

**KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**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>
Afternoons	1-3, 5-62, 64-65, 67-110	2
Account Executive	1-3, 5-65, 67-110	27
Account Executive	1-3, 5-65, 67-110	77
Account Executive	1-3, 5-110	63
Journalist	1-3, 5-62, 64-110	46
Account Executive	1-3, 5-110	27
Account Executive	1-3, 5-110	27
SALES ASSISTANT	1-65, 67-110	63

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<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>
1	ABR Employment Services 1501 Losey Blvd South La Crosse, Wisconsin 54601 Phone : 608-782-9700 Email : lacrosse@abrjobs.com Fax : 1-608-784-7143 Gary Frahm	Y	0
2	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 3104576616 Url : www.allaccess.com Fax : 1-310-457-8058 Joel Denver Manual Posting	N	2
3	Aptiv, Inc. 3000 South Avenue La Crosse, Wisconsin 54601 Phone : 608-784-9450 Fax : 1-608-784-5345 Nancy Wagner	Y	0
4	Aurora Vocational Services 1501 Saint Andrew Street Suite C202 La Crosse, Wisconsin 54603 Phone : 608-785-5090 Url : www.auroraservices.com Email : CBrown@AuroraServices.com Cindy Brown  Prong 2 Start Date: 5/21/2019	Y	0
5	Beloit College 700 College St. Beloit, Wisconsin 53511 Phone : 608-363-2673 Url : http://www.beloit.edu Email : lapc@beloit.edu Fax : 1-608-363-2109 Career Services	Y	0

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6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@amfmjobs.com Mark Halloway	Y	0
7	Broadcasting Institution of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-410-254-5357 Norman Brooks	Y	0
8	Carolina School of Broadcasting 3435 Performance Rd Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-531-7291 Alyson Young	Y	0
9	Carthage College 2001 Alford Park Dr. Kenosha, Wisconsin 53140 Phone : 262-551-5959 Career Services Manual Posting	Y	0
10	Catholic Charities 2710 East Avenue La Crosse, Wisconsin 54601 Phone : 608-782-0710 Email : sparker@cclse.org Shannon Parker	Y	0
11	Chrysalis Inc. 1342 Dewey Court Madison, Wisconsin 53703 Phone : 608-256-3102 Email : clark@workwithchrysalis.org Fax : 1-608-256-3103 Career Services	Y	0

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12	Clarke University Job Bank 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 8888252753 Url : www.clarke.edu Website Website Manual Posting  Prong 2 Start Date: 1/2/2012	Y	0
13	Columbia College - Careers 623 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Fax : 1-312-344-8020 Evonne Mathews Manual Posting	Y	0
14	Community Action Coalition 1717 N. Stoughton Rd. Madison, Wisconsin 53704 Phone : 608-246-4730x215 Email : jschroeder@cacscw.org Fax : 1-608-246-4760 Jim Schroeder	Y	0
15	Curative Connections 2900 Curry Lane Green Bay, Wisconsin 54308 Phone : 920- 468-9129 Email : bjordan@curativeconnections.org Fax : 1-920-965-2653 Brenda Jordan	Y	0
16	Department of Workforce Development 2615 East Avenue South Suite 101 La Crosse, Wisconsin 54601 Phone : 608-785-9511 Email : amy.studden@dwd.wisconsin.gov Amy Jo Studden	Y	0
17	Division of Vocational Rehabilitation 125 N 6th Street La Crosse, Wisconsin 54601 Phone : 608-785-9500 Fax : 1-608-785-9494 Job Placement	Y	0

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18	E.W. Scripps School of Journalism E.W. Scripps Hall #102 Athens, Ohio 45701 Phone : 7405932590 Email : foxr1@ohio.edu Becky Fox	Y	0
19	Edgewood College - Careers 1000 Edgewood College Drive Madison, Wisconsin 53711 Phone : 608-257-4861 Url : www.edgewood.edu Website Website Manual Posting	Y	0
20	Emma L. Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-0199 Email : michael.barham@nbcuni.com Michael Barham	Y	0
21	Equal Opportunity Commission - Milwaukee 310 W. Wisconsin Ave Milwaukee, Wisconsin 53203 Phone : 8006694000 Email : info@eeoc.gov Fax : 1-414-297-4133 Rosemary Fox	Y	0
22	Experience Works 319 Main Street Suite 404 La Crosse, Wisconsin 54601 Phone : 608-789-5623 Email : ew@experienceworks.org Fax : 1-608-789-5624 Erika Dewald-Hoss	Y	0
23	Focuscorp Inc. 3201 Latham Drive Madison, Wisconsin 53713 Phone : 608-277-9140 Email : focuscorp1@aol.com Catherine Murray	Y	0

