



# CUMULUS

**WQLH(FM), WDUZ(FM), WDUZ(AM), WOGB(FM) and WPCK(FM)<sup>1</sup>  
EEO PUBLIC FILE REPORT  
August 1, 2009 to July 31, 2010<sup>2</sup>**

## 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>
WOGB-FM Afternoon Announcer/Production	1-40, 42-63, 65-66, 70-73	73
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	67
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	68
Account Executive	1-6, 9, 11-23, 25-33, 35-73	68
Sales Manager	1-6, 9, 11-23, 25-33, 35-63, 66, 69-73	52

<sup>1</sup> These Stations are subject to a Local Programming and Marketing Agreement among Citicasters Licenses, Inc. and Jacor Broadcasting Corporation together, (“the brokered parties”) and Cumulus Media Inc. and Cumulus Broadcasting LLC (the “time brokers”).

<sup>2</sup> This report was revised in July of 2011 to address minor reporting issues.

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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	<b>Association For Women in Communications</b> P.O. Box 511847 Milwaukee, WI 53203 Contact: Job Bulletin lfistler@journalssentinel.com 414-297-9424 www.awcmilwaukee.org	N	0
2	<b>Anoka-Pamsey Community College</b> 11200 Mississippi Blvd N.W. Coon Rapids, MN 55433 Contact: Freddy 763-427-2600 763-433-1521 Fax www.anokaramsey.edu	N	0
3	<b>Hmong American Partnership</b> 2198 S Memorial Drive Appleton, WI 54915 920-739-3192 920-739-3687 Fax	N	0
4	<b>Milwaukee Urban League</b> Contact: Employment Dept. 414-374-5850 phone 414-374-1995 Fax	N	0
5	<b>Southern Illinois University – Carbondale-Dept of R&amp;T Dept of Radio &amp; Television Mail code 6609</b> Carbondale, IL 62901-6609 Contact: Job Openings 618-536-7555 618-453-6982 Fax www.siu.edu	N	0
6	<b>UW Fox Valley Student Services</b> 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 920-832-2850 Fax	N	0
7	<b>All About Country</b> www.allaboutcountry.com <i>(for on-air positions ONLY)</i>	N	0
8	<b>All Access</b> www.allaccess.com <i>(for on-air positions ONLY)</i>	N	6

