

MAGNUM COMMUNICATIONS INC.
WMBZ/WIBD - WVTY/WRJN



Magnum Communications Inc,

WMBZ, WIBD / WVTY, WRJN

Annual EEO Public File Report
Applicable Covering Period: 8/1/17 - 7/31/18

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Equal Employment Opportunity (EEO) Rules of the Federal Communications Commission (FCC). This Annual EEO Report summarizes the relevant hiring procedures and EEO outreach activities. The station employment Units (SEU) is comprised of the following stations:

WMBZ, WIBD / WVTY, WRJN

The information contained in this report covers the time period beginning 8/1/17-7/31/18 (the "applicable period")

In accordance with the FCC's EEO Rules, this report contains the required following information:

1. A list of all full-time vacancies filled by the station(s) comprising the SEU during the Applicable Period
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO rule), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hired individual for each full-time vacancy filled during applicable period.
4. Data reflecting the total number of person interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

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Job Vacancies (Section 1):

Full-Time Position Utilized	Date Opened	Total Number Interviewed	Recruitment Source of Hire	Source
Administrative Assistant	04/13/18	4	Indeed.com	2, 3, 4

Total Number of Positions filled During Applicable Period: 1

Total Number of Persons Interviewed During Applicable Period: 4

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WMBZ/WIBD - WVTY/WRJN**

Recruitment Sources:

- 1. Radio Announcements**
- 2. Craigslist Internet Ads**
- 3. Wisconsin Broadcasters Association Website/Newsletter**
- 4. Indeed.com**
- 5. Wisconsin Tech Connect**

Organization	E-mail address
Assoc for Women in Communication	ldewitt@wisc.edu
Broadcast Center	placement@broadcastcenterinfo.com
Broadcasting Institute of Maryland	nb@bim.org
Chrysalis Inc	Chrysalis002@sbcglobal.net
WWOCN / Agnes Cammer	wwocnagc@gmail.com
Columbia School of Broadcasting	Djtrain@columbiaschoolbroadcast.com
Community Action Coalition of SC WI	dknickmeier@cacscw.org
Edgewood College Career Service	dewitt@edgewood.edu
Goodman Atwood Comm Center	laue@atwoodcc.org
Goodwill Industries of SE WI	Thomas.gauthier@goodwillsew.com
Herzing College	marion@msn.herzing.edu
House of Hope	kristinef@hopehousesew.org
Illinois Center for Broadcasting	bhillman@beonair.com
Lakeland College	stepanlm@lakeland.edu
Marquette University	jasoneckertt@marquette.edu
MN Broadcasters Association	llasere@minnesotabroadcasters.com
MN State University Moorhead	careers@mnstate.edu
Northcentral Technical College	monson@ntc.edu
Northwest College	careerdev@nec.edu
NWTC	Janet.secora@nwtc.edu
Ohio / Illinois Center for Broadcasting	gary@benoair.com
Oneida WIA Program	sskenado@oneidanation.org
Out Reach of Rock County	angier@lgbtoutsreach.org
Radio 1 Broadcast School	director@radio1school.com
Rochester Comm & Technical College	Kendal.rasnake@roch.edu
Salvation army of LaCrosse	Abigail_jeffers@usc.salvationarmy.org
Specs Howard School of Broadcast Arts	kscollin@speechshoward.edu
St. Cloud Career Services	nkmichael@stcloudstate.edu
UW La Crosse	Bald.karo@uwlax.edu
UW Madison - Communication Arts	makwinja@wisc.edu
UW Superior - Career Services	career@uwsuper.edu
UW Stevens Point - Career Services	career@uwsp.edu
UW Stout	careerservices@uwstout.edu
UW Waukesha	Amanda.mueller@uwc.edu
UW Whitewater	career@uww.edu
University of Northern Iowa	careercenter@uni.edu
Western Kentucky University Career Services	Dan.onitsuka@wku.edu
Workforce Connections Juneau County	butlers@workforceconctions.org

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Community Outreach (Section 2):

Year: 2017-2018 This announcement was broadcast on:

WMBZ, WIBD, WVTY, WRJN on Monday through Sunday up to 3 times a day.