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24	Goods Entertainment P.O. Box 1266, 166 Kings Highway North Weston, Connecticut Phone : 203-341-0111 Email : agoodman@goodsentertainment.com Adam Goodman	N	0
25	Goodwill Industries 2334-36 Rose Street La Crosse, Wisconsin 54603 Phone : 608-783-2710 Email : lacrosse@gwicc.org Fax : 1-608-783-7565 Paula Egge	Y	0
26	Illinois & Ohio Centers for Broadcasting Chicago, Illinois Phone : 847-962-1586 Email : dclark@beonair.com Don Clark	Y	0
27	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas Url : indeed.com Career Services Manual Posting	N	14
28	Internal Postings 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Kristy Nix Manual Posting	N	1
29	Iowa Central College 330 Avenue M Ft. Dodge, Iowa 50501 Phone : (515) 576-0099x2407 Email : careerservices@iowacentral.edu Fax : 1-515-576-7724 Career Services	Y	0

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30	Job Center of Wisconsin All Job Centers in Wisconsin All, Wisconsin Phone : 8882589966 Url : www.wisconsinjobcenter.org Website Website Manual Posting	N	0
31	Kennedy Heights Comm. Ct. 199 Kennedy Heights Madison, Wisconsin 53703 Phone : 6082440767 Email : director@khcommunitycenter.org Fax : 1-608-661-9190 Patrina White	N	0
32	La Casa de Esperanza Inc 410 Arcadian Ave Waukesha, Wisconsin 53103 Phone : 262-547-0887 Email : info@lacasadeesperanza.org Fax : 1-262-547-0735 April Medina	Y	0
33	La Crosse Area Hmong Mutual 1915 Ward Ave La Crosse, Wisconsin 54601 Phone : 608-781-5744 Email : nevinlaxhmaa1@gmail.com Butler Nevin	Y	0
34	La Crosse County Job Service 402 N. Eighth Street La Crosse, Wisconsin 54601 Phone : 608-789-5627 Email : piercet@workforceconnections.org Fax : 1-608-789-5599 Career Services	Y	0
35	Labor Ready 1107 Liberty Street La Crosse, Wisconsin 54601 Phone : 608-7820452 Fax : 1-608-782-1485 Adam Tolliver	Y	0

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36	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5346 Tina Moore Manual Posting	Y	0
37	Lakeland College PO Box 359 Sheboygan, Wisconsin 53082 Phone : 920-565-1255 Lisa Stephen Manual Posting	Y	0
38	Lawrence University-Career Center 711 E Boldt Way Appleton, Wisconsin 54911 Phone : 920-832-6561 Kathy Heinzen Manual Posting	Y	0
39	Lutheran Social Services 2025 South Avenue, Suite 200 La Crosse, Wisconsin 54601 Phone : 608-796-2300 Fax : 1-608-788-6623 Todd Wilson	Y	0
40	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : <a href="http://www.mediainstitute.edu">www.mediainstitute.edu</a> Email : <a href="mailto:Careers@mediainstitute.edu">Careers@mediainstitute.edu</a> Nathaniel Brost  Prong 2 Start Date: 8/6/2012	Y	0
41	Marquette University 1324 W. Wisconsin Avenue Milwaukee, Wisconsin 53233 Phone : (414) 288-7250 Url : <a href="http://www.marquette.edu">http://www.marquette.edu</a> Website Website Manual Posting	Y	0