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
9	<b>Central Lakes College</b> Contact: Mary Devahl www.clcmn.edu 800-933-0346	N	0
10	<b>Entertainment Careers</b> www.entertainmentcareers.net <i>(for on-air positions ONLY)</i>	N	0
11	<b>Madison Media Institute</b> 2702 Agriculture Drive Madison, WI 53718 608-663-2000 608-442-0141 Fax www.madisonmedia.com	Y	0
12	<b>UW-Eau Claire Alumni Career Link</b> P.O. Box 4004 Eau Claire, WI 54702-4004 www.uwec.edu/career/alumnicareerlink	Y	0
13	<b>Illinois Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125 Contact: gary@beonair.com www.funjobsonair.com	Y	0
14	<b>Ohio Center for Broadcasting</b> 5330 E. Main St., Ste. 200 Columbus, OH 43213 Contact: gary@beonair.com 614-245-0555	Y	0
15	<b>Wisconsin Broadcasters Association</b> 44 E Mifflin St #900 Madison, WI 53703 lboyd@wi-broadcasters.org 608-255-2600 608-256-3986 Fax www.wi-broadcasters.org	N	0
16	<b>Alexandria Technical College</b> 1601 Jefferson St Alexandria, MN 56308 Contact: stepho@alextech.edu 320-762-4420 320-762-4421 Fax www.alextech.edu	N	0
17	<b>Broadcasting Institute of Maryland</b> 7200 Hartford Rd Baltimore, MD 21234 Contact: mm@bim.org 410-254-2770 410-254-5357 Fax www.bim.org	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
18	<b>Brown College</b> 1440 Northland Dr Mendota Heights, MN 55120 Contact: kbaumeister@browncollege.edu 651-905-3499 www.houseofedu.com/brown/index.jsp	Y	0
19	<b>Clarke College</b> 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: career@clarke.edu 563-588-6302 563-588-8173 Fax www.clarke.edu	N	0
20	<b>Columbia College-Careers</b> 600 S Michigan Ave. Chicago, IL 60605 Contact: columbiaworks@colum.edu 312-344-7280 312-344-8020 Fax www.colum.edu	N	0
21	<b>Division of Vocational Rehabilitation</b> Krystyna Mazur, DVR Counselor Krystyna.mazur@dwd.state.wi.us 701 Cherry Street Green Bay, WI 54301 920-448-6760 920-448-5266 Fax	Y	0
22	<b>Cornell College</b> 600 First Street West Mt. Vernon, IA 52314 Contact: jswanson@cornellcollege.edu 319-895-4457 319-895-5894 Fax www.cornellcollege.edu	N	0
23	<b>Eau Claire Area Hmong Mutual Assistance Association</b> 423 Wisconsin St Eau Claire, WI 54703 715-832-8420 phone 715-832-0612 fax www.ecahmaa.org	N	0
24	<b>Goods Entertainment</b> P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone 484-698-4045 Fax www.goodsentertainment.com	Y <i>(entitled for on-air openings only)</i>	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
25	<b>La Casa de Esperanza Inc.</b> 410 Arcadian Ave. Waukesha, WI 53186 Contact: info@lacasadeesperanza.org 262-547-0887 262-547-0735 Fax www.lacasadeesperanza.org	N	0
26	<b>N.E.W. Curative Rehabilitation, Inc.</b> 2900 Curry Lane Green Bay, WI 53085 Contact: mclegg@newcurative.org 920-468-9129 920-468-7851 Fax www.newcurative.org	Y	0
27	<b>La Crosse Hmong Mutual Assistance Association, Inc.</b> 1815 Ward Ave. La Crosse, WI 54601 608-781-5744 phone 608-781-5011 fax	N	0
28	<b>Racine/Kenosha Community Action Center</b> 2113 N Wisconsin St Racine, WI 53402 Contact: rkcaa.racine@rkcaa.org	Y	0
29	<b>Radio 1 Broadcast School</b> 308 Buchner Place La Crosse, WI 54603 Contact: radioschool@charterinternet.net 800-889-2221 www.radioschool.com	N	0
30	<b>Student Involvement and Employment (UWSP)</b> 011 University Center Stevens Point, WI 54481 Contact: sieo@uwsp.edu 715-346-2174 715-346-4895 Fax www.uwsp.edu/stuemploy	N	0
31	<b>University of Dubuque</b> 2000 University Ave Dubuque, IA 52001 Contact: ssteuer@dbq.edu 319-589-3352	N	0
32	<b>University of Wisconsin-Manitowoc</b> 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 920-683-4776 Fax www.uwmanitowoc.uwc.edu	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
33	<b>University of Wisconsin-Richland</b> 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 Ext 264 608-647-2275 Fax www.richland.uwc.edu	N	0
34	<b>University of Wisconsin-Riverfalls</b> 410 S 3 <sup>rd</sup> St River Falls, WI 54481 Contact: june.m.schubert@uwrfl.edu 715-425-3572 715-425-3573 Fax <i>(for on-air positions only)</i>	N	0
35	<b>Wisconsin Job Net</b> 325 N Roosevelt Street Green Bay, WI 54301 Contact: roy.koeller@dwd.state.wi.us 920-448-5627 www.dwd.state.wi.us	Y	7
36	<b>Wisconsin Women's Network</b> 122 State Street #404 Madison, WI 53703 Contact: wiwomen@execpc.com 608-255-9809 www.wiwomensnetwork.org	N	0
37	<b>Minnesota College and University Career Service</b> Contact: jobpost@stcloudstate.edu	N	0
38	<b>Wisconsin Private College Careers Consortium</b> www.wipccc.org	N	0
39	<b>Wisconsin Jobs for Wisconsin Grads</b> www.myconsortium.com/wisconsin.employer	N	0
40	<b>Wisconsin Technical Colleges Tech Connect</b> www.wisconsintechconnect.com	N	0
41	<b>De Vry Institute Career Services</b> 3300 N Campbell Chicago, IL 60618 Contact: Tanya Conditt 773-929-6550 773-697-2708 Fax www.chi.devry.edu <i>(NO on-air openings)</i>	N	0
42	<b>University Wisconsin Marathon County-Student Services</b> 518 S 7 <sup>th</sup> Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331	N	0

