y	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@amfmjobs.com Mark Halloway	Y	0
5	Broadcasting Institution of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-410-254-5357 Norman Brooks	Y	0
6	Brown College School of Broadcasting 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Fax : 1-651-905-3550 Terry Miller	Y	0

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7	Career Development and Placement Uni. of WI Waukesha 1500 N. University Dr. Waukesha, Wisconsin 53186 Phone : 2625215200 Email : amanda.mueller@uwc.edu Fax : 1-262-521-5491 Amanda Mueller	Y	0
8	Career Fair	N	13
9	Carolina School of Broadcasting 3435 Performance Rd Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-531-7291 Alyson Young	Y	0
10	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone : 262-551-5959 Email : jfrederick@carthage.edu Fax : 1-262-551-5375 Jean Frederick	Y	0
11	Catholic Charities 2710 East Avenue La Crosse, Wisconsin 54601 Phone : 608-782-0710 Email : info@cclse.org Darcie Manning	Y	0
12	Chrysalis Inc. 1342 Dewey Court Madison, Wisconsin 53703 Phone : 608-256-3102 Email : chrysalis844@sbcglobal.net Fax : 1-608-256-3103 Career Services	Y	0
13	Clarke University Job Bank 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 8888252753 Url : www.clarke.edu Website Website Manual Posting	Y	0

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14	Columbia College - Careers 623 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Fax : 1-312-344-8020 Evonne Mathews Manual Posting	Y	0
15	Columbia School of Broadcasting 301A Maple Street, Suite G Vienna, Virginia 22180 Phone : 703-591-6000 Email : djtrain@columbiaschoolbroadcas.com Fax : 1-703-591-6147 Jim Lashley	Y	0
16	Community Action Coalition 1717 N. Stoughton Rd. Madison, Wisconsin 53704 Phone : 608-246-4730x215 Email : libby6@cacscw.org Fax : 1-608-246-4760 Libby Rowe	Y	0
17	Concordia University 12800 N. Lake Shore Dr. Mequon, Wisconsin 53092 Phone : 262-243-5700 Email : career.services@cuw.edu Fax : 1-262-243-4478 Krista Rindfleisch	Y	0
18	Curative Connections 2900 Curry Lane Green Bay, Wisconsin 54308 Phone : 920- 468-9129 Email : bjordan@curativeconnections.org Fax : 1-920-965-2653 Brenda Jordan	Y	0
19	Department of Workforce Development 333 Buchner Place Wing B La Crosse, Wisconsin 54603 Phone : 608-785-9500 Email : dwddvr@dwd.state.wi.us Mari DeJariais	Y	0

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20	Division of Vocational Rehabilitation 125 N 6th Street La Crosse, Wisconsin 54601 Phone : 608-785-9500 Fax : 1-608-785-9494 Job Placement	Y	0
21	E.W. Scripps School of Journalism E.W. Scripps Hall #102 Athens, Ohio 45701 Phone : 7405932590 Email : foxr1@ohio.edu Becky Fox	Y	0
22	Eau Claire Area Hmong Assist. 423 Wisconsin St. Eau Claire, Wisconsin 54703 Phone : 715-832-8420 Email : ecahmaa@gmail.com Fax : 1-715-832-0612 Evan Xiong	Y	0
23	Edgewood College - Careers 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-257-4861 Url : www.edgewood.edu Website Website Manual Posting	Y	0
24	Emma L. Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-0199 Email : michael.barham@nbcuni.com Michael Barham	Y	0
25	Employee Referral	N	6
26	Equal Opportunity Commission - Milwaukee 310 W. Wisconsin Ave Milwaukee, Wisconsin 53203 Phone : 8006694000 Email : info@eoc.gov Fax : 1-414-297-4133 Rosemary Fox	Y	0

