

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, 2018 to and including July 31st, 2019 (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, 2018 to July 31, 2019
Stations Comprising Station Employment Unit:
WFHR-AM-Wisconsin Rapids, WLJY-FM-Nekoosa

Vacancy Information

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

none

APPENDIX 2

Annual EEO Public File Report
Covering the Period from August 1, 2018 to July 31, 2019
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		
<u>Internet Sites:</u>				
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
<u>Newspapers:</u>				
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
<u>FAX</u>				
11.	Wisconsin Broadcasters Association		44 E. Mifflin St. Suite 900, Madison, WI 53703	Fax #: 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.	LaCrosse Area Hmong Association			308-781-5011
<u>MAIL</u>				
18.	American Indian Issues			
19.	Black Women's League			
20.	United Asian Community Center			
21.	WI Organization of Asian Americans			
<u>WEBSITE</u>				
22.	AM FM Jobs			
23.	Brown College			
24.	MN UW System			
25.	Production Hub			
26.	Radio Online			
27.	Tech Connect			
28.	