<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>
43	<b>The Women's Center</b> 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
44	<b>Hmong Association</b> 2304 Superior Ave. Sheboygan, WI 53081 Contact: chasing@hmaaweb.org	N	0
45	<b>Aurora University</b> Contact: jcaribeau@aurora.edu www.collegecentral.com/aurora 630-844-6870	N	0
46	<b>Broadcast Employment Services/AMFMjobs.com</b> www.amfmjobs.com Contact: job@tvjobs.com	N	0
47	<b>Century College a Community and Tec</b> 3300 Century Ave. North, West Campus Room 2401 White Bear Lake, MN 55110 www.collegecentral.com/century 651-779-3218 651-773-1746 Fax	N	0
48	<b>Globe University Career Services</b> 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 651-730-5151 Fax <a href="http://employers.msbccollege.edu">http://employers.msbccollege.edu</a>	N	0
49	<b>Penn State Career Services</b> 413 Bouke Bldg University Park, PA 16802 814-865-2377 814-863-0226 Fax <a href="http://www.psu-csm.symphlicity.com/employers">www.psu-csm.symphlicity.com/employers</a>	N	0
50	<b>TV and Radio Jobs</b> <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	N	0
51	<b>Radio Online</b> 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 806-352-3677 Fax <a href="http://www.radioonline.com">www.radioonline.com</a>	N	0
52	<b>Production Hub</b> 1809 E Winter Park Rd. Orlando, FL 32803 877-629-4122 407-629-8884 Fax <a href="http://www.productionhub.com">www.productionhub.com</a>	N	1

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
53	<b>Carolina School of Broadcasting</b> 3435 Performance Rd. Charolotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 704-395-9698 Fax www.csbradiotv.com	N	0
54	<b>Columbia School of Broadcasting</b> Contact: Bill Butler djtrain@columbiaschoolbroadcas.com	N	0
55	<b>Duluth Business University</b> 4724 Mike Colalillo Dr. Duluth, MN 55807 Contact: wendyb@dbumn.edu 218-722-4000	N	0
56	<b>Eastern Illinois University Career Services</b> 600 Lincoln Charleston, IL 61920 Contact: llmoore@eiu.edu 217-581-2412	N	0
57	<b>Keller Graduate School of Management</b> 411 E Wisconsin Ave., Ste 300 Milwaukee, WI 53202 Contact: pbergmann@keller.edu www.devry.edu 414-278-7677 414-278-0137 Fax	N	0
58	<b>Newcap</b> 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 920-834-4887 Fax www.newcap.org	N	0
59	<b>The Neighbor's Place</b> 745 Scott St Wausau, WI 54403 Contact: tom@neighborsplace.org 715-845-1966 www.neighborsplace.org	N	0
60	<b>Ottawa University</b> 245 S Executive Dr., Ste 110 Brookfield, WI 53005 Contact: leighanne.iversonsommers@ottawa.edu 262-879-0200 ext 5113	N	0

