

WFHR-AM, Wisconsin Rapids, WLJY-FM, Nekoosa Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit which is comprised of the following station(s): WFHR, Wisconsin Rapids, WI, WLJY, Nekoosa, WI and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning August 1st, 2015 to and including July 31st, 2016 (the “Applicable Period”) and will be updated as appropriate.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit 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 new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons 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.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of the Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

APPENDIX 1

Annual EEO Public File Report
Covering the Period from August 1, 2015 to July 31, 2016
Stations Comprising Station Employment Unit:
WFHR-AM-Wisconsin Rapids, WLJY-FM-Nekoosa

Vacancy Information

<u>Full-time Positions</u>		<u>Total #</u>	<u>Recruitment</u>	<u>Recruitment</u>
<u>Filled by Job Title</u>	<u>DOE</u>	<u>Interviewed</u>	<u>Source of Hire</u>	<u>Sources Utilized</u>

None

APPENDIX 2

Annual EEO Public File Report Covering the Period from August 1, 2014 to July 31, 2015 Stations Comprising Station Employment Unit: WFHR-AM-Wisconsin Rapids, WLJY-FM-Nekoosa

Master Recruitment Source List

Recruitment Sources:

	<u>Contact</u>	<u>Address</u>	<u>Method of Contact</u>	<u># Interviews from Source</u>
<u>Radio Announcements</u>				
1. WDLB/WOSQ		1714 N. Central Ave. Marshfield, WI 54449		
2. WFHR/WLJY		645 25 th Ave. N., Wisconsin Rapids, WI 54495		

Internet Sites:

3. WDLB/WOSQ	Chuck Gennaro	1714 N. Central Ave. Marshfield, WI 54449	wdlbwosq.com	
4. WFHR/WLJY	Chuck Gennaro	645 25 th Ave. N., Wisconsin Rapids, WI 54495	wfhr.com / wrcwfm.com	
5. Central Wisconsin Help Wanted.com		6465 Greenwood Plaza Blvd, Suite 400, Centennial, CO 80111		
6. CareerBuilder	Dominique Betancort	200 N. La Salle St. Ste. 1100 Chicago, IL 60601	www.careerbuilder.com	
7. Monster.com	Andrea Blader	500 E. 96th Street/Ste. 200, Indianapolis, IN 46240	Monster.com	
8. Job Center of Wisconsin		201 E. Washington Ave, Madison, WI 53703	jobcenterofwisconsin@dwd.wisconsin.gov	

Newspapers:

9. Marshfield News-Herald		144 N. Central Ave. Marshfield, WI 54449	marshfieldnews herald.com	
10. Wisconsin Rapids Tribune		220 1 st Ave. S. Wisconsin Rapids, WI 54495	wisconsinrapidstribune.com	

FAX

11. Wisconsin Broadcasters Association	44 E. Mifflin St. Suite 900, Madison, WI 53703	<u>Fax #:</u> 608-256-3986
12. NAACP (Milwaukee Chapter)		414-871-1091
13. Milwaukee Urban League		414-374-1995
14. Job Corps		715-359-1907
15. Equal Opp. Comm. (Milwaukee)		414-297-4133
16. Eau Claire Area Hmong Association		715-832-0612
17. La Crosse Area Hmong Association		308-781-5011

MAIL

	<u>Contact:</u>	<u>Mailing Address:</u>
18. American Indian Issues		PO Box 7863, Madison, WI 53707
19. Black Women's League		5026 Odana Rd, Madison, WI 53711
20. United Asian Community Center		401 9th Street, Green Bay, WI 54304
21. WI Organization of Asian Americans		2830 Stevens St, Madison, WI 53705

WEBSITE

	<u>Website</u>
22. AM FM Jobs	amfmjobs.com/cgi-bin/jobs3/employers/login.cgi
23. Brown College	my.browncollege.edu/mycampus/index.aspx?err=
24. MN UW System	myconsortium.com/mcusa/employer/
25. Production Hub	productionhub.com/login.aspx?ReturnUrl=%2fjobs%2fpost.aspx
26. Radio Online	radioonline.com
27. Tech Connect	wisconsintechconnect.com/EmployerLogin.asp
28. UW EC Alumni	uwec.edu/career/alumnicareerlink/
29. UW Marquette	myinterfase.com/marquette/employer/
30. UW Superior	uwsuper-csm.symplicity.com/employers/index.php?cck=1&au=&cck=

<u>Source</u>	<u>Address</u>	<u># of Interviews from Source</u>
31. WI Jobnet	wisconsin.gov/jobnetbusiness/	
32. WI Jobs for WI Grads	.myconsortium.com/wisconsin/employer/home.aspx	
33. WIPCCC	myconsortium.com/wipcccjobs/employer/	

