

WNAM(AM), WPKR(FM), WOSH(AM), WWWX(FM), WVBO(FM)
EEO PUBLIC FILE REPORT
August 1, 2007 – July 31, 2008

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
Account Executive	5-7, 12-15	15
Account Executive	5-7, 12-15	13
Account Executive	5-7, 12-15	13
Account Executive	5-7, 12-15	15
Account Executive	5-7, 12-15	14
Promotions Director	2, 5-7, 11, 13, 15	5
Account Executive	5-7, 12-15	12
Account Executive	5-7, 12-15	13
Account Executive	5-7, 12-15	15
Account Executive	5-7, 12-15	13
Board Operator	1-6, 13-15	5
Brand Manager / On-Air Talent	1-6, 11, 14-15	15

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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	University of Wisconsin – Green Bay 2420 Nicolet Drive; Student Service 1600 Green Bay, WI 54311-7001 920.465.2920 Karla Miller, millerk@uwgb.edu	Yes	0
2	Brown College 1440 Northland Drive Mendota Heights, MN 55120 651.905.3555 Karol Baumeister, kbaumeister@browncollege.edu	Yes	0
3	University of Wisconsin – Madison 1305 Linden Drive; 205 Middleton Building Madison, WI 53706-1523 608.262.3922 Greg Iaccarino gjiaccar@wisc.edu	Yes	0
4	University of Wisconsin- Whitewater Whitewater, WI 53190 Margaret O'Leary career@uww.edu	Yes	0
5	Wisconsin Broadcasters Association 44 E. Mifflin Street, Suite 900 Madison, WI 53703 608.256.3986 Kristen Bergman, www.wi-broadcasters.org	No	3
6	Wisconsin Workforce Development (Jobnet) 315 Algoma Blvd. Oshkosh, WI 54901 dws.dwd.state.wi.us/wjos/emp	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Wisconsin Technical College System 1825 N. Blue Mound Drive Appleton, WI 54913 www.fvtc.edu/ses	No	0
8	Minority Affairs 304 Sixth Street N. La Crosse, WI 54601 608.789.6270 Bernard Black	No	0
9	Madison Media Institute 2702 Agriculture Drive Madison ,WI 53718 608.663.2000 Susan Miller	No	0
10	Broadcast Employment Service PO Box 4116 Oceanside, CA 92052 877.988.9808 Mark Holloway	No	0
11	AllAccess.com	No	0
12	Job Fairs	No	1
13	Cumulusjobs.com	No	7
14	Station Websites (one or more SEU stations)	No	2
15	Employee Referral	No	4
16	On-Air Announcements (one or more SEU stations)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Internship Program	During the reporting period, the SEU hosted eighteen student interns hailing from the University of Wisconsin – Oshkosh, NWTC of Green Bay, Marian University, and the Wisconsin Technical College System. The interns worked in the SEU’s promotions department, where they were able to participate in a diverse array of promotions-related activities, such as preparing for remote events, maintaining the SEU’s prize closet, and proposing future promotions activities. The SEU’s Promotions Director supervised the interns.
2	Participate in job fair	On September 26, 2007, the SEU participated in the UW-Oshkosh Job Fair. Station participants included the SEU's Sales Manager and an Account Executive, who provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.
3	Participate in job fair	On January 23, 2008, the SEU participated in the Wisconsin Broadcasters Association Job Fair, which was held at the Monona Terrace Convention Center in Madison, Wisconsin. Station participants included the SEU's Business Manager and Assistant Business Manager, who provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in scholarship program	During the reporting period, the SEU participated in the Wisconsin Broadcasters Association's scholarship program. The SEU promoted the scholarship program through on-air announcements, made scholarship applications available at SEU stations, and accepted applications on the Association's behalf. The SEU's Assistant Business Manager reviewed and rated the applications submitted to the SEU and made recommendations to the Association, which made the final award determinations.
5	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On April 4, 2008, the SEU's Market Manager, Business Manager and Assistant Business Manager attended a telephonic training session presented by Cumulus's outside communications counsel on compliance with the FCC's EEO rules.
6	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On January 23, 2008, the SEU's Business Manager and Assistant Business Manager attended a seminar presented by the Wisconsin Broadcasters Association on legal issues involved in hiring and effective strategies to promote equal employment opportunity and prevent unlawful discrimination.
7	Participate in job fair	On May 6, 2008, the SEU participated in the Moraine Park Technical College Job Fair, which was held at Moraine Park Technical College in Fond du Lac, Wisconsin. Station participants included the SEU's Sales Manager, Promotions Director, and an Account Executive, who provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
8	Participate in job fair	On June 18, 2008, the SEU participated in a job fair hosted by the Wisconsin Broadcasters Association and held at Stone Harbor Resort in Sturgeon Bay, Wisconsin. The SEU's Business Manager and Assistant Business Manager were present at the event and provided attendees with information on the SEU's employment vacancies as well as information about career opportunities in the broadcast industry.