<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>
61	<b>Upper Iowa University</b> P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 563-425-5358 Fax http://uiu-csm.symplicity.com	N	0
62	<b>University Wisconsin Madison Equity &amp; Diversity</b> 500 Lincoln Dr. Madison, WI 53706 Contact: koconnor@vc.wisc.edu 608-263-2378 608-263-5562 Fax	N	0
63	<b>Wausau Area Hmong Association</b> Contact: Barb Zehren Bzehren@wausauhmong.org 715-842-8390 ext 215	N	0
64	<b>HOP Hope for Outdoor People</b> Contact: Cornelius Solomon 80 s Fifth Street San Jose, CA 95113 408-833-4074 Email: hoppeople@yahoo.com Website www.hoppeople.org	Y (was notified 11/10/09, so was not included in a source for Local Sales manager or WOGB Announcer/pro duction)	0
65	<b>Job Fair</b> (as listed in Section III)	N	7
66	<b>Cumulusjobs.com</b>	N	1
67	<b>Nationsjobs.com</b>	N	3
68	<b>Craigslist.org</b>	N	3
69	<b>Station On-Air Announcements</b> (all SEU stations)	N	0
70	<b>Station Website Postings</b> (all SEU stations)	N	1
71	<b>Word-of-Mouth Referral</b>	N	9
72	<b>Walk-In/Self-Referral</b>	N	1
73	<b>Internal Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			39

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On Wednesday, October 7, 2009, our SEU participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
2	Participate in Job Fair	On Wednesday, March 3, 2010 our SEU participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
3	Host In-House Job Fair	On March 17, 2010, our SEU hosted an In-House Job Fair at our offices ( 810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.
4	Host In-House Job Fair	On May 5, 2010, our SEU hosted an In-House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Host In-House Job Fair	<p>On June 16, 2010, our SEU hosted an In – House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.</p>
6	Host In-House Job Fair	<p>On July 14, 2010, our SEU hosted an In-House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.</p>
7	Participate in Scholarship Program	<p>During this reporting period, our SEU was an active participant in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Not only did our SEU make a monetary contribution to the WBA scholarship fund, it also promoted the WBA Scholarship Program on all SEU stations and entertained questions from the listening public about the Program and the application process. The SEU’s EEO Coordinator and General Manager assisted the WBA with the initial review and evaluation of applications before they were sent forward to the WBA Educational Committee and the WBA Foundation Board for judging. On March 6, 2010, four scholarships were awarded at the WBA Students Seminar - two \$2,000 scholarships and two \$1,000 scholarships.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Internship Program	<p>This SEU has an established, on-going Internship Program. Openings for internships with the Cumulus-Green Bay SEU are advertised over the air on all SEU stations as well as on a number of college websites. The SEU's EEO Coordinator and Promotions Assistant/Intern Coordinator are in contact with local colleges and universities and their internship representatives on a regular basis and work hard to develop these relationships for the benefit of the students as well as the SEU's internship program.</p> <p>The student interns work in the SEU's Promotions, Programming, Sales, Marketing and Development and Sports Departments under the supervision of the SEU's Promotions Assistant/Intern Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs. All interns earn college credits for completing a semester of work.</p> <p>During the Fall/Winter of 2009, our SEU hosted eight interns – two from Northeast Wisconsin Technical College, five from the University of Wisconsin-Green Bay; and one from the University of Wisconsin-Madison.</p> <p>During the Winter/Spring of 2010, our SEU hosted seven interns – one from St. Norbert College; one from Northeast Wisconsin Technical College; one from Northeast Central Technical College; two from the University of Wisconsin-Stevens Point; and two from the University of Wisconsin-Green Bay.</p> <p>During the Summer of 2010, our SEU is hosting six interns - one from the University of Wisconsin-Green Bay; one from the University of Wisconsin-Stevens Point; one from St. Norbert College; one from Northeast Wisconsin Technical College; one from the University of Wisconsin-Milwaukee; and one from the University of St. Thomas Minnesota.</p>



# CUMULUS

**WQLH(FM), WDUZ(FM), WDUZ(AM), WOGB(FM), and WPCCK(FM)<sup>3</sup>  
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### III. VACANCY LIST

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<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-6 & 10-71	67
Account Executive	1-6 & 10-71	69
Account Executive	1-6 & 10-71	67
Account Executive	1-6 & 10-71	69
Account Executive	1-6 & 10-71	67

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<sup>3</sup> These Stations are subject to a Local Programming and Marketing Agreement among Citicasters Licenses, Inc. and Jacor Broadcasting Corporation together, (“the brokered parties”) and Cumulus Media Inc. and Cumulus Broadcasting LLC (the “time brokers”).