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27	Experience Works 319 Main Street Suite 404 La Crosse, Wisconsin 54601 Phone : 608-789-5623 Fax : 1-608-789-5624 Erika Dewald-Hoss	Y	0
28	Focuscorp Inc. 3201 Latham Drive Madison, Wisconsin 53713 Phone : 608-277-9140 Email : focuscorp1@aol.com Catherine Murray	Y	0
29	Goods Entertainment P.O. Box 1266, 166 Kings Highway North Weston, Connecticut Phone : 203-341-0111 Email : agoodman@goodsentertainment.com Adam Goodman	N	0
30	Goodwill Industries 2334-36 Rose Street La Crosse, Wisconsin 54603 Phone : 608-783-2710 Email : lacrosse@gwiccc.org Fax : 1-608-783-7565 Paula Egge	Y	0
31	Illinois & Ohio Centers for Broadcasting Chicago, Illinois Phone : 847-962-1586 Email : dclark@beonair.com Don Clark	Y	0
32	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Url : indeed.com Career Services Manual Posting	N	7
33	Internal Postings 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Kristy Nix Manual Posting	N	2

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34	Iowa Central College 330 Avenue M Ft. Dodge, Iowa 50501 Phone : (515) 576-0099x2407 Email : careerservices@iowacentral.edu Fax : 1-515-576-7724 Career Services	Y	0
35	Job Center of Wisconsin All Job Centers in Wisconsin All, Wisconsin Phone : 8882589966 Url : www.wisconsinjobcenter.org Website Website Manual Posting	N	0
36	Kennedy Heights Comm. Ct. 199 Kennedy Heights Madison, Wisconsin 53703 Phone : 6082440767 Email : director@khcommunitycenter.org Fax : 1-608-661-9190 Alyssa Kenney	N	0
37	La Casa de Esperanza Inc 410 Arcadian Ave Waukesha, Wisconsin 53103 Phone : 262-547-0887 Email : info@lacasadeesperanza.org Fax : 1-262-547-0735 April Medina	Y	0
38	La Crosse Area Hmong Mutual 1915 Ward Ave La Crosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Butler Nevin	Y	0
39	La Crosse County Job Service 402 N. Eighth Street La Crosse, Wisconsin 54601 Phone : 608-789-5627 Email : piercet@workforceconnections.org Fax : 1-608-789-5599 Career Services	Y	0

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40	Labor Ready 1107 Liberty Street La Crosse, Wisconsin 54601 Phone : 608-7820452 Fax : 1-608-782-1485 Adam Tolliver	Y	0
41	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5346 Tina Moore Manual Posting	Y	0
42	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Lisa Stephen Manual Posting	Y	0
43	Lawrence University-Career Center 711 E Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Kathy Heinzen Manual Posting	Y	0
44	Logan High School 1500 Ranger Drive La Crosse, Wisconsin 54603 Phone : 608-789-7700 Email : larry.comadena@loganschools.org Fax : 1-608-789-7711 Larry Comadena	Y	0
45	Lutheran Social Services 2025 South Avenue, Suite 200 La Crosse, Wisconsin 54601 Phone : 608-796-2300 Fax : 1-608-788-6623 Todd Wilson	Y	0

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46	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : www.mediainstitute.edu Fax : 1-608-442-0141 Laura Mael Manual Posting	Y	0
47	Marquette University 1324 W. Wisconsin Avenue Milwaukee, Wisconsin 53233 Phone : (414) 288-7250 Url : http://www.marquette.edu Website Website Manual Posting	Y	0
48	MATC-Minority Student Services 3550 Anderson Street Madison, Wisconsin 53704 Phone : 608-246-6100 Url : www.wisconsintechconnect.com Patty Geske Manual Posting	Y	0
49	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 800-968-7622 Fax : 1-517-484-5810 Denise Weston	Y	0
50	Mid West Family Broadcasting Eau Claire 944 HARLEM STREET ALTOONA, Wisconsin 54720 Email : NEILBAUER@MIDWESTFAMILYEC.COM NEIL BAUER	N	0
51	MID WEST FAMILY BROADCASTING ROCKFORD 2830 SANDY HOLLOW ROAD ROCKFORD, Illinois 61108 Phone : 815-873-3261 Email : LONNASCHROEDER@rmgmwf.com LONNA SCHROEDER	N	0