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WMBZ/WIBD - WVTY/WRJN

Community Outreach (Section 2):

This letter was sent to Minority Groups:

We are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify Rick Jensen at rickj@magnum.media or you may write to:

**Magnum.Media
PO Box 118
West Bend, WI 53095**

We are an equal opportunity employer and encourage minorities and females to apply.

WMBZ, WIBD, WVTY, WRJN

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WMBZ/WIBD - WVTY/WRJN

Community Outreach (Section 2):

Community Outreach Program:

Year 2017-2018 The following Minority Groups were mailed this letter:

Organization	First	Last	Address	City	State	ZIP
Society's Assets	Linda	Lamparek	5200 Washington #225	Racine	WI	53403
Sojourner Truth House	Kathie	Stolpman	PO Box 080319	Milwaukee	WI	53208
South Central Wisconsin Red Cross	Dave	Diestler	211 N Parker Dr	Janesville	WI	53545
Southeast Asian Community Center	Norman	Kong	401 Ninth Street	Green Bay	WI	54303
Southwest Technical College	Kathy	Witzig	Hwy 18 East	Fennimore	WI	53809
St Olaf College	Andrea	Becker	1520 Saint Olaf Ave	Northfield	MN	55057
St. Croix County Job Center	Aracely	Olguin	625 Whitetail Blvd	River Falls	WI	54022
St. Norbert College	Jodie	Gehn	100 Grant St	De Pere	WI	54115
Steven P.J. Wood Building	Jim	Cromwell	1101 North Highland St	Arlington	VA	22201
Stevens Point Area Investment Club	Fredrick	Boehm MD	824 Illinois St	Stevens Point	WI	54481
Swteet Adel. Chorus	Jean	Kraus	1225 W Ives	Marshfield	WI	54449
Taylor County Job Center	Allen	Zimmerman	625 E College Ave	Medford	WI	54551
Tellurian			138 W Gorham St	Madison	WI	53703
Two Rivers Woman's Club	Lorraine	Sperry	1720 31st St	Two Rivers	WI	54241
Tyler-Domer Com Center	Tom	Molbeck	2301 12th St	Racine	WI	53403
United Migrant Opportunity			2317 International Lane #112	Madison	WI	53703
Urban League of Kenosha	Honey	Reanue	1418 68th St	Kenosha	WI	53143
UW Extension / EODP Office	Dana	Burmester	432 N Lake St #501	Madison	WI	53703
UW Stevens Point	Lorry	Walters	134 Old Main Building	Stevens Point	WI	54481
VFW	Roger	Heth	N2074 Veterans Road	Fort Atkinson	WI	53538
Vocational Rehabilitation	Job	Placement	124 South 6th St N	LaCrosse	WI	54601
WEAU-TV	Jolene	Jensen	1907 S Hastings Way	Eau Claire	WI	54701
Wisconsin Journalist	Linda	Loofboro	5115 Vilas Communications Hall	Madison	WI	54706
Wisconsin Nurses Association	Kaye	Lilesand	6117 Monona Drive	Madison	WI	53716
YWCA of Racine	Michelle	Gabor	725 Lake St	Racine	WI	53403

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Community Outreach (Section 2):

Community Outreach Program:

Year 2017-2018 The following Minority Groups were mailed this letter:

Organization	First	Last	Address	City	State	ZIP
SPEIC Council #1/WEAC			152 W Johnson St #202	Madison	WI	53703
St. Cloud State University			720 4th Ave South	St Cloud	MN	56301
State Bar Special Comm on Woman			PO Box 7158	Madison	WI	53707
Student Association UW- M			PO Box 413 Union	Milwaukee	WI	53201
Stevens Point Women's Club			1832 Illinois Ave	Stevens Point	WI	54881
SW Wisconsin Tech/ Women's			1800 Bronson Blvd	Fennimore	WI	53809
Technical Col Job Services			3373 Dewey St	Manitowoc	WI	54220
The Chicago Urban League			4510 South Michigan Ave	Chicago	IL	60353
UMOS			2701 South Chase Ave	Milwaukee	WI	53207
UND School of Communication			PO Box 8118	Grand Forks	NC	58202
Univ of MN-Morris	Gary	Donovan	600 East 4th St	Morris	MN	56267
University of Northern Iowa			1227 West 27th St	Cedar Falls	IA	50614
Univ of MN Duluth			1049 University Drive	Duluth	MN	55812
University of Minn			319 15th Ave Se	Minneapolis	MN	55455
UW - Platteville			1 University Plaza	Platteville	WI	53818
UW - Stout			103 Administration Building	Menomonie	WI	54751
University of WI - Barron	Dale	Fenton	1800 College Drive	Rice Lake	WI	54868
UW - La Crosse	Karolyn	Bald	1725 State street	La Crosse	WI	54601
University of WI - River Falls			140 South 3rd St	River Falls	WI	54022
UW - Fox Valley - Careers			1478 Midway Rd	Menasha	WI	54952
UW - Manitowoc - Student Counseling			705 Viebahn St	Manitowoc	WI	54220
UW - Parkside Woman's Studies			PO Box 2000	Kenosha	WI	53141
Washington High School			4519 Lincoln Ave	Two Rivers	WI	54241
Wausau / Merrill Daily Herald			PO Box 1286	Wausau	WI	55401
WISCAP			1310 Mendota St #107	Madison	WI	53714

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Community Outreach (Section 2):

Community Outreach Program:

Year 2017-2018 The following Minority Groups were mailed this letter:

Organization	First	Last	Address	City	State	ZIP
Northeast Central Technical College	Rose	Casar	1000 W Campus St	Wausau	WI	54401
St Norbert College - Placement Direct			College Ave	Depere	WI	54415
UCLA Asian American Studies			3230 Campbell Hall Box 95146	LosAngeles	CA	90095
United Asian Community Center	Normal	Kong	401 Ninth St	Green Bay	WI	54303
United Way of Jefferson / Walworth	Todd	Tesch	731 Madison Ave	Fort Atkinson	WI	53538
UNITY: Journalist of Color			7950 Jones Branch Drive	McLean	VA	22107
University of Dubuque - Careers			2000 University Plaza	Dubuque	IA	52001
University of Minnesota - Careers			106 Pleasabt Street SE	Minneapolis	MN	55455
University of Northern Iowa - Careers			Student Services Ctr #19	Cedar Falls	IA	50614
Urban League of Greater Madison	Denise	Hardnett	2222 S Park St #200	Madison	WI	53713
UW-Fox Valley - Careers	Thomas	Frantz	1478 Midway Rd	Menasha	WI	54952
UW-Stout			103 Administration Bldg	Menomonie	WI	54751
UW- Green Bay - Careers	Karla	Miller	2420 Nicolet Drive SS 1916	Green Bay	WI	54311
UW-River Falls	Nancy	Pace	410 South Thurd Street	River Falls	WI	54022
Vincennes University	Jack	Hanes	1002 N 4th St	Vincennes	IN	47591
Waukesha Cty Tech College			892 Main Street Suite C	Pewaukee	WI	53072
Waupaca Cty Post	Mike	Sievwright	PO Box 152	Waupaca	WI	54981
West WI Workforce Dev.	Len	Abrahamson	204 Walnut St	Independence	WI	54747
Western WI Tech			400 Seventh St N	La Crosse	WI	54601
WI Division of Vocational Rehab			1819 Aberg Ave Ste E	Madison	WI	53704
Winona Tech College			1250 Homer Rd	Winona	MN	55987
WI Coalition Against Dom Violence	Sue	Hemling	307 S Paterson St	Madison	WI	53703
WI Indianhead Tech College			1900 College Dr	Rice Lake	WI	54868
WI Job Service - Sauk County			PO Box 730	Baraboo	WI	53913
WI Lutheran College	Jeff	Weber	8800 W Bluemound Rd	Milwaukee	WI	53226

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Community Outreach (Section 2):

Community Outreach Program:

Year 2017-2018 The following Minority Groups were mailed this letter:

Organization	First	Last	Address	City	State	ZIP
AAUW	Carolyn	Garfein	1111 16th St N.W.	Washington	DC	
AFSCME	Ruth	Kraus	1602 S Park St #212	Madison	WI	
AllAboutCountry.com	Bill	Hennes	5009Crosswinds Dr	Wilmington	NC	
Appleton Post Crescent	Larry	Avila	306 W Washington St	Appleton	WI	
Arizona Sate University	Cindy	Parnell	522 N Central Ave #110	Phoenix	AZ	
Beloit College	Ann	Davies	700 College St	Beloit	WI	
Benedict Center	Murphy	McNally	135 W Wells St #700	Milwaukee	WI	
Boy Scouts of America	Aaron	Vikemr	2300 E Racine St	Janesville	WI	
CAP Services	Janet	Tague	5499 Highway 10 East	Stevens Point	WI	
Career Services Office	Jude	Chesebro	UW Stevens Point Rm 134 Main Bldg	Stevens Point	WI	
Carthage College	Jean	Frederick	2001 Alford Park Dr	Kenosha	WI	
Coalition to Promote Respect	Peter	Kellogg	3791 Grove Rd	Green Bay	WI	
Eau Claire Leader Telegram	Carol	Slatter	PO Box 570	Eau Claire	WI	
Engstrom Inc	Ginny	Engstrom	9708 State Hwy 147	Two Rivers	WI	
F.A.S.T.	Kim	Hollman	PO Box 162	Fort Atkinson	WI	
Fort Alumni	Shirley	Chiochios	407 Merchants Ave	Fort Atkinson	WI	
Fox Valley Tech	Cindy	Stoeger	1825 N Bluemound Dr PO Box 22577	Appleton	WI	
Gateway Technical College	Marcia	Malin	3520 30th Ave	Kenosha	WI	
Goodwill Industries	Lisa	Norman	6055 N 91st St	Milwaukee	WI	
Ho Chunk Nation	Jennifer	Kearnes	N6520 Guy Rd	Black River Falls	WI	
Horizon's Inc	Connie	Shaver	2511 W Vine St	Milwaukee	WI	
Indiana Broadcasters Assn.	Linda	Compton	3003 E 8th St #161	Indianapolis	IN	
Jaycees	Lori	Dawson	1503 Grand Ave	Neillsville	WI	
Labor Ready	Adam	Tolliver	2617 George St	La Crosse	WI	
Lakeland College	Greg	Powers	5001 Lake Land Blvd.	Mattoon	IL	

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Outreach Activity Description Form:

1. WBA Career Fair

Year: 2017-2018 Name of Activity: 2018 Winter Job/Career Fair

Andrea Krolikowski and Erick Burnstad represented Magnum Communications stations (, WIBD, WVTY, WRJN) at the WBA Conference Job/Career fair that took place in Madison at the Madison Concourse Hotel on January 31, 2018. They talked with job seekers about jobs in broadcasting and all the opportunities there are. Jobs in engineering and technical support...in office management and clerical work...in sales and computer applications and marketing and graphic design and social media. Radio station managers, news directors, sales representatives and on-air personalities were on hand to answer an questions they might have about a career in broadcasting. Job seekers could also get information on what education is required for which jobs in broadcasting.

2. WBA Career Fair

Year: 2017-2018 Name of Activity: 2018 Summer Job/Career Fair

Reid Magnum represented Magnum Communications stations (, WIBD, WVTY, WRJN) at the WBA Conference Job/Career fair that took place in Milwaukee at the Hilton Milwaukee, City Center on June 20, 2018. They talked with job seekers about jobs in broadcasting and all the opportunities there are. Jobs in engineering and technical support...in office management and clerical work...in sales and computer applications and marketing and graphic design and social media. Radio station managers, news directors, sales representatives and on-air personalities were on hand to answer an questions they might have about a career in broadcasting. Job seekers could also get information on what education is required for which jobs in broadcasting.