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**IV. 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	<b>Association For Women in Communications</b> P.O. Box 511847 Milwaukee, WI 53203 Contact: Job Bulletin lfistler@journalssentinel.com 414-297-9424 www.awcmilwaukee.org	N	0
2	<b>Anoka-Pamsey Community College</b> 11200 Mississippi Blvd N.W. Coon Rapids, MN 55433 Contact: Freddy 763-427-2600 Phone 763-433-1521 Fax www.anokaramsey.edu	N	0
3	<b>Hmong American Partnership</b> 2198 S Memorial Drive Appleton, WI 54915 920-739-3192 Phone 920-739-3687 Fax	N	0
4	<b>Milwaukee Urban League</b> Contact: Employment Dept. 435 W. North Ave. Milwaukee, WI 53212 414-374-5850 Phone 414-374-1995 Fax	N	0
5	<b>Southern Illinois University – Carbondale-Dept of R&amp;T</b> <b>Dept of Radio &amp; Television Mail code 6609</b> Carbondale, IL 62901-6609 Contact: Job Openings 618-536-7555 Phone 618-453-6982 Fax www.siu.edu	N	0
6	<b>UW Fox Valley Student Services</b> 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 Phone 920-832-2850 Fax	N	0
7	<b>All About Country</b> www.allaboutcountry.com <i>(for on-air positions ONLY)</i>	N	0

<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>
8	<b>All Access</b> www.allaccess.com <i>(for on-air positions ONLY)</i>	N	0
9	<b>Entertainment Careers</b> www.entertainmentcareers.net <i>(for on-air positions ONLY)</i>	N	0
10	<b>Madison Media Institute</b> 2702 Agriculture Drive Madison, WI 53718 608-663-2000 Phone 608-442-0141 Fax www.madisonmedia.com	Y	0
11	<b>One Wire</b> Precise Career Connections www.onewire.com Lakeland College, Wayne State University & Wagner College	N	0
12	<b>Ohio/Illinois Centers for Broadcasting</b> 9885 Rockside Road Ste 160 Valley View, OH 44125 Contact: gary@beonair.com 216-503-5900 Ext 1104 – Cleveland 513-271-6060 Ext 1104 – Cincinnati www.funjobsonair.com www.beonair.com	Y	0
13	<b>Wisconsin Broadcasters Association</b> 44 E Mifflin St #900 Madison, WI 53703 lboyd@wi-broadcasters.org 608-255-2600 Phone 608-256-3986 Fax www.wi-broadcasters.org	N	0
14	<b>Alexandria Technical College</b> 1601 Jefferson St Alexandria, MN 56308 Contact: stepho@alextech.edu 320-762-4418 Phone 320-762-4430 Fax www.alextech.edu	N	0
15	<b>Brown College</b> 1440 Northland Dr Mendota Heights, MN 55120 Contact: kbaumeister@browncollege.edu emathiason@browncollege.edu 651-905-3499 www.houseofedu.com/brown/index.jsp	Y	0