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52	Midwest Family Broadcasting 730 Rayovac Drive Madison, Wisconsin 53744 Phone : 608-273-1000 Email : hope.q@mwfbg.net Fax : 1-608-273-3588 Hope Quakenboss	N	0
53	Midwest Family Broadcasting in Benton Harbor-St. Joseph, MI 580 East Napier Avenue Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Fax : 1-269-925-1011 Judy Groenke	N	0
54	Midwest Family Broadcasting in Springfield, IL 1510 N Third Street Riverton, Illinois 62561 Phone : 217-629-7077 Email : eeo@longnine.com Fax : 1-217-629-7952 Cristine Marinelli	N	0
55	Midwest Family Broadcasting in Springfield, MO 319-B East Battlefield Springfield, Missouri 65807 Phone : 417-886-5677 Email : brogers@mwfmarketing.fm Brandi Rogers	N	0
56	Milwaukee Area Technical College 700 W. State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Julie Klug Manual Posting	Y	0
57	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Email : spencer@msoe.edu Fax : 1-414-277-7122 Mary Spencer	N	0

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58	Minneapolis Media Institute 4100 W 76th Street Edina, Minnesota 55435 Phone : 612-808-0171 Url : www.mediainstitute.edu Drew Ailes Manual Posting	Y	0
59	Minnesota Broadcasters Association 3033 Excelsior Blvd. Ste. 440 Minneapolis, Minnesota 55416 Phone : 6129268123 Url : www.minnesotabroadcasters.com Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda LaSere	N	0
60	Minnesotaworks.net 1st National Bank Building 332 Minnesota Street, Suite E-200 Saint Paul, Minnesota 55101-1351 Phone : 8006573858 Url : www.minnesotaworks.net Website Website Manual Posting	N	0
61	Moody Bible Institute 820 N La Salle Dr. Chicago, Illinois 60610 Phone : 312-329-4414 Fax : 1-312-329-8976 Patrick Friedline Manual Posting	Y	0
62	Moorhead State University 1104 7th Avenue South Moorhead, Minnesota 56563 Phone : 218-477-2131 Url : www.mnstate.edu Greg Toutges Manual Posting	Y	0
63	Mount Mary College 2900 N. Menomonee River Parkway Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Kirsten Wright Manual Posting	Y	0

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64	Nicolet Area Technical College PO BOX 518 Rhineland, Wisconsin 54501 Phone : 715-365-4565 Url : www.wisconsintechconnect.com Nancy Burns Manual Posting	Y	0
65	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1692 Patti Peacock-Landrum	Y	0
66	Northport Community Center 1927 Northport Drive Madison, Wisconsin 53704 Phone : 608-249-0160 Email : jackithomas@tds.net Fax : 1-608-249-0177 Jacki Thomas	Y	0
67	Northwestern College Job Bank 3003 Snelling Avenue North St. Paul, Minnesota 55113 Phone : 6516315265 Url : www.nwc.edu Website Website Manual Posting	N	0
68	ODC, Inc 2406 E. 21st St. Marshfield, Wisconsin 54449 Phone : 715-387-1161 Fax : 1-715-389-1443 Lynn Haefer	Y	0
69	Office of Affm Action & Compliance 215 Martin Luther Kind Jr. Blvd, Suite 130 Madison, Wisconsin 53701 Phone : 608-266-4082 Email : lnunez@cityofmadison.com Lucia Nunez	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	On-Air Advertisements 201 State Street La Crosse, Wisconsin 54601 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	14
71	Opportunity Development Centers, Inc. 2406 E. 21st St. Marshfield Marshfield, Wisconsin Phone : 715-387-6682 Email : dscott@odcinc.com Fax : 1-715-389-1443 Dan Scott	N	0
72	ORC Industries, Inc. 2700 Commerce Street La Crosse, Wisconsin 54603 Phone : 608-781-7727 Fax : 1-608-781-1464 Human Resources	Y	0
73	Other Source	N	1
74	Penn State College of Communications 101 Bank of American Career Service University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 1-814-863-0226 Jack R. Rayman	Y	0
75	Racine Affirm Action Office 730 Washington Ave. Racine, Wisconsin 53403 Phone : 262-636-9589 Email : jobs@cityofracine.org Tim Thompkins	Y	0
76	Racine Urban League 718 N. Memorial Drive Racine, Wisconsin 53404 Phone : 262-637-8532 Email : yadams2006@yahoo.com Yolanda Adams	Y	0
77	Radio Recruitment Ad	N	17

