

WBCV, WGLX-FM, WHTQ, WYTE-FM
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Director of Sales Open Date: 1/29/2018 Hire Date: 7/16/2018	1-6, 8-12, 14, 16-19, 23-24, 27, 30	6
Account Executive 2018 Open Date: 5/1/2018 Hire Date: 6/18/2018	1, 3, 5, 7-8, 10, 12-13, 15-16, 18-22, 24 -26, 28-31	7

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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	AllAccess Online Online, Wisconsin 54467 Phone : 7153418838 OnLine OnLine Posting by Station Manual Posting	N	0
2	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
3	Cardinal Strich University Milwaukee Milwaukee, Wisconsin Phone : NA Email : career@stritch.edu Michelle Niedermair	N	0
4	Carthage College 2001 Alford Park Dr. Kenosha Kenosha, Wisconsin 53140 Phone : 262-551-5959 Email : jpruitt@carthage.edu Fax : 1-262-551-5375 Jaspm Pruitt	N	0
5	Chippewa Valley T.C. 620 W. Clairemont Ave Eau Claire Eau Claire, Wisconsin 54701 Phone : 715-833-6255 Email : employment_services@cvtc.edu Fax : 1-715-833-6470 Kristine Jackson	N	0
6	Corporate Recruiter	N	7
7	Employee Referral	N	1
8	Hmong American Friendship 3824 W. Vliet St. Milwaukee Milwaukee, Wisconsin 53208 Phone : 414-344-6575 Fax : 414-344-6581 Sheng Lor	N	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
9	La Casa de Esperanza Inc 410 Arcadian Ave Waukesha Waukesha, Wisconsin 53103 Phone : 262-547-0887 Fax : 1-262-547-0735 Veronica Davis Quiroz	N	0
10	Mary Preston 2875 Mt Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-398-8106 Email : mpreston@nrgmedia.com Mary Preston	N	0
11	MATC 3550 Anderson St. Madison Madison, Wisconsin 53704 Phone : 608-243-4273 Email : rwanner@matcmadison.edu Fax : 608-246-6400 Rochelle Warner	N	0
12	Milwaukee Intstitute of Art & Design 273 E. Erie St. Milwaukee Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : www.miad.edu/careerservices Email : careerservices@miad.edu Fax : 414-291-8077 Duane Seidensticker	N	0
13	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
14	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
15	On-Air Announcement (One or More SEU Stations)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	UW - Fox Valley - Careers 1478 Midway Rd Menasha Menasha, Wisconsin 54952 Phone : 920-832-2719 Email : tfrantz@uwc.edu Fax : 920-832-2674 Thomas Frantz	N	0
17	UW - Madison Student Job Center 432 N. Murray St. RM 204 Madison Madison, Wisconsin 53706 Phone : 608-262-5627 Fax : 608-262-9068 Virginia Zwickey	N	0
18	UW- La Crosse - Careers 1725 State-Wilder Hall La Crosse La Crosse, Wisconsin 54601 Phone : 608-785-8362 Email : career@uwlax.edu Rebecca Lee	N	0
19	UW-Green Bay - Careers 2420 Nicolet Drive. SS 1916 Green Bay Green Bay, Wisconsin 54311 Phone : 920-465-2163 Email : careers@uwgb.edu Career Services University of Wisconsin-Green Bay	N	0
20	UW-Madison - Business Career Center 975 University Ave. Madison Madison, Wisconsin 53706 Phone : 608-262-2550 Email : lcollins@bus.wisc.edu Fax : 608-265-4190 Lisa Collins	N	0
21	UW-Madison - Communication Arts 821 University Ave Madison Madison, Wisconsin 53706 Phone : 608-262-2543 Email : makwinja@wisc.edu Fax : 1-608-262-9953 Janis Makwinja	N	0

