

**WHBY(AM), WAPL(FM), WKSZ(FM), WSCO(AM),
WKZG(FM), WKZY(FM), WZOR(FM)
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017**

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 |
|-----------------------------|--|-------------------------------|
| WZOR Announcer | 1-2, 7, 9-10, 16 14 | 16 |
| WKSZ/WKZG Account Executive | 1-2, 7, 9-10,20 | 1 |
| | | |

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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 | Woodward Communications, Inc. Careers Website PO Box 688 Dubuque, IA 52004 Contact: Becky Wiegel Phone (563) 588-5710 www.wcinet.com/careers | N | 1 |
| 2 | Wisconsin Broadcasters Association 44 E. Mifflin St., Suite #900 Madison, WI. 75703 Contact: Linda Baun Phone: (608) 225-2600 Email: l.baunt@wi-broadcasters.org | N | 1 |
| 3 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 0 |
| 4 | Press Gazette 435 E. Walnut St. Green Bay, WI 54301 Contact: Classified Ads Fax: (877) 943-0443 | N | 0 |
| 5 | Department of Workforce Development 315 Algoma Blvd. Oshkosh, WI 54901 Contact: Amy Wolfe Phone: (920) 232-6273 Fax: (920) 232-6242 | N | 0 |
| 6 | Fox Valley Technical College 1825 N. Bluemound Dr. Appleton, WI 54913 Contact: EmploymentConnections@mc.edu Phone: (920) 735-4826 Fax: (920) 735-4771 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 7 | Hmong Association of Green Bay 200 S. Ashland Ave. Green Bay, WI 54303 Contact: Karl Txajkaug Thoj Phone: (920) 437-4550 Fax: (920) 437-4916 | N | 0 |
| 8 | Lawrence University Career Ctr. P O Box 599 Appleton, WI 54912 Contact: Career Services – LU Works Phone: (920) 832-7000 Fax: (920) 832-7368 | N | 0 |
| 9 | Menominee Human Services Menominee Cty Court House P O Box 280 Keshena, WI. 54135 Contact: Irene Dickinson Fax: (715) 799-3517 | N | 0 |
| 10 | Oneida Tribe of Indians Human Resource Dept. P P O Box 365 Oneida, WI. (920) 869-2194 | N | 0 |
| 11 | American Women in Radio 1595 Spring Hill Road Suite # 330 Tysons Corner Vienna, Va 22182 Contact: Jacci Duncan Phone: (703) 506-3290 Fax: (703) 506-3266 | N | 0 |
| 12 | The Album Network 120 N. Victory Blvd Burbank, CA. 91502 Contact: Mariana Williams Phone: (818) 955-4000 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|-----------------------|--|---|
|------------------|-----------------------|--|---|

| | | | |
|---|--|---|----------|
| 13 | Friday Morning Quarterback 1930 E. Marlton Pike Cherry Hill, N.J. 08003 Phone (856) 424-9114 | N | 0 |
| 14 | AllAccess.com | N | 1 |
| 15 | St. Norbert College 100 100 Grant St. De Pere, WI. Contact: Career Connections Phone (920) 337-3181 | N | 0 |
| 16 | Word-of-Mouth Referral | N | 2 |
| 17 | Walk-In/Self-Referral | N | 0 |
| 18 | SEU Internship Program | N | 0 |
| 19 | Job/Career Fairs (<i>see Sec. III</i>) | N | 1 |
| 20 | Woodward Communications, Inc. Internal Posting | N | 2 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 8 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Participate in Job Fair | On January 25, 2017, our SEU participated in the Wisconsin Broadcasters Association’s job/career fair in Madison, WI. Station participants included our General Manager, who met with interested attendees to discuss careers in broadcasting. |
| 2 | Management-level training regarding avoiding discriminations in employment terminations. | On January 25, 2017, our SEU participated in the Wisconsin Broadcasters Assistance Action Plan for EEO compliance in Madison, WI. Our General Manager attended the seminar entitled, “Avoiding Discrimination in Employment Terminations.” |
| 3 | Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting | On March 4, 2017, our News Director participated in a Speed Networking event at the WBA Student Seminar. Spending time with each student |
| 4 | Participated in Future Business Leaders of America event. | On Monday, April 3, 2017 Kelly Radandt our General Manager, and Sandi Schmidt our Business Manager participated in the Wisconsin Future Business Leaders of America event, hosting a tour at the stations, talking about broadcast careers. |
| 5 | Participate with Exploring Club at Maplewood School in Menasha | On Monday, February 17, 2017 our Brand Manager for WKSZ.WKZG and announcer participated with Exploring Club by talking to the students and what type of education is needed for careers in Radio. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 6 | Participate in WBA Scholarship Program | Participated in the WBA Scholarship by Woodward Radio Group donating \$200 to the program, promoting the availability of scholarship over the air, provide blank applications forms upon request. Our Business Manager was available to answer questions about the program to interested persons. And participated in initial evaluation of the candidates for the WBA Scholarship Committee. |
| 7 | Participate in Job Fair | On June 14, 2017, our SEU participated in the Wisconsin Broadcasters Association's job/career fair in Sheboygan, WI. Station participants included our General Manager, who met with interested attendees to discuss careers in broadcasting. |
| 8 | Management-level training regarding new FCC rules on EEO | On June 14, 2017, our SEU participated in the Wisconsin Broadcasters Assistance Action Plan for EEO compliance webinar. Our General Manager participated in the EEO seminar entitled, "What's New with EEO and the FCC" |