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78	Radio1 Broadcast School 700 3rd Street N LL-7 La Crosse, Wisconsin 54601 Phone : (800) 889-2221 Email : director@radio1school.com Joe Deschler	N	0
79	RadioOnline.com 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Ron Chase Manual Posting	N	0
80	Riverfront Inc. 3000 South Avenue La Crosse, Wisconsin 54601 Phone : 608-784-9450 Fax : 1-608-784-5345 Nancy Wagner	Y	0
81	Salvation Army 223 8th Street N La Crosse, Wisconsin 54601 Phone : 608-782-6126 Fax : 1-608-782-7377 Soc. SVC / Job Placement	Y	0
82	Silver Lake College 2406 S. Alverno Rd. Manitowoc, Wisconsin 54220 Phone : 920-686-6199 Email : jan.algozine@sl.edu Fax : 1-920-684-7082 Jan Algozine	Y	0
83	Specs Howard School 19900 W. Nine Mile Southfield, Michigan 48075 Phone : 248-356-6519 Email : nshiner@specshoward.edu Fax : 1-248-746-9770 Nancy Shiner	Y	0

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84	St. Mary's Ridge Church 26400 County Highway U Cashton, Wisconsin 54619 Phone : (608)823-7906 Url : http://stmarysridge.org Email : smr1856@centurytel.net Shannon Leis	Y	0
85	St. Norbert College Job Bank 100 Grant Street De Pere, Wisconsin 54115 Phone : 9204033040 Url : www.snc.edu Fax : 1-920-403-4052 Website Website Manual Posting	N	0
86	Station Websites 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	5
87	Texas A&M Career Services 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : www.tamu.edu Website Website Manual Posting	Y	0
88	The Main Street Communication Network Tattler 4517 Minnetonka Blvd #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom K	N	0
89	University of Dubuque - Careers 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3132 Url : www.dbq.edu Email : career@dbq.edu Career Services	Y	0

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90	University of Northern Iowa - Careers 102 Gilchrist Hall Student Services Ctr #19 Cedar Falls, Iowa 50614 Phone : 319-273-6998 Url : www.uni.edu Robert Fredrick Manual Posting	Y	0
91	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5339 Url : www.uiu.edu Website Website Manual Posting	Y	0
92	Urban League of Kenosha 1418 68th St. Kenosha, Wisconsin 53143 Phone : 262-652-2111 Email : yadams2006@yahoo.com Fax : 1-262-637-8634 Yolanda Adams	N	0
93	UW - Fox Valley - Careers 1478 Midway Rd Menasha, Wisconsin 54952 Phone : 920-832-2633 Email : tammy.brunette@uwc.edu Tammy Brunette	Y	0
94	UW - Green Bay - Careers 2420 Nicolet Drive SS 1916 Green Bay, Wisconsin 54311 Phone : (920) 465-2163 Linda Johnson Manual Posting	Y	0
95	UW - Madison Journalism Placement Office 821 University Ave Madison, Wisconsin 53706 Phone : 608-263-4858 Career Services Manual Posting	Y	0

