

WQLH(FM); WDUZ-FM; WDUZ(AM); WKRU(FM); WOGB(FM)
EEO PUBLIC FILE REPORT
August 1, 2021 – 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 Hiree
Assistant Engineer	1-29; 32-41	8
Director of Sales	1-41	31

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	6
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	10
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	1
32	Valley Packaging Industries Inc. 110 N Kensington Drive Appleton, WI 54915 920-882-2800 vpi@vpind.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	N.E.W. Community Clinic 610 S. Broadway Green Bay, WI 54303 920-431-0243 laura.robinson.ncc@gmail.com	N	0
34	The HS Group Inc 2611 Libal Street Green Bay, WI 54301 920-432-7444 pdeleest@thehsgroup.com	N	0
35	New Community Clinic 622 Bodart Street Green Bay, WI 54301 920-437-9773 healthbenefitsco@newcommunityclinic.org	N	0
36	New Curative Rehabilitation 2900 Curry Lane Green Bay, WI 54311 920-468-1161 dbuckley@curativeconnections.org	N	0
37	St. Norbert College 100 Grant Street De Pere, WI 54115 920-403-3005 careers@snc.edu	N	0
38	Rasmussen College-Green Bay Campus 904 S. Taylor Street Green Bay, WI 54303 920-593-8416 vicki.strean@rasmussen.edu	N	0
39	Hmong Asian of Brown County 401 9 th Street Green Bay, WI 54304 920-432-8900 staryoungt@sbcglobal.net	N	0
40	Oneida Nation Job Training Programs 2640 West Point Road Oneida, WI 54304 920-496-7870 swest@oneidanation.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Bay Central Job Center 701 Cherry Street Green Bay, WI 54301 920-448-6760 brian.marquardt@dwd.wisconsin.gov derek.jablonicky@dwd.wisconsin.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	On March 5, 2022, our Market Manager participated in the Virtual Student Seminar sponsored by the Wisconsin Broadcasters Association. The seminar focused on educating students about employment opportunities in the broadcasting profession during these challenging times by connecting them with leaders involved in Wisconsin broadcasting. Seminar participants were divided into small groups, each lead by a broadcast professional. These commercial broadcasters discussed how their stations have adapted and provided a virtual "in-person" feel to the event. There were break-out sessions, each intended to give students the opportunity to ask questions in a relaxed setting. Students chose three sessions in which to participate. The highlight of the Seminar was a "speed networking" round, in which students engaged area broadcasters to build their network and learn more about the broadcasting industry.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 8, 2022, our SEU's Market Manager and Promotions Director attended the University of Wisconsin's Radio, TV & Film Student event, which took place on its Oshkosh campus. Students were paired with radio professionals for 40 minute sessions designed to promote radio broadcasting as a career. These sessions also offered the students a comfortable environment in which to ask questions that would help them with their academic choices and best position them for employment after graduation. Students decided in advance who they wanted to meet with, and prepared and presented their pitches to the professionals. They also shared their resumes for review and comment. Additionally, the professionals conducted mock interviews and provided the students with constructive critiques.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how we overcome it.</p>