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42	MATC-Minority Student Services 3550 Anderson Street Madison, Wisconsin 53704 Phone : 608-246-6100 Url : www.wisconsintechconnect.com Patty Geske Manual Posting	Y	0
43	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 800-968-7622 Email : weston@michmab.com Fax : 1-517-484-5810 Denise Weston	Y	0
44	Mid West Family Broadcasting Eau Claire 944 HARLEM STREET ALTOONA, Wisconsin 54720 Phone : 715-832-1530 Email : lynnbiertiz@midwestfamilyec.com Lynn Biertiz	N	0
45	MID WEST FAMILY BROADCASTING ROCKFORD 2830 SANDY HOLLOW ROAD ROCKFORD, Illinois 61108 Phone : 815-873-3261 Email : LONNASCHROEDER@rmgmwf.com LONNA SCHROEDER	N	0
46	Midwest Family Broadcasting 730 Rayovac Drive Madison, Wisconsin 53744 Phone : 608-273-1000 Email : april@mwfbg.net Fax : 1-608-273-3588 April Schoeneweiss	N	1
47	Midwest Family Broadcasting in Benton Harbor-St. Joseph, MI 580 East Napier Avenue Benton Harbor, Michigan 49022 Phone : 269-925-1111 Email : judyg@wirx.com Fax : 1-269-925-1011 Judy Groenke	N	0

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48	Midwest Family Broadcasting in Springfield, IL 1510 N Third Street Riverton, Illinois 62561 Phone : 217-629-7077 Email : eeo@longnine.com Fax : 1-217-629-7952 Cristine Marinelli	N	0
49	Midwest Family Broadcasting in Springfield, MO 319-B East Battlefield Springfield, Missouri 65807 Phone : 417-886-5677 Email : brogers@mwfmmarketing.fm Brandi Rogers	N	0
50	Milwaukee Area Technical College 700 W. State Street Milwaukee, Wisconsin 53233 Phone : 414-297-6244 Julie Klug Manual Posting	Y	0
51	Milwaukee School of Engineering 1025 N. Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-4517 Email : abing@msoe.edu Fax : 1-414-277-7122 Jennifer Abing	N	0
52	Minnesota Broadcasters Association 3033 Excelsior Blvd. Ste. 440 Minneapolis, Minnesota 55416 Phone : 6129268123 Url : www.minnesotabroadcasters.com Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda LaSere	N	0
53	Minnesotaworks.net 1st National Bank Building 332 Minnesota Street, Suite E-200 Saint Paul, Minnesota 55101-1351 Phone : 8006573858 Url : www.minnesotaworks.net Website Website Manual Posting	N	0

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54	Moody Bible Institute 820 N La Salle Dr. Chicago, Illinois 60610 Phone : 312-329-4414 Fax : 1-312-329-8976 Patrick Friedline Manual Posting	Y	0
55	Moorhead State University 1104 7th Avenue South Moorhead, Minnesota 56563 Phone : 218-477-2131 Url : www.mnstate.edu Greg Toutges Manual Posting	Y	0
56	Mount Mary College 2900 N. Menomonee River Parkway Milwaukee, Wisconsin 53222 Phone : 414-256-1243 Kirsten Wright Manual Posting	Y	0
57	Nicolet Area Technical College PO BOX 518 Rhineland, Wisconsin 54501 Phone : 715-365-4565 Url : www.wisconsintechconnect.com Nancy Burns Manual Posting	Y	0
58	Northland College 1411 Ellis Ave. Ashland, Wisconsin 54806 Phone : 715-682-1230 Email : pfen-lei@northland.edu Fax : 1-715-682-1692 Patti Peacock-Landrum	Y	0
59	Northport Community Center 1927 Northport Drive Madison, Wisconsin 53704 Phone : 608-249-0160 Email : jackithomas@tds.net Fax : 1-608-249-0177 Jacki Thomas	Y	0

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60	Northwestern College Job Bank University of Northwestern 3003 Snelling Avenue North St. Paul, Minnesota 55113 Phone : 6516315265 Url : www.nwc.edu Website Website Manual Posting	N	0
61	ODC, Inc 2406 E. 21st St. Marshfield, Wisconsin 54449 Phone : 715-387-1161 Fax : 1-715-389-1443 Lynn Haefer	Y	0
62	Office of Affm Action & Compliance 215 Martin Luther Kind Jr. Blvd, Suite 130 Madison, Wisconsin 53701 Phone : 608-266-4082 Email : dcr@cityofmadison.com Lucia Nunez	Y	0
63	On-Air Advertisements 201 State Street La Crosse, Wisconsin 54601 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	7
64	Opportunity Development Centers, Inc. 2406 E. 21st St. Marshfield Marshfield, Wisconsin Phone : 715-387-6682 Email : dscott@odcinc.com Fax : 1-715-389-1443 Dan Scott	N	0
65	ORC Industries, Inc. 2700 Commerce Street La Crosse, Wisconsin 54603 Phone : 608-781-7727 Fax : 1-608-781-1464 Human Resources	Y	0
66	Other 201 State Street La Crosse, Wisconsin 54601 Kristy Nix Manual Posting	N	4