WWW.TECHCONNECT.COM

<u>Technical College:</u>	<u>Address:</u>	<u>Website Address:</u>
34. Blackhawk Technical College	6004 Prairie Rd, Janesville, WI 53547	techconnect.com
35. Chippewa Valley Technical College	620 W Clairemont Ave, Eau Claire, WI 54701	techconnect.com
36. Fox Valley Technical College	1825 N Bluemound Dr, Appleton, WI 54914	techconnect.com
37. Gateway Technical College	3520 30th Ave, Kenosha, WI 53144	techconnect.com
38. Lakeshore Technical College	1290 North Ave, Cleveland, WI 53015	techconnect.com
39. Madison Area Technical College	3550 Anderson St, Madison, WI 53704	techconnect.com
40. Madison Area Technical College--Milwaukee	700 W State St #203, Milwaukee, WI 53233	techconnect.com
41. Midstate Technical College	500 32nd St N, WI Rapids, WI 54494	techconnect.com
42. Moraine Park Technical College	235 N National Ave, Fon du Lac, WI 54936	techconnect.com
43. Nicolet Area Technical College	Hwy G, Rhineland, WI 54501	techconnect.com
44. North East WI Technical College	2740 W Mason St, Green Bay, WI 54307	techconnect.com
45. Northcentral Technical College	1000 W Campus Dr, Wausau, WI 54401	techconnect.com
46. SW WI Technical College	1800 Bronson Blvd, Fenimore, WI 53809	techconnect.com
47. Waukesha County Technical College	892 Main St #C, Pewaukee, WI 53072	techconnect.com
48. Western WI Technical College	304 6th St N, La Crosse, WI 54602	techconnect.com
49. WI Indianhead Technical College	505 Pine Ridge Dr, Shell Lake, WI 54871	techconnect.com

EMAIL

<u>Address</u>	<u>E-Mail Address:</u>
50. ACLU of Wisconsin	liberty@aclu-wi.org
51. Affirmative Action & Compliance (WI)	lapinero@vc.wisc.edu
52. Aurora University	career@aurora.edu
53. Blackwell Job Corps	Blackwell.jobcorps.gov
54. Broadcast Employment Services Inc.,	info@tvjobs.com
55. Brown College,	kbaumeister@browncollege.edu
56. Bryant & Stratton College,	kaweiss@bryantstratton.edu
57. Business & Professional Women,	bpwmadison@yahoo.com
58. Centro Hispano –	chmarta2000@yahoo.com
59. Chicago Urban League	info@cul-chicago.org
60. Clarke College,	martha.intveld@clarke.edu
61. Columbia College,	columbiaworks@colum.edu
62. Cornell College,	jswanson@cornellcollege.edu
63. Dane County Jobs Program,	heidt@co.dane.wi.us
64. DeVry University Career Services,	lpost@devry.edu
65. Employment & Training Association,	jdanfort@eata.org
66. Madison Media Institute,	smiller@madisonmedia.com
67. NAACP (Milwaukee Chapter),	rileymarcell@yahoo.com
68. Nation Job (GB Chamber of Commerce),	njlistings@nationjob.com
69. NE WI Action Program (NEWCAP),	kathymurphy@newcap.org
70. NE WI African-American Assoc.,	lucasas400@yahoo.com
71. Philippine-American Association,	bulletinboard@pamana-madison.org
72. UMOs (Corp. Headquarters)	claudia.frias@umos.org
73. United Amerindian Ctr.,	uac@netnet.net
74. Upper Iowa University,	careers@uiu.edu
75. Concordia University	53097 jean.austine@cuw.edu
76. UW Fox Valley,	foxweb@uwc.edu
77. Lawrence University,	careercenter@lawrence.edu

<u>Source</u>	<u>Address</u>	<u>Method of Contact</u>	<u># of Interviews from Source</u>
78. UW Marshfield Wood County	Marshfield, WI 54449	msfadmit@uwc.edu	
79. UW Manitowoc,	Manitowoc, WI 54220	manadmit@uwc.edu	
80. UW Marathon Center,	Wausau, WI 54401	uwmc@uwc.edu	
81. Ottawa University,	Brookfield, WI 53005	admiss.wi@ottawa.edu	
82. UW Waukesha,	Waukesha, WI 53188	m.menigoz@uwc.edu	
83. WI Broadcasters Association,	Madison, WI 53703	mludy@wi-broadcasters.org	
84. Women's Center	Waukesha, WI,53186	mail@twcwaukesha.org	

WI JOBS FOR WI GRADS

School:

Website Address:

- 85. UW Eau Claire <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 86. UW Green Bay <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 87. UW La Crosse <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 88. UW Madison <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 89. UW Milwaukee <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 90. UW Oshkosh <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 91. UW Parkside <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 92. UW Platteville <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 93. UW River Falls <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 94. UW Stevens Point <http://www.myconsortium.com/wisconsin/employer/home.aspx>
 - 95. UW Whitewater <http://www.myconsortium.com/wisconsin/employer/home.aspx>
- 96. Referral
 - 97. Call-In
 - 98. Walk-In
 - 99. Word of Mouth
 - 100. Unknown

APPENDIX 3

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Recruitment Activities

[Description of the activities]

1. Seehafer Broadcasting has taken steps to promote and support the WBA's scholarship program. As part of this support we aired ads on both stations for the Wisconsin Broadcasters Association offering several scholarships. Jon Albrecht evaluated the essays of the scholarship entrants. We also kept applications on hand, and offered to help answer any questions for completing these forms.
2. We have had group tours come through our radio stations. These tours were given by our staff. The tour groups included scout troops or high school students. The tours were conducted by Bob Look, program director and additional staff. Topics covered included how to become a program director and job duties, along with additional staff members describing their jobs, history of stations, how radio works, and benefits of working at a radio station.
3. On January 27, 2016, WFHR and WLJY participated in the Job/Career Fair at the WBA's 2016 Winter Conference. Seehafer Broadcasting Manitowoc, Sales Manager, Terry Stevenson represented the two stations. Many job seekers were in attendance, and Terry had information for them regarding the stations; he also answered any questions of potential applicants on careers in broadcasting.
4. On June 22, 2016, WFHR and WLJY participated in the Job/Career Fair at the WBA's 2016 Summer Conference. Seehafer Broadcasting Central Wisconsin, Market Manager, Jon Albrecht represented the two stations. Many job seekers were in attendance, and Jon had information for them regarding the stations; he also answered any questions of potential applicants on careers in broadcasting.