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96	UW - Milwaukee P.O. Box 143 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Kim Houghland Manual Posting	Y	0
97	UW – Fond du Lac 12 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-7161 Email : fdlinfo@uwc.edu Kerry Strupp	Y	0
98	UW La Crosse Placement & Career Advising 1725 State Street Placement & Career Advising La Crosse, Wisconsin 54601 Phone : 608-785-8514 Email : career@uwlax.edu Fax : 1-608-785-8518 Rebecca Lee	Y	0
99	UW La Crosse WMCM-TV 1725 State Street La Crosse, Wisconsin 54601 Phone : 608-785-8379 Email : wmcmtv@uwlax.edu Dr. Patricia Turner	Y	0
100	UW La Crosse- Multicultural Student Services 1725 State Street, 1100 Centennial Hall La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : ereese@uwlax.edu Fax : 1-608-785-8837 Dr. Ned Reese	Y	0
101	UW Madison Communication Arts 821 University Ave 6117 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-2543 Email : info@commarts.wisc.edu Fax : 1-608-262-9953 Barb Voss-Ruid	Y	0

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102	UW Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Email : career@uwsp.edu Career Services	Y	0
103	UW Stout 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Fax : 1-715-232-3595 Mary Bald	Y	0
104	UW Superior 1800 Grand Ave. Superior, Wisconsin 54880 Phone : 715-394-8307 Url : www.super.edu Website Website Manual Posting Prong 2 Ended Date: 9/25/2015	N	0
105	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
106	UW-Platteville - Career Center 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Diana Brinkman Manual Posting	Y	0
107	UW-Platteville - Dept. of Comm Tech 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1627 Email : troy@uwplatt.edu Fax : 1-608-342-1965 Becky Troy	Y	0

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108	UW-Whitewater Andersen Library Room 2002 800 West Main Street Whitewater, Wisconsin 53190 Phone : 262-472-1471 Email : career@uww.edu Career Services	Y	0
109	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : (608)796-3828 Url : http://www.viterbo.edu Email : careers@viterbo.edu Fax : 1-608-796-3050 Lisa Mohr	Y	0
110	Vocational Rehabilitation Monroe County 14305 County Hwy B Sparta, Wisconsin 54656 Phone : 608-269-8600 Email : sharon.nelson@co.monroe.wi.us Sharon Nelson	Y	0
111	Waukesha Cty. Technical College 892 Main St Suite C Pewaukee, Wisconsin 53072 Phone : 414-695-7816 Email : careers@wctc.edu Career Services	Y	0
112	Western Kentucky University Career Services Center Bowling Green, Kentucky 42101 Dan Trendt Manual Posting	Y	0
113	Western WI Tech College Minority Affairs 304 6th Street North PO Box C-908 La Crosse, Wisconsin 54601 Phone : 608-785-9550 Email : bernard.black9@gmail.com Fax : 1-608-785-9094 Bernard Black	N	0

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114	Western Wisconsin Community College-Employment Services 304 Sixth Street, North La Crosse, Wisconsin 54601 Phone : 608-785-9200x2 Fax : 1-608-374-7741 Karol Parr	Y	0
115	Western Wisconsin Tech College 400 Seventh Street North La Crosse, Wisconsin 54601 Career Services Manual Posting	N	0
116	Wisconsin Broadcasters Association 44 East Mifflin Madison, Wisconsin 53701 Phone : 608-255-2600 Url : www.wi-broadcasters.org Website Website Manual Posting	N	1
117	Wisconsin Job Center Green Bay 701 Cherry Street Green Bay, Wisconsin 54301 Phone : 920-448-6760 Fax : 1-920-448-5013 John Gosling	Y	0
118	Wisconsin NOW P.O. Box 45671 Madison, Wisconsin 53703-5671 Phone : 608-313-4669 Email : nowmadison@gmail.com Career Services	Y	0
119	Workforce Connections, Inc. 402 North 8th Street La Crosse, Wisconsin 54601 Phone : 608-789-5611 Email : blisss@workforceconnections.org Fax : 1-608-785-9939 Sharon Bliss	Y	0