3. Scholarship Program

Year: 2017-2018 Name of Activity: Scholarship Program

Magnum Communications made a donation to this scholarship program.
**Applications on file at Corporate office

3. Job Shadow Program

Year: 2017-2018 Name of Activity: Job Shadow Program

Magnum Communications Stations WMBZ, WIBD, WVTY, WRJN offers high school students the opportunity to job shadow employees in a means of learning day-to-day operations of the station.

We have no job shadows at this time.

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4. Station Tours to Education

Year: 2017-2018 Name of Activity: Station Tours to Educate

Magnum Communications Stations WMBZ, WIBD, WVTY, WRJN hosts several tours of our office and studios each year for interested groups or organizations.

We had no station tours during this time frame.

NEW JOB VACANCY

PART A

I. General Information

1. **Job Title:** Office/Administrative
2. **Date Position Opened:** April 13
3. **Date Position Filled:** April 24
4. **Documentation of Notice:** Are dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto and have been placed in the file folder opened for this job vacancy?
Yes [☒] No [☐]

Office/Administrative Position in West Bend, WI Posted 4/13/18, 9:13 PM
Buzz Country and WIBD

Magnum.Media is looking for a motivated individual with a problem solving mindset to join our team. Responsibilities will include computer work involving order entry and maintaining station websites, answering phones to assist clients and coworkers, welcoming guests who visit station, and other administrative tasks.

Candidate must be comfortable working on a computer throughout the day and enjoys being busy and working with a cheerful attitude. This is a position that requires an individual who likes to take on challenges and help coworkers with questions as they'll be a "go to person."

A Bachelor's Degree is preferred but not required. As long as individual is motivated to learn the computer programs we'll train you on each program you'll use.

Please include salary requirements and resume in email.

E/O/E.

Craig's list

posting ID: 6560603128

date: 2018-04-13

Payment ID: 119041973

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Credit Card Holder Name: Dave Magnum

Item: jobs posting

Title: Administrative/Office

Location: milwaukee, WI

Category: admin/office

Price: \$25.00 USD

Quantity: 1 posting

Total: \$25.00 USD

Indeed.com



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Search

Post a Job

<input type="checkbox"/>	Job	Location	Created	Candidates	Views	Cost	Budget	Status
<input type="checkbox"/>	Office/Administrative Edit job Post job in multiple locations	West Bend, WI	17 min ago	0 candidates	0	Free	Sponsor job for more candidates	Open ▾



Radio-Administrative Jobs

SHARE   

Office/Administrative

Magnum.Media is looking for a motivated individual with a problem solving mindset to join our team. Responsibilities will include computer work involving order entry and maintaining station websites, answering phones to assist clients and coworkers, welcoming guests who visit station, and other administrative tasks. Candidate must be comfortable working on a computer throughout the day and enjoys being busy and working with a cheerful attitude. This is a position that requires an individual who likes to take on challenges and help coworkers with questions as they'll be a "go to person." A Bachelor's Degree is preferred but not required. As long as individual is motivated to learn the computer programs we'll train you on each program you'll use. Please include salary requirements and resume in email. E/O/E.

Posted on: April 16, 2018

[Read Job Details](#)

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WMBZ/WIBD - WVTY/WRJN

II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
<u>Margaret Langenecker</u>	<u>4/17/2018</u>	<u>Indeed.com</u>
<u>Danielle Limbach</u>	<u>4/20/2018</u>	<u>Indeed.com</u>
<u>Ericka Zick</u>	<u>4/20/2018</u>	<u>Indeed.com</u>
<u>Allison Godejohn</u>	<u>4/23/2018</u>	<u>Indeed.com</u>

2. Total number of people interviewed for this position: 4
3. Total number of applicants for this job: 180

III. Hiree

Person ultimately hired for this position:

Name: Ericka Zick

Recruitment Source: Indeed.com

Approval:

General Manager: Dave Magnum Date:

4/24/18

Notes:

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WMBZ/WIBD - WVTY/WRJN

Wisconsin Broadcasters Association



The Wisconsin Broadcasters Association fosters and promotes the development of the arts of aural and visual broadcasting to all its members.