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22	UW-Madison Journalism Madison Madison, Wisconsin Phone : 608-263-4858 Fax : 608-262-1361 Erica Salkin	N	0
23	UW-Whitewater 800 West Main Street Whitewater, Wisconsin 53190 Email : career@uww.edu Career Services	N	0
24	Viterbo University 900 Viterbo Drive La Crosse La Crosse, Wisconsin Phone : 608-796-3828 Email : careers@viterbo.edu Lisa Mohr	N	0
25	WI Div. Of Vocational Rehab La Crosse La Crosse, Wisconsin Phone : 608-785-9500 Email : amy.gratzke@dwd.state.wi-us Fax : 608-785-9494 Amy Bratzke	N	0
26	Wisconsin Broadcasters Assn 44 E. Mifflin Suite 900 Madison Madison, Wisconsin 53703 Phone : 608-255-2600 Url : www.wi-broadcasters.org Email : mendicott@wi-broadcasters.org Mandy Endicott	N	0
27	Wisconsin Broadcasters Association 44 Mifflin St Suite 900 Madison, Wisconsin 53703 Phone : 608.255.2600 Email : mendicott@wi-broadcasters.org Fax : 1-608-256-3986 Mandy Endicott	N	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
28	Wisconsin Coalition Against Domestic Violence 307 S. Paterson Street Madison Madison, Wisconsin 53703 Phone : (608) 255-0539 Fax : (608) 255-3560 Sue Hemling	N	0
29	Wisconsin Division of Vocational Rehabilitation 333 Buchner Place, Wing-B La Crosse, Wisconsin 54603 Phone : 608-269-8910 Email : roxanne.powell@dwd.wisconsin.gov Fax : 1-608-269-8908 Roxanne Powell	N	0
30	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
31	YWCA 3101 Latham Drive Madison, Wisconsin 53713 Phone : 608-255-3089 Email : programassistantywca@gmail.com Program Assistant	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	9/20/2017	Co Sponsoring Job Fair	Co-Sponsor of MSTC & WI Jobs Center Job Fair at Mid-State Tech College in Wisconsin Rapids, WI - NRG Media's roll includes on-air advertising of the event and participation in the form of a booth informing potential candidates of positions currently available at NRG Media LLC, WSP Operations and taking applications. NRG Media (stations) were listed as cosponsors on all marketing for the event including on-air, print & web-site	2	General Manager Account Executive	1.00
2	10/5/2017	Co Sponsoring Job Fair	On October 5, 2017 NRG Media, LLC - Wausau / Stevens Point sponsored a Job Fair for Portage County Business Council. As part of our sponsorship, NRG Media advertised the event for both employers and job seekers to join us at the Stevens Point Armory of a 6 hour job fair. Kurt Luchs, General Manager and Dave Acaley, Account Executive participated in the Job Fair meeting with potential candidates to discuss job opportunities at NRG Media.	2	General Manager Account Executive	1.00
3	10/16/2017	Provision of training to management	Training was provided to market management regarding EEO requirements and procedures to comply with FCC regulations, including wide dissemination, interview recording and agency maintenance.	4	General Manager DOS Ops Manager Business Mgr	1.00
4	10/16/2017	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting.	4	General Manager Operations Manager Sales Manager Business Manager	1.00
5	2/8/2018	Participation in events or programs sponsored by educational institutions	Travis Place, PD/Morning Show WBCV & Casey Zempel, Production/Digital/On-Air participated in the Bowler School District's Academic And Career Planning family night to discuss with students the various careers in broadcast.	2	Program Director Production Director	0.25

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6	4/4/2018	Co Sponsoring Job Fair	Co-Sponsor of MSTC & WI Jobs Center Job Fair at Mid-State Tech College in Wisconsin Rapids, WI - NRG Media's roll includes on-air advertising of the event and participation in the form of a booth informing potential candidates of positions currently available at NRG Media LLC, WSP Operations and taking applications. NRG Media (stations) were listed as cosponsors on all marketing for the event including on-air, print & web-site	2	General Manager Account Executive	1.00
7	6/20/2018	Participation in Job Fairs	On June 20, 2018 Aleese Fielder, General Manager of the Wausau / Stevens Point Operations participated in the WBA Job Fair held as part of the WBA's 2018 Summer Conference. Ms. Fielder was available to greet potential candidates and discuss open positions available at NRG Media.	1	General Manager	0.25
8	6/20/2018	Participation in events sponsored by community groups	On June 20, 2018 Aleese Fielder, General Manager at NRG Media Wausau / Stevens Point Operations took part in the WBA's EEO Seminar: Bringing Your Bias - Recognizing Overcoming Unconscious Decision Making. This program ran in conjunction with the WBA's 2018 Summer Conference in Milwaukee, WI	1	General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.75