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****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
120	YWCA Transitional 3219 Commerce Street La Crosse, Wisconsin 54601 Phone : 608-781-2783 Email : raschultz@ywcalax.org Rachel Schultz	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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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	9/1/2015	Establishment of a mentoring program	WBA Mentorship Program-Nominated part time employee Tyler Woodward who was chosen to participate in the program. He was paired up with Kelly Radandt from Woodward Communications in Appleton, WI. They communicate on a consistent schedule to discuss things Tyler can improve on to help him be better and prepare for being qualified for a full time position.	2	Part Time Announcer Program Director
2	10/22/2015	Participation in scholarship programs	WBA Scholarship Program Participation -October 2015-Cedric Friesen, Local Sales Manager and Howard Gloede, General Manager, reviewed and ranked all scholarship applicants based on their application in the areas of academics, broadcast experience, work experience, activities and honors. Those rankings were then forwarded to the WBA and used to help determine the scholarship winner. Radio announcements aired 10/5/15 to 10/15/15 on all stations encouraging interested applicants to apply. Lastly, Mid-West Family Broadcasting made a contribution to the Scholarship Program which supported funding the event.	2	General Manager Local Sales Manager
3	11/16/2015	Establishment of an intern program designed to assist members of the community	Mid-West Family Broadcasting participates in the WBA Internship Program which uses reasonable efforts for Mid-West Family Broadcasting to have an intern on staff. The WBA Solicits the opportunity for college students to apply for and seek out paid and unpaid internships at Mid-West Family Broadcasting in various departments: Prgramming, Sales and Administrative.	1	Station General Manager

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EEO PUBLIC FILE REPORT

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/18/2015	Participation in events sponsored by community groups	Job Shadowing. Mid-West Family Broadcasting was contacted by Ellen from Riverfront (an organization that helps individuals with disabilities prepare for the workforce). Ellen had an individual named Mitchell Parker that was interested in job shadowing to see what exactly goes on behind the scenes. Mitchell job shadowed our WIZM-FM Morning show with Brittany Styles.	1	WIZM-FM Morning Show Co-Host
5	12/3/2015	Participation in events or programs sponsored by educational institutions	Job Shadowing. Mid-West Family Broadcasting was contacted by an advisor from Western Technical College. They had a student who was interested in the broadcasting field. The student came in and sat in with Travis Winchester, KQYB Night Announcer, to learn more about the business and get a tour of the stations.	1	KQYB Night Announcer
6	1/27/2016	Participation in Job Fairs	Mid-West Family Broadcasting participated in the WBA Winter Job Fair on 1/27/16 that was held at The Madison Concourse Hotel in Madison, WI. Over 100 job seekers were in attendance. Mid-West Family Broadcasting was represented by General Manager, Rick McCoy and General Manager Lynn Bieritz. Radio spots aired prior to the event encouraging applicants to attend. Job positions open and available for applicants were: Advertising Representative	2	General Manager General Manager
7	3/31/2016	Hosting of Job Fair	Sales Open House is a Job Fair that Mid-West Family Broadcasting hosted on 3/31/2016. The event targeted a Thursday all day event from 8am to 6pm to peak interest in the sales field by offering an onsite informal gathering to learn more about our company. Radio announcements were broadcasted from 3/10/15 to 3/31/16. Other recruitment sources included postings on the station's individual websites and Facebook. 22 interviews were set up from this event. 4 people were offered a job and 2 people accepted.	3	Director of Sales Local Sales Manager Station Manager