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67	Penn State College of Communications 101 Bank of American Career Service University Park, Pennsylvania 16802 Phone : 814-865-2377 Fax : 1-814-863-0226 Jack R. Rayman	Y	0
68	Racine Affirm Action Office 730 Washington Ave. Racine, Wisconsin 53403 Phone : 262-636-9589 Email : jobs@cityofracine.org Tim Thompkins	Y	0
69	Racine Urban League 718 N. Memorial Drive Racine, Wisconsin 53404 Phone : 262-637-8532 Email : yadams2006@yahoo.com Yolanda Adams	Y	0
70	Radio1 Broadcast School 700 3rd Street N LL-7 La Crosse, Wisconsin 54601 Phone : (800) 889-2221 Email : director@radio1school.com Joe Deschler	N	0
71	RadioOnline.com 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Ron Chase Manual Posting	N	0
72	Salvation Army 223 8th Street N La Crosse, Wisconsin 54601 Phone : 608-782-6126 Fax : 1-608-782-7377 Soc. SVC / Job Placement	Y	0
73	Silver Lake College 2406 S. Alverno Rd. Manitowoc, Wisconsin 54220 Phone : 920-686-6199 Email : jan.algozine@sl.edu Fax : 1-920-684-7082 Jan Algozine	Y	0

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74	Specs Howard School 19900 W. Nine Mile Southfield, Michigan 48075 Phone : 248-356-6519 Email : nshiner@specsward.edu Fax : 1-248-746-9770 Nancy Shiner	Y	0
75	St. Mary's Ridge Church 26400 County Highway U Cashton, Wisconsin 54619 Phone : (608)823-7906 Url : http://stmarysridge.org Email : smr1856@centurytel.net Shannon Leis	Y	0
76	St. Norbert College Job Bank 100 Grant Street De Pere, Wisconsin 54115 Phone : 9204033040 Url : www.snc.edu Fax : 1-920-403-4052 Website Website Manual Posting	N	0
77	Station Websites 201 State Street La Crosse, Wisconsin 54601 Phone : 6087821230 Url : www.mwfbroadcasting.com Kristy Nix Manual Posting	N	4
78	Texas A&M Career Services 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : www.tamu.edu Website Website Manual Posting	Y	0
79	The Main Street Communication Network Tattler 4517 Minnetonka Blvd #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom K	N	0

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80	University of Dubuque - Careers 2000 University Ave. Dubuque, Iowa 52001 Phone : 563-589-3132 Url : www.dbq.edu Email : career@dbq.edu Career Services	Y	0
81	University of Northern Iowa - Careers 102 Gilchrist Hall Student Services Ctr #19 Cedar Falls, Iowa 50614 Phone : 319-273-6998 Url : www.uni.edu Robert Fredrick Manual Posting	Y	0
82	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5339 Url : www.uiu.edu Website Website Manual Posting	Y	0
83	Urban League of Kenosha 1418 68th St. Kenosha, Wisconsin 53143 Phone : 262-652-2111 Email : yadams2006@yahoo.com Fax : 1-262-637-8634 Yolanda Adams	N	0
84	UW - Fox Valley - Careers 1478 Midway Rd Menasha, Wisconsin 54952 Phone : 920-832-2633 Email : tammy.brunette@uwc.edu Tammy Brunette	Y	0
85	UW - Green Bay - Careers 2420 Nicolet Drive SS 1916 Green Bay, Wisconsin 54311 Phone : (920) 465-2163 Linda Johnson Manual Posting	Y	0