President & CEO
MICHELLE VETTERGOND, CAE

Vice President Administration
LINDA BAUN

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EAM, Stapp Company, Milwaukee

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Chair Elect
NANCY DOUGLASS
WLKS FM, Lake Geneva

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WRNTV, Green Bay

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MTL, West Family Broadcasting, Eau Claire

KEITH BRATFI
Hearst Media, Madison

JUL BUEHLER
WI 44TV, Green Bay

BRIAN DIERKS
Marquette University Media, Madison

PAUL CAMERON
The Family Radio Network, Inc., Appleton

DAVE LUDWIGS
WI 44TV-FM, Milwaukee Public Radio

JOE KOSER
Koser Radio Group, Rice Lake/Seymour

LUPITA MONTOTO
La Monda WLSM Radio, Madison

MARK STRACHOTA
WJMT-TV/CBS 8, Monrovia, Milwaukee

CHUCK SULLIVAN
Finnerty, Milwaukee

JAN WADE
WISN-TV, Madison

JEFF WELTON
Radio One, Jackson, Coon, Rice Lake

MICHAEL WRIGHT
Ethnic Communications, Oshkosh

Past Office - NAB Board
TOM WALKER
The West Family Broadcasting, Madison

April 29, 2018

Dave Magnum
Magnum Broadcasting
PO Box 118
West Bend, WI 53096-0118

Dear Dave

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WXYM FM, WTMB FM, WBOG AM, WNFM FM, WBDL FM, WRDS AM, WNNO FM, WBKY FM, WDSI AM, WDDC FM, WPDR AM, WALIN FM, WRJN AM, WMKQ FM, WMBZ FM, WBKV AM, KQEG TV, WEZY TV, WMJQ TV were represented by Erick Bumstad and Andrea Krolkowski at the Job/Career Fair which was held as part of the WBA's 2018 Winter Conference on Wednesday, January 31st from 8:30 AM-10:30 AM at the Madison Concourse Hotel in Madison, Wisconsin. We had over 50 job seekers in attendance. If you'd like a listing of those that attended the Job/Career Fair, along with their contact information, please contact me at the lbaun@wi-broadcasters.org. I will get to you the pertinent information.

One of the menu option initiatives under the FCC's Outreach Prong 3 is participation in at least four job fairs or careers fairs by personnel who have substantial responsibility in the making of hiring decisions. WBA sponsors two job/career fairs each year - one in conjunction with our annual winter conference (January) and one in conjunction with our annual summer conference (June). Full SEU participation in each job/career fair should earn the SEU a 1/4 credit. Accordingly, over a 2-year period of participating in these WBA sponsored job/career fairs, and SEU should earn a full credit.

Please feel free to contact me if you have any questions! The WBA looks forward to helping you, our valued members, with your EEO Compliance.

Sincerely,

Linda Baun
Vice President

44 E. MIFFLIN STREET, SUITE 900 • MADISON, WI 53703
PHONE: 608-255-2600 • TOLL FREE: 800-238-1922 • www.wi-broadcasters.org

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Wisconsin Broadcasters Association

The Wisconsin Broadcasters Association fosters and promotes the development of the art and visual broadcasting in all its forms.



President & CEO
MICHELE WILKINSON, CAE

Vice President Administration
LINDA BAUM

OFFICERS

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JILL BUEHLER
WISN-TV, Green Bay