<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>
16	<b>Clarke College</b> 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: jane.gassmann@clarke.edu 563-588-6302 Phone 563-588-8173 Fax www.clarke.edu	N	0
17	<b>Columbia College-Careers</b> 600 S Michigan Ave. Chicago, IL 60605 Contact: columbiaworks@colum.edu 312-344-7280 Phone 312-344-8020 Fax www.colum.edu	N	0
18	<b>Division of Vocational Rehabilitation</b> Krystyna Mazur, DVR Counselor Krystyna.mazur@dwd.state.wi.us 701 Cherry Street Green Bay, WI 54301 920-448-6760 Phone 920-448-5266 Fax	Y	0
19	<b>Cornell College</b> 600 First Street West Mt. Vernon, IA 52314 Contact: jswanson@cornellcollege.edu 319-895-4457 Phone 319-895-5894 Fax www.cornellcollege.edu	N	0
20	<b>Eau Claire Area Hmong Mutual Assistance Association</b> 423 Wisconsin St Eau Claire, WI 54703 715-832-8420 phone 715-832-0612 fax www.ecahmaa.org	N	0
21	<b>Goods Entertainment</b> P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone 484-698-4045 Fax www.goodsentertainment.com	Y <i>(entitled for on-air openings only)</i>	0
22	<b>La Casa de Esperanza Inc.</b> 410 Arcadian Ave. Waukesha, WI 53186 Contact: info@lacasadeesperanza.org 262-547-0887 Phone 262-547-0735 Fax www.lacasadeesperanza.org	N	0

<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>
23	<b>N.E.W. Curative Rehabilitation, Inc.</b> 2900 Curry Lane Green Bay, WI 53085 Contact: mclegg@newcurative.org 920-468-9129 Phone 920-468-7851 Fax www.newcurative.org	Y	0
24	<b>La Crosse Hmong Mutual Assistance Association, Inc.</b> 1815 Ward Ave. La Crosse, WI 54601 Contact: xong79@gmail.com 608-781-5744 Phone 608-781-5011 Fax	N	0
25	<b>Racine/Kenosha Community Action Center</b> 2113 N Wisconsin St Racine, WI 53402 Contact: rkcaa.racine@rkcaa.org	Y	0
26	<b>Radio 1 Broadcast School</b> 700 3 <sup>rd</sup> St N La Crosse, WI 54601 Contact: director@radio1school.com 800-889-2221 www.radio1school.com	N	0
27	<b>Student Involvement and Employment (UWSP)</b> 050 University Center 1015 Reserve Street Stevens Point, WI 54481 Contact: sieo@uwsp.edu 715-346-2174 Phone 715-346-4895 Fax www.uwsp.edu/stuemploy	N	0
28	<b>University of Dubuque</b> 2000 University Ave Dubuque, IA 52001 Contact: ssteuer@dbq.edu 319-589-3352	N	0
29	<b>University of Wisconsin-Manitowoc</b> 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 Phone 920-683-4776 Fax www.uwmanitowoc.uwc.edu	N	0
30	<b>University of Wisconsin-Richland</b> 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 Ext 264 Phone 608-647-2275 Fax www.richland.uwc.edu	N	0

<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>
31	<b>WLUK-TV</b> P.O. Box 19011 Green Bay, WI 54307-9011 920-494-8711 Phone 920-494-9109 Fax www.fox11online.com/jobfinder	N	0
32	<b>Wisconsin Job Net</b> 325 N Roosevelt Street Green Bay, WI 54301 Contact: roy.koeller@dwd.state.wi.us 920-448-5627 www.dwd.state.wi.us	Y	0
33	<b>Wisconsin Women's Network</b> 122 State Street #404 Madison, WI 53703 Contact: wiwomen@execpc.com 608-255-9809 www.wiwomensnetwork.org	N	0
34	<b>Minnesota College and University Career Service</b> Contact: jobpost@stcloudstate.edu	N	0
35	<b>Wisconsin Private College Careers Consortium</b> www.wipccc.org	N	0
36	<b>Wisconsin Jobs for Wisconsin Grads</b> www.myconsortium.com/wisconsin.employer	N	0
37	<b>Wisconsin Technical Colleges Tech Connect</b> www.wisconsintechconnect.com	N	0
38	<b>De Vry Institute Career Services</b> N14 W23822 Stone Ridge Dr., Ste 450 Waukesha, WI 53188 Contact: Laura Nicolaisen lnicolaisen@devry.edu 262-347-2923 Phone www.devry.edu <i>(NO on-air openings)</i>	N	0
39	<b>University Wisconsin Marathon County-Student Services</b> 518 S 7 <sup>th</sup> Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331 Fax	N	0
40	<b>The Women's Center</b> 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
41	<b>Hmong Association</b> 2304 Superior Ave. Sheboygan, WI 53081 Contact: chasing@hmaaweb.org	N	0

