

ANNUAL EEO PUBLIC FILE REPORT  
Milwaukee Radio Group  
WKLH-FM/WHQG-FM/WJMR-FM/WNRG-FM/WJYI-AM

This report covers full time vacancy recruitment data for the period August 1, 2019- July 31, 2020  
These sources were continually updated throughout this peiod of time. Our supplemental Outreach Activities (Initiatives) are also included for this period of time.

<b>Employment unit:</b> Milwaukee Radio Group	<b>Address:</b> 5407 W. McKinley Ave. Milwaukee, WI 53208	<b>Contact:</b> Bob Bellini Vice President/General Manager
<b>Telephone:</b> 414.978.9000	<b>Fax:</b> 4141.978.9001	<b>Email:</b> <a href="mailto:bbellini@mkeradiogrp.com">bbellini@mkeradiogrp.com</a>

FULL-TIME JOB VACANCIES FILLED - 8/1/2019-7/31/2020				
Date Hired	Position	Hired Source	# Interviews	Referral Sources Of Interviewees
8/6/2019	Chief Engineer	#8 Employee Referral	6	9/24/8/7/26
9/4/2019	Promotion Manager	#15 Current MRG Employee	30	18/12/6/25/24/1/15
5/4/2020	Account Executive	#17 Referral	11	17/15/12
Total Number of Interviewees Referred: For period from August 1, 2019-July 31, 2020, 45 interviews were conducted for full-time job vacancies.				

EEO CONTACT LIST										
#	REFERRED PERSON HIRED?	ORGANIZATION	FIRST	LAST	ADDRESS	CITY	ST	ZIP	PHONE	EMAIL
1		All Access								allaccess.com
2		AMFMJobs.com	Mark	Holloway						amfmjobs.com
3		CareerBuilder								
4		DICE								
5		Illinois Broadcasters Association								ilba.org
6		Indeed.com								indeed.com
7		Inside Radio								genemckay@insideradio.com
8	Yes	Internal Referral								
9		Linked In								
10		Michigan Broadcasters Association								michmab.com
11		Milwaukee Jobs								dburmest@milwjobs.com
12		Milwaukee Radio Group Website								
13		Milwaukee School of Engineering	Mary	Spencer	1025 N. Broadway	Milwaukee	WI	53202	414-277-4517	spencer@msoe.edu
14		MRG Advertiser								
15	Yes	MRG Current Employee								
16		Radio Jobs on Line								radiojobsonline.com
17	Yes	Referral								
18		Saga Communications Website								sagacom.com
19		Undisclosed website								
20		Vendor								
21		WBA Job Fair								
22		Wisconsin Broadcasters Association								wi-broadcasters.org
23		Wisconsin TechConnect								www.fvtc.edu/ses
24		Word of Mouth								
25		Other								
26		Radio World								

SUPPLEMENTAL RECRUITMENT INITIATIVES  
August 1, 2019-July 31, 2020

<b>1</b>	<b>PARTICIPATION IN JOB FAIRS BY STATION PERSONNEL: 4 EVENTS = ONE CREDIT</b> Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.
7/17/2020	WBA Virtual Job Fair / On air promotion / website promotion and link on WKLH/WHQG/WJMR/WNRG/WJYI
<b>2</b>	<b>INTERNSHIP PROGRAM= ONE CREDIT</b> Established a 10-12 week /15-20 hours per week in-depth internship program designed for local college students interested in the broadcast industry. Internship program involves hands-on training, exposure to real-life situations in our industry, and daily guidance and education from management and staff.

<b>3</b>	<b>PARTICIPATION OF JOB OPENINGS IN JOB BANKS, INTERNET: = ONE CREDIT</b> wklh.com, 1029thegog.com, jammin983.com, joy1340.com, enery1069.com, sagacom.com, allaccess.com, marquette.edu, wba, experience.com, wisconsintechconnect.com, milwaukeeewib.org, edgewood.edu/src/career, LinkedIn, amfmjobs.com, Job Center of Wisconsin, and more (see complete list above)
----------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>4</b>	<b>TRAINING PROGRAM FOR STATION PERSONNEL: = ONE CREDIT</b>
<b>Sales Coordinator</b> On going - training in all aspects of radio sales. Creating proposals, filing, copy, traffic, etc. Entryway into radio sales coordinator or radio sales position.	
<b>Production</b> On going - training in all aspects of radio production. Locating and assembling commercials for local, national and syndicated advertisers, operation of appropriate computer programs. Expectation will be to utilize gained abilities when production department needs assistance.	
<b>Engineering</b> On going - training in all aspects of radio broadcasting. Training consists of most areas of radio facility engineering, including set up and operation of remote broadcasts, networked audio operations and equipment metering and logging.	

<b>5</b>	<b>PARTICIPATION IN EVENTS SPONSORED BY ORGANIZATIONS REPRESENTING GROUPS PRESENT IN THE COMMUNITY INTERESTED IN BROADCAST EMPLOYMENT ISSUES: = ONE CREDIT</b>
R Williams	Honorary Chair Fellowship Open & MKE Fellows Mentor - providing professional mentors for each student. College bound African American High School Seniors and College Students.
M Rosenberg	Board Member - Milwaukee Jewish Federation / Immediate Past Chair - Young Leadership Division-MJF / Board Member - BBYO Inc
T Northrop	Marquette University / Ad Principles Class / - presented general radio advertising
T Sartler	Girl Bosses Network - founding member - Networking group that empowers and supports women in business
M Rockwell	Society of Broadcast Engineers Chapter 24 - Madison

<b>6</b>	<b>PARTICIPATION IN A PROGRAM FOR STATION MANAGEMENT THAT WILL TEACH THEM HOW TO ENSURE EQUAL -EMPLOYMENT OPPORTUNITY: = ONE CREDIT</b>