BRIAN BURNS
Midwest Family Radio, Madison

PAUL CAMERON
The Family Radio Network, Inc., Appleton

DAVE EDWARDS
WISN-FM, Milwaukee Public Radio

JI KOSER
Kaiser Radio Group, River Valley/Hayward

LUPITA MONTOTO
La Meida WLSM Radio, Madison

MARK STRACHOTA
WISN-TV/CBS & Telewizja, Milwaukee

CHUCK SULLIVAN
Freemont, Milwaukee

JAN WARE
WISN-TV, Milwaukee

JEFF WELTON
Mount Hackett's Cove, Nova Scotia

MICHAEL WRIGHT
Midwest Communications, Wausau

Ex-Officio - NAB Board
TOM WALKER
Mid West Family Broadcasting, Madison

April 29, 2018

Dave Magnum
Magnum Broadcasting
PO Box 118
West Bend, WI 53095-0118

Dear Dave

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WXYM FM, WIMB FM, WBOG AM, WNFM FM, WBDL FM, WRDB AM, WNNO FM, WBKY FM, WISN AM, WDDC FM, WPDR AM, WAUN FM, WRJN AM, WMKQ FM, WMBZ FM, WBKV AM, KQEG TV, WEZY TV, WMJQ TV were represented by Erick Burnstad and Andrea Krolkowski, at the **EEO Seminar: AVOIDING DISCRIMINATION IN EMPLOYMENT TERMINATIONS** which was held as part of the WBA's 2018 Winter Conference on Wednesday, January 31, 2018 from 10:45 AM 11:45 AM at the Concourse Hotel in Madison, Wisconsin.

One of the menu option initiatives under the FCC's Outreach Prong 3 states: "One full 'Menu Option Initiative' credit for participating in a program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination". The WBA will be offering this training program four times over a two year period. The seminar will be held in conjunction with the WBA Winter and Summer Conferences. This initiative began with the 2006 Winter Conference - this is a similar process as the Job/Career Fairs. If a station routinely sends management to these courses, by the end of the segment, (two year period), the SEU would claim one full menu option credit for that two year period. Please note - these four seminars will each be on different discrimination topics, so an SEU will need to have someone from management in attendance at all four sessions to get the full menu option credit."

Please feel free to contact me if you have any questions! We look forward to helping you, our valued member, with your EEO Compliance.

Sincerely,


Linda Baum
Vice President

44 E. MIFFLIN STREET, SUITE 900 • MADISON, WI 53703
PHONE: 608-255-2600 • TOLL FREE: 800-236-1922 • www.wi-broadcasters.org

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WMBZ/WIBD - WVTY/WRJN

Wisconsin Broadcasters Association

The Wisconsin Broadcasters Association fosters and promotes the development of the arts of verbal and visual broadcasting in all its forms.

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July 11, 2018

Dave Magnum
Magnum Broadcasting
PO Box 118
West Bend, WI 53095-0118

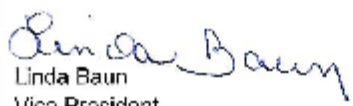
Dear Dave

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WXYM FM, WTMB FM, WBOG AM, WNFM FM, WBDL FM, WRDB AM, WNNO FM, WBKY FM, WDLS AM, WDDC FM, WPDR AM, WAUN FM, WRJN AM, WMKQ FM, WMBZ FM, WBKV AM, KQEG TV, WEZY TV, WMJQ TV were represented by Reid Magnum and you at the Job/Career Fair which was held as part of the WBA's 2018 Summer Conference on Wednesday, June 20 from 1:30 pm - 3 pm at the Hilton Milwaukee City Center in Milwaukee, Wisconsin. If you'd like a listing of those that attended the Job/Career Fair, along with their contact information, please contact me at the lbaun@wi-broadcasters.org. I will get to you the pertinent information.

One of the menu option initiatives under the FCC's Outreach Prong 3 states: The FCC allows SEUs four, one-quarter credits, totaling one full credit, for each two year segment of their stations' eight year license term if they participate in at least four job fairs or career fairs during that two-year segment. To be counted as participating in a job fair, the SEU must send personnel who have substantial responsibility in the making of the SEU's hiring decisions. The WBA sponsors two job fairs per year, one in conjunction with our Annual Winter Conference (January) and another in connection with our Annual Summer Conference (June). Full SEU participation in each job/career fair should earn the SEU a 1/4 credit for each of these job fairs. Accordingly, over a 2-year period of participating in these WBA sponsored job/career fairs, an SEU should be able to claim one full credit so long as such participation includes personnel who have substantial responsibility in hiring and the SEU maintains adequate documentation of such participation.

Please feel free to contact me if you have any questions! The WBA looks forward to helping you, our valued members, with your EEO Compliance.

Sincerely,


Linda Baun
Vice President

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