<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>
42	<b>Aurora University</b> Contact: jcaribeau@aurora.edu www.collegecentral.com/aurora 630-844-6870	N	0
43	<b>Broadcast Employment Services/AMFMjobs.com</b> www.amfmjobs.com Contact: job@tvjobs.com	N	0
44	<b>Century College a Community and Tec</b> 3300 Century Ave. North, West Campus Room 2401 White Bear Lake, MN 55110 www.collegecentral.com/century 651-779-3218 Phone 651-773-1746 Fax	N	0
45	<b>Globe University Career Services</b> 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 Phone 651-730-5151 Fax http://employers.msbcollge.edu	N	0
46	<b>Penn State Career Services</b> 413 Bouke Bldg University Park, PA 16802 814-865-2377 Phone 814-863-0226 Fax www.psu-csm.symplicity.com/employers	N	0
47	<b>TV and Radio Jobs</b> www.tvandradiojobs.com	N	0
48	<b>Radio Online</b> 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 Phone 806-352-3677 Fax www.radioonline.com	N	0
49	<b>Production Hub</b> 1809 E Winter Park Rd. Orlando, FL 32803 877-629-4122 Phone 407-629-8884 Fax www.productionhub.com	N	0
50	<b>Carolina School of Broadcasting</b> 3435 Performance Rd. Charolotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 Phone 704-395-9698 Fax www.csbradiotv.com	N	0
51	<b>Columbia School of Broadcasting</b> Contact: Bill Butler djtrain@columbiaschoolbroadcas.com	N	0

<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>
52	<b>Duluth Business University</b> 4724 Mike Colalillo Dr. Duluth, MN 55807 Contact: wendyb@dbumn.edu 218-722-4000	N	0
53	<b>Eastern Illinois University Career Services</b> 600 Lincoln Charleston, IL 61920 Contact: lmoore@eiu.edu 217-581-2412	N	0
54	<b>Keller Graduate School of Management</b> 411 E Wisconsin Ave., Ste 300 Milwaukee, WI 53202 Contact: pbergmann@keller.edu www.devry.edu 414-278-7677 Phone 414-278-0137 Fax	N	0
55	<b>Newcap</b> 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 Phone 920-834-4887 Fax www.newcap.org	N	0
56	<b>The Neighbor's Place</b> 745 Scott St Wausau, WI 54403 Contact: tom@neighborsplace.org 715-845-1966 www.neighborsplace.org	N	0
57	<b>Ottawa University</b> 245 S Executive Dr., Ste 110 Brookfield, WI 53005 Contact: leighanne.iversonsommers@ottawa.edu 262-879-0200 ext 5113	N	0
58	<b>Upper Iowa University</b> P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 Phone 563-425-5358 Fax http://uiu-csm.symplicity.com	N	0
59	<b>University Wisconsin Madison Equity &amp; Diversity</b> 500 Lincoln Dr. Madison, WI 53706 Contact: koconnor@vc.wisc.edu 608-263-2378 Phone 608-263-5562 Fax	N	0

<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>
60	<b>Wausau Area Hmong Association</b> 1109 6th Street Wausau, WI 54403 Contact: Xeng Xiong xxiong@wausauhmong.org 715-842-8390 ext 209 Phone 715-842-9202 Fax	N	0
61	<b>HOP Hope for Outdoor People</b> Contact: Cornelius Solomon 80 S. Fifth Street San Jose, CA 95113 408-833-4074 Email: solomonc2002@yahoo.com Website www.hoppeople.org	Y	0
62	<b>Regional Helpwanted.com</b> (contracted through corporate office) Contact: Shelby Marion 303-562-0236 800-595-2929 Fax www.newhelpwanted.com	Y	0
63	<b>Job Fairs</b> (see <i>Section III</i> )	N	2
64	<b>Cumulusjobs.com</b>	N	0
65	<b>Craigslist.org</b>	N	0
66	<b>Careerbuilder.com</b>	N	2
67	<b>Station On-Air Announcements</b> ( <i>all SEU stations</i> )	N	8
68	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	1
69	<b>Word-of-Mouth Referral</b>	N	2
70	<b>Walk-In/Self-Referral</b>	N	0
71	<b>Internal Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			15