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86	UW - Madison Journalism Placement Office 821 University Ave Madison, Wisconsin 53706 Phone : 608-263-4858 Career Services Manual Posting	Y	0
87	UW - Milwaukee P.O. Box 143 Milwaukee, Wisconsin 53201 Phone : 414-229-4486 Kim Houghland Manual Posting	Y	0
88	UW – Fond du Lac 12 South National Avenue Fond du Lac, Wisconsin 54935 Phone : 920-923-7161 Kerry Strupp Manual Posting	Y	0
89	UW La Crosse Placement & Career Advising 1725 State Street Placement & Career Advising La Crosse, Wisconsin 54601 Phone : 608-785-8514 Email : career@uwlax.edu Fax : 1-608-785-8518 Rebecca Lee	Y	0
90	UW La Crosse WMCM-TV 1725 State Street La Crosse, Wisconsin 54601 Phone : 608-785-8379 Email : wmcmtv@uwlax.edu Dr. Patricia Turner	Y	0
91	UW La Crosse- Multicultural Student Services 1725 State Street, 1100 Centennial Hall La Crosse, Wisconsin 54601 Phone : 608-785-8225 Email : tharris@uwlax.edu Fax : 1-608-785-8837 Thomas Harris	Y	0



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92	UW Madison Communication Arts 821 University Ave 6117 Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-2543 Email : info@commarts.wisc.edu Fax : 1-608-262-9953 Barb Voss-Ruid	Y	0
93	UW Stevens Point 134 Old Main Building Stevens Point, Wisconsin 54481 Phone : 715-346-3226 Career Services Manual Posting	Y	0
94	UW Stout 103 Administration Building Menomonie, Wisconsin 54751 Phone : 715-232-1602 Email : brinkmanm@uwstout.edu Fax : 1-715-232-3595 Mary Bald	Y	0
95	UW Superior 1800 Grand Ave. Superior, Wisconsin 54880 Phone : 715-394-8307 Url : www.super.edu Website Website Manual Posting	N	0
96	UW-Oshkosh 800 Algoma Blvd. Oshkosh, Wisconsin 54901 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
97	UW-Platteville - Career Center 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1183 Diana Brinkman Manual Posting	Y	0

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98	Viterbo University 900 Viterbo Drive La Crosse, Wisconsin 54601 Phone : (608)796-3828 Url : <a href="http://www.viterbo.edu">http://www.viterbo.edu</a> Email : <a href="mailto:careers@viterbo.edu">careers@viterbo.edu</a> Fax : 1-608-796-3050 Lisa Mohr	Y	0
99	Vocational Rehabilitation Monroe County 14305 County Hwy B Sparta, Wisconsin 54656 Phone : 608-269-8600 Email : <a href="mailto:sharon.nelson@co.monroe.wi.us">sharon.nelson@co.monroe.wi.us</a> Sharon Nelson	Y	0
100	Waukesha Cty. Technical College 892 Main St Suite C Pewaukee, Wisconsin 53072 Phone : 414-695-7816 Email : <a href="mailto:careers@wctc.edu">careers@wctc.edu</a> Career Services	Y	0
101	Western Kentucky University Career Services Center Bowling Green, Kentucky 42101 Dan Trendt Manual Posting	Y	0
102	Western WI Tech College Minority Affairs 304 6th Street North PO Box C-908 La Crosse, Wisconsin 54601 Phone : 608-785-9550 Email : <a href="mailto:bernard.black9@gmail.com">bernard.black9@gmail.com</a> Fax : 1-608-785-9094 Bernard Black	N	0
103	Western Wisconsin Community College-Employment Services 304 Sixth Street, North La Crosse, Wisconsin 54601 Phone : 608-785-9200x2 Fax : 1-608-374-7741 Karol Parr	Y	0

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104	Western Wisconsin Tech College 400 Seventh Street North La Crosse, Wisconsin 54601 Career Services Manual Posting	N	0
105	Wisconsin Broadcasters Association 44 East Mifflin Madison, Wisconsin 53701 Phone : 608-255-2600 Url : www.wi-broadcasters.org Website Website Manual Posting	N	0
106	Wisconsin Job Center Green Bay 701 Cherry Street Green Bay, Wisconsin 54301 Phone : 920-448-6760 Fax : 1-920-448-5013 John Gosling  Prong 2 Start Date: 3/14/2013	Y	0
107	Wisconsin NOW P.O. Box 45671 Madison, Wisconsin 53703-5671 Phone : 608-313-4669 Email : nowmadison@gmail.com Career Services	Y	0
108	Workforce Connections, Inc. 402 North 8th Street La Crosse, Wisconsin 54601 Phone : 608-789-5611 Email : workforceconnections@workforceconnections.org Fax : 1-608-785-9939 Sharon Bliss	Y	0
109	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

