

WIIL(FM), WKRS(AM), WLIP(AM), WXLC(FM) and WZSR(FM)
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

<i>Job Title</i>	<i>Recruitment Sources ("RS") Used to Fill Vacancy</i>	<i>RS Referring Hiree</i>
Air Talent	1-17, 19-34	1
Account Executive	1-34	18

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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	Word-of-Mouth Referral	N	3
2	Station Website Posting (<i>navigation link to Alpha Media careers website on one or more SEU stations</i>)	N	1
3	Alpha Media Careers Website www.alphamediausa.com/careers	N	1
4	Indeed.com (<i>automated posting from Alpha Media careers website</i>)	N	3
5	Illinois Media School 455 Eisenhower Lane South Lombard, IL 60148 Phone: 630-916-1700 Contact: Don Clark Email: DClark@beonair.com	N	1
6	Happenings Magazine 1420 63 rd Street Kenosha, Wisconsin 53143 Phone: 262-564-8800 http://www.happeningsmag.com Email: reanna@happeningsmag.com Reanna Stockdale	N	1
7	Internal Posting	N	0
8	All Access 18955 Pacific Coast Hwy., Malibu, CA 90265 www.allaccess.com Email: info@allaccess.com	N	4
9	Citizen Action of Wisconsin 221 S 2nd St #300 Milwaukee, WI 53204 Contact: Brian Woolridge www.citizenactionwi.org Email: Brian.woolridge@citizenactionwi.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Illinois Broadcasters Association 200 Missouri Avenue Carterville, IL 62918 Contact: Debra Gray Phone: 618-985-6070 E-mail: dgray@ilba.org	N	0
11	Wisconsin Broadcasters Association 44 East Mifflin Street, #900 Madison, WI 53703 Phone: 608-255-2600 E-mail: lbaun@wi-broadcasters.org	N	0
12	Eastern Illinois Career Services 1301 Human Services Charleston, IL 61920 Phone: 217-581-2412 Email: careers@eiu.edu	N	0
13	WUWM Public Radio 161 West Wisconsin Avenue, Ste. LL 1000 Milwaukee, Wisconsin 53203 Contact: Dave Edwards Phone: 414-270-1100 Email: wuwm@uwm.edu	N	0
14	University of Iowa School of Journalism & Mass Communications Iowa City, Iowa 52245 Contact: Jennifer Hemmingsen Phone: 319-335-3486 Email: Jennifer-Hemmingsen@uiowa.edu	N	0
15	Marquette University (via Handshake) 1250 W. Wisconsin Ave. Milwaukee, WI 53233 Contact: Liz Baird	N	0
16	Indiana University-Purdue University-Fort Wayne (via Handshake) 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 Contact: Lynne Koepper	N	0
17	ACLU of Wisconsin liberty@aclue-wi-org	N	0
18	Internal Transfer/Promotion	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Menominee Indian Tribal Counsel vschlichting@mitw.org	N	0
20	The University of Chicago <i>(via Handshake)</i> 5801 S. Ellis Ave. Chicago, IL 60637 Contact: ERD Student Worker	N	0
21	Purdue University Northwest <i>(via Handshake)</i> 2200 169 th St. Hammond, IN 46323-2094 Contact: Natalie Connors	N	0
22	University of Wisconsin-Parkside <i>(via Handshake)</i> 900 Wood Rd Kenosha, WI 53144 Contact: Zoua Xiong	N	0
23	University of Wisconsin-Stevens Point <i>(via Handshake)</i> 2100 Main St. Stevens Point, WI 54481 Contact: Zoua Xiong	N	0
24	University of Wisconsin-Whitewater <i>(via Handshake)</i> 800 W. Main St. Whitewater, WI 53190 Contact: Zoua Xiong	N	0
25	Lewis University <i>(via Handshake)</i> 1 University Pkwy Romeoville, IL 60446 Contact: Student Worker	N	0
26	University of Wisconsin-Green Bay <i>(via Handshake)</i> 2420 Nicolet Dr. Green Bay, WI 54311 Contact: Chris Cox	N	0
27	University of Wisconsin Oshkosh <i>(via Handshake)</i> 800 Algoma Blvd. Oshkosh, WI 62025 Contact: Kaitlyn Harbort	N	0
28	Northern Michigan University <i>(via Handshake)</i> 1401 Presque Isle Ave. Marquette, MI 49855 Contact: Kara Cox	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University of Wisconsin Platteville <i>(via Handshake)</i> 1 University Plaza Platteville, WI 53818 Contact: Lauren Geisel	N	0
30	Southern Illinois University-Carbondale <i>(via Handshake)</i> 1263 Lincoln Dr. Carbondale, IL 62901 Contact: Sheila Colombo	N	0
31	North Central College <i>(via Handshake)</i> 30 N Brainard St. Naperville, IL 60540 Contact: Jenna Grabowski	N	0
32	Illinois Institute of Technology <i>(via Handshake)</i> 10 W. 33 rd St. Chicago, IL 60616 Contact: Mehak Hafeez	N	0
33	Columbia College Chicago <i>(via Handshake)</i> 600 S. Michigan Ave. Chicago, IL 60605 Contact: Valerie Robbins	N	0
34	Carroll University <i>(via Handshake)</i> 100 N. East Ave. Waukesha, WI 53186 Contact: Analy Villafuerte	N	0
Total Interviewees Over Reporting Period			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our SEU conducted an internship program designed to provide skills to future college graduates studying at local and area educational institutions. During this reporting period, our SEU hosted four student interns representing the College of Lake County and University of Wisconsin-Oshkosh. These interns were supervised by our Program and Promotions Directors and observed and assisted with morning shows, promotional events and remote broadcasts.
2	Participate in Scholarship Program Relating to Careers in Broadcasting	Our SEU regularly participates in the Wisconsin State Broadcaster's Foundation student scholarship program. Our Market Manager is a member of the group that evaluates submissions, recommends candidates for the list of finalists and votes for the scholarship recipients. Our SEU also donates to this program, posts information about the program in our studios and broadcasts announcements.
3	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On December 11, 2018, our SEU participated in the Tremper High School's Career Expo in Kenosha, Wisconsin. Station participants included our Content Director and Market Manager, who spoke with interested attendees about various careers in broadcasting.
4	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On March 21, 2019, our SEU participated in the Illinois Media School's Career Day in Chicago, Illinois. Station participants included our Market Manager, who spoke with students, Illinois Media School staff and other media industry representatives about what tools are needed to survive in media today and the careers that will continue to be relevant both now and in the future.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Event/Program Sponsored By or on Behalf of an Educational Institution Relating to Broadcast Careers	On April 19, 2019, our SEU participated in the McHenry Career Fair at McHenry County College in Crystal Lake, Illinois. Station participants included our Promotions Director who spoke with students, collected resumes and shared information about careers in the broadcasting industry.