**WQLH(FM), WDUZ(FM), WDUZ(AM), WOGB(FM), and WPCCK(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2010 to July 31, 2011**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On Wednesday, September 29, 2010, the Green Bay stations participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator and Promotions Director spoke with attendees about job opportunities at the Green Bay stations as well as internship opportunities at the Stations.
2	Participate in Job Fair	On Wednesday, February 23, 2011, the Green Bay stations participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator and Promotions Director spoke with attendees about job opportunities at the Green Bay stations as well as internship opportunities at the Stations.
3	Participate in Job Fair	On Tuesday, February 22, 2011, the Green Bay stations participated in a Job Fair at St. Norbert College-De Pere. Our Promotions Director spoke with attendees about job opportunities at the Green Bay stations as well as internship opportunities at the Stations.
4	Management level training regarding equal employment opportunity and preventing discrimination.	On January 20, 2011, outside communications counsel provided a telephonic training session about the FCC's EEO rules. Those in attendance received written materials to assist with EEO compliance and were afforded the opportunity to seek input from outside counsel on ways of improving the Green Bay stations' FCC EEO compliance. The Stations' EEO Coordinator, Business Manager and General Manager participated in this training session.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Participate in Scholarship Program	<p>During this reporting period, the Green Bay stations actively participated in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Not only did our Stations make a monetary contribution to the WBA scholarship fund, it also promoted the WBA Scholarship Program over-the-air on all Stations and entertained questions from the listening public about the Program and the application process. The Stations' EEO Coordinator and General Manager assisted the WBA with the initial review and evaluation of applications before they were sent forward to the WBA Educational Committee and the WBA Foundation Board for judging. On March 5, 2011, four scholarships were awarded at the WBA Students Seminar - two \$2,000 scholarships and two \$1,000 scholarships.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Internship Program	<p>The Green Bay stations have an established, on-going Internship Program. Openings for internships with the Green Bay stations are advertised over-the-air on all Stations as well as on a number of college websites. The Stations' EEO Coordinator and Promotions Assistant/Intern Coordinator are in contact with local colleges and universities and their internship representatives on a regular basis and work hard to develop these relationships for the benefit of the students as well as the Stations' internship program.</p> <p>The student interns work in the Green Bay stations' Promotions, Programming, Sales, Marketing and Development and Sports Departments under the supervision of the Stations' Promotions Assistant/Intern Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various Station managers to learn more about their specific jobs. All interns earn college credits for completing a semester of work.</p> <p>During the Fall/Winter of 2010, our Stations hosted four interns – two from Northeast Wisconsin Technical College, one from the University of Wisconsin-Green Bay; and one from Globe University-Green Bay.</p> <p>During the Winter/Spring of 2011, our Stations hosted nine interns – one from St. Norbert College; two from Northeast Wisconsin Technical College; one from American Intercontinental University; one from Lakeshore Technical College; and four from the University of Wisconsin-Green Bay.</p> <p>During the Summer of 2011, our Stations are hosting nine interns - two from the University of Wisconsin-Green Bay; one from the University of Wisconsin-Whitewater; one from Fox Valley Technical College; two from the University of Wisconsin-Oshkosh; one from the University of Wisconsin-Eau Claire; and two from the University of Wisconsin-Milwaukee. Our sports station WDUZ-FM had two interns; one from the University of Wisconsin-Green Bay and one from the University of Wisconsin-Oshkosh. Our classic hits station WOGB-FM had one intern from the University of Wisconsin-Green Bay.</p>