**KCLH, KQYB, WIZM, WIZM-FM, WKTY, WRQT****EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
110	YWCA Transitional 3219 Commerce Street La Crosse, Wisconsin 54601 Phone : 608-781-2783 Email : jfortuna@ywcalax.org Jessie Fortuna	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/31/2018	Participation in events sponsored by community groups	Production Director, Ken Cooper conducted a tour for UW-Eau Claire, Business Management degree student Max Green. He gave him a tour of the building which included the Business Office, Traffic Department, Production Department, On-Air Studios, Sales Offices and Management Offices. He explained what each departments job duties are and how each job influences how the Radio Stations are in business. Ken also answered all questions that Max had.	1	Production Director
2	9/19/2018	Participation in scholarship programs	The WBA Scholarship program offers scholarships for students interested in pursuing a career in broadcasting. Traffic Manager, Peggy Schelbe, Sales Coordinator, Corri Moran and Sales Manager, Cedric Friesen reviewed and ranked all applicants based on their application in the area of academics, broadcast experience, work experience, activities and honors. Those rankings were then submitted to the Wisconsin Broadcasters Association and used to help determine the winners.	3	Traffic Manager Sales Coordinator Sales Manager

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	1/3/2019	Participation in scholarship programs	Mid-West Family La Crosse participates in the WBA Internship Program which uses reasonable efforts for Mid-West Family La Crosse to have an intern on staff. The WBA Solicits the opportunity for college students to apply for and seek out paid and unpaid internships at Mid-West Family La Crosse in various departments: Prgramming, Sales and Administrative. Hunter Baumgardt had a paid internship with our Production Department from 1/3/19 to 5/18/19. He also earned school credit at UW-La Crosse, During his internship he assisted our Production Director, Ken Cooper with producing, assigning ads that needed to be produced and making sure the correct spots were in our computer program to run on-air. He worked with Sales Department and Programming staff on getting these duties accomplished.	1	Production Director
4	1/30/2019	Participation in Job Fairs	Mid-West Family La Crosse participated in the WBA Winter Conference Career Fair on 1/30/2019 that was held at the Concourse Hotel in Madison, WI on 1/30/19 from 8:30am to 10:30am. Over 100 job seekers were in attendance. Board Member, Rick McCoy and Eau Claire General Manager, Lynn Bieritz were our representatives. Radio spots aired prior to the event encouraging applicants to attend. Job positions open and available were Advertising Representative.	2	Board Member Eau Clair General Manager

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	1/30/2019	Provision of training to management	Board Memeber, Rick McCoy and Eau Claire General Manager, Lynn Bieritz attened an EEO Seminar at the WBA Winter Conference at the Concourse Hotel in Madison, WI. The session, "Effective Strategies to Address Legal Issues and Prevent Unlawful Discrimination During the Employment Relationship" provided an overview of the best practices and strategies for dealing with employment issues that arise including employee discrimination and harassment complaints, requests for an accommodation of a religious practice or disability, and best practices for workplace investigations.	2	Board Member Eau Claire General Manager
6	3/15/2019	Participation in scholarship programs	Mid-West Family La Crosse participates in the WBA Internship Program which uses reasonable efforts for Mid-West Family La Crosse to have an intern on staff. The WBA Solicits the opportunity for college students to apply for and seek out paid and unpaid internships at Mid-West Family La Crosse in various departments: Prgramming, Sales and Administrative. Nick Janco who is attending UW-La Crosse interned with WIZM-FM as an unpaid intern. During his time here, he learned by joining the morning on-air announcer team what skills, etc it takes to be an on-air announcer.	3	WIZM-FM Program Director Morning Co-Host WIZM-FM Morning Co-Host WIZM-FM

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	4/2/2019	Establishment of training programs for station personnel	The Walker Broadcast Management Institute is a 3 day course that was held from 4/2/19 to 4/4/19. The course is a 3 year module which provides management and employees with education on improving the manager's/employees business knowledge and to learn strategies on becoming a more effective manager beginning with the hiring process and education the employees with management skills. The 3 topics covered were: 1) Agile Strategy: Design It, Share It, Drive It 2) Leading in Every Moment 3) Financial Management for Broadcasters. Managers and Employees from Radio and TV Companies throughout Wisconsin attended the courses to acquire skills that could promote themselves for a higher level position and improve on their current roles.	2	Local Sales Manager Sales Representative