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT

EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/6/2016	Participation in events or programs sponsored by educational institutions	JJ, WIZM-FM Nights Announcer conducted a tour for 16 people in the age span of 25 to 65. He showed the people of the community our facility and talked about how each station is run, how Sales department works and the other supporting positions we have. He explained how to get a career in broadcasting and what the day to day job duties are. Q & A session at the end of the tour.	1	Night Announcer
9	4/26/2016	Establishment of training programs for station personnel	The Walker Broadcast Management Institute is a 3 day course that was held from 4/26/16 to 4/28/16 at UW Madison in conjunction with the UW School of Business. The course is a 3 year module which provides management and station personnel education on improving the individual's business knowledge and to learn strategies on becoming a more effective manager beginning with the hiring process. The 3 topics covered were: 1)Financial Management for Broadcasters, 2)How to Work More Effectively with People and 3)Agile Strategy: Design it, Share It, Drive It. Managers from Radio and TV companies throughout Wisconsin attended the courses to acquire skills that could promote themselves for a higher level position and improve on their current roles. Attendees were: Tracy Balzer, WIZM-FM Morning Show Co-Host and Mitch Reynolds, News Director	2	News Director WIZM-FM Morning Show Co-Host
10	5/20/2016	Participation in events sponsored by community groups	The National Association of Broadcasters put on a recruiting event at FAMU School of Journalism and Graphic Communications in Tallahassee, FL. Students met with Theresa Timm, Director of Sales, from 8:15 am to 2:25pm. Theresa discussed with each student if they were willing to relocate and educate them about Mid West Family Broadcasting. She then followed up with the students that she wanted to interview.	1	Director Sales

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	5/24/2016	Participation in events or programs sponsored by educational institutions	Tracy Balzer, WIZM-FM Morning Show Co-Host and Jesse Skelley, WIZM-FM Afternoon Show Host conducted a tour for 30 High School students from Winona High School. They showed the students our facility and talked about how each station is run, how Sales department works and the other supporting positions we have. They explained how to get a career in broadcasting and what the day to day job duties are. Q & A session at the end of the tour.	2	Monring Show Co-Host Afternoon Show Host
12	6/15/2016	Provision of training to management	An EEO webinar was conducted on June 15th, 2016. "Legal Issues and Effective Strategies to Prevent Unlawful Discrimination During the Employment Relationship" was attended by Rick McCoy-General Manager/Director. The interactive webinar explored the laws that prohibit discrimination, provide real life case examples that illuminate the real world challenges and identify best practices that can be incorporated into daily managerial roles. The webinar was conducted by attorneys from Godfrey and Kahn.	1	General Manager/Director
13	6/22/2016	Participation in Job Fairs	Mid-West Family Broadcasting participated in the WBA Summer Job Fair on 6/22/2016 that was held at the Radisson Hotel in La Crosse, WI. Over 100 job seekers were in attendance. Mid-West Family Broadcasting was represented by General Manager Howard Gloede, Station Manager Brian Michaels, Director of Sales Theresa Timm, Local Sales Manager Cedric Friesen and Recruitment Sales Representative Lori Morton-Lockley. Job positions that were open and available for applicants were: Advertising Representative.	4	General Manager Station Manager Director of Sales Local Sales Manager

KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**EEO PUBLIC FILE REPORT****August 1, 2015 - July 31, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	6/23/2016	Provision of training to management	On 6/23/2016 General Manager Howard Gloede, Station Manager Brian Michaels, Director of Sales Theresa Timm, Local Sales Manager Cedric Friesen and Recruitment Sales Representative Lori Morton-Lockley attended a Recruitment Management Session at the WBA Summer Conference at the Radisson Hotel in La Crosse, WI. The session "Recruit & Retain to Win" focused on finding the best people who can fit within our culture and produce significant results for our organization. This session provided tips for better recruiting, as well as the specific actions that will help retain talent. Each attendee received an interviewing kit.	5	General Sales Manager Station Manager Director of Sales Local Sales Manager
15	6/29/2016	Participation in events or programs sponsored by educational institutions	Job Shadow-June 29th, 2016. Dominic shadowed Jesse Skelley's show from 3 to 5 pm. This job shadow was set up through the Family & Children's Center employment specialist Wendy Watkins. Dominic is interested in becoming an announcer, so he observed Jesse on the job and was able to ask questions to become more knowledgeable on the duties of an announcer.	2	Program Director On Air Announcer