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	5/14/2019	Participation in events sponsored by community groups	<p>Mid-West Family La Crosse participates in the WBA Internship Program which uses reasonable efforts for Mid-West Family La Crosse to have an intern on staff. The WBA Solicits the opportunity for college students to apply for and seek out paid and unpaid internships at Mid-West Family La Crosse in various departments: Prgramming, Sales and Administrative. Scott Robert Shaw conducted a tour to the Aptive CORE Program which is: Aptiv — is committed to providing people with disabilities the opportunity to:</p> <ul style="list-style-type: none"> <li>· Showcase their aptitude for learning new skills</li> <li>· Better-engage and play a more-active role in their community</li> <li>· Live a more-meaningful and fulfilling life</li> <li>· Find adaptive options that help them succeed in their goals. There were 5 students that attended the tour of the Radio Station Building where they were shown the different deparments and jobs that are available to work at here at Mid-West Family La Crosse, Scott Robert Shaw also explained what the duties were for each job position and what qualifications one might need to fulfill the position. He also answered any questions the students had.</li> </ul>	2	WIZM-FM Program Director WKTY-AM/WIZM-AM Program Director

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	5/29/2019	Participation in scholarship programs	Mid-West Family La Crosse participates in the WBA Internship Program which uses reasonable efforts for Mid-West Family La Crosse to have an intern on staff. The WBA Solicits the opportunity for college students to apply for and seek out paid and unpaid internships at Mid-West Family La Crosse in various departments: Prgramming, Sales and Administrative. Oscar Sexauer is a paid intern on WRQT-FM and WKTY-AM. He runs the board on WKTY-AM for sporting events like Milwaukee Brewer games. He attends Rock Stop Remotes and does on-air shifts on WRQT-FM. He is attending UW Eau-Claire and does earn school credit for this internship.	2	WRQT-FM Program Director WKTY-AM Program Director
10	5/29/2019	Participation in events sponsored by community groups	WIZM-FM Part Time On-Air Announcer Grant Bilse conducted a tour of the Radio Stations to the Coon Valley Youth Group. Grant showed the group all areas and departments of the building. He also explained what each department contributes to the Radio Stations daily business and what each department does and is responsible for. Grant was able to answer any questions the Youth Group had.	2	WIZM-FM Program Director WIZM-FM Part Time On-Air Announcer
11	5/30/2019	Participation in events or programs sponsored by educational institutions	General Manager, Doug Westerman with Winona State University's KQAL-FM Radio Station reached out to WIZM-FM Program Director Jen O'Brien to setup a tour of our Radio Station building. Jesse Skelley, WIZM-FM Afternoon On-Air Announcer conducted the tour for the 11 students. Jesse showed them all departments and jobs within those departments that make up the Radio Stations. He also explained what each job and department do on a daily basis to make the Radio Stations run and what the process is of how an ad gets on the Radio. He also answered all questions the students had.	2	WIZM-FM Program Director WIZM-FM Afternoon On-Air Announcer

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
12	6/12/2019	Provision of training to management	Board Member, Rick McCoy, Eau Claire General Manager, Lynn Bieritz and CEO, Thomas Walker attended an EEO Seminar at the WBA Summer Conference at the Osthoff Resort in Elkhart Lake, WI. The session, "Keeping Up With EEO At The FCC" provided a review on the FCC's EEO rules, talked about some changes brought about and highlight areas of potential concern. Also, talked about what is behind the FCC's current examination of the effectiveness of it's EEO programs.	3	Board Member Eau Claire General Manager CEO
13	6/12/2019	Participation in Job Fairs	Mid-West Family La Crosse participated in the WBA Summer Conference Career Fair that was held at the Osthoff Resort in Elkhart Lake, WI on 6/12/19 from 1:30pm to 2:45pm. Over 100 job seekers were in attendance. Board Member, Rick McCoy, Eau Claire General Manager, Lynn Bieritz and CEO Thomas Walker were our representatives. Radio spots aired prior to the event encouraging applicants to attend. Job positions open and available were Advertising Representative.	3	Board Member Eau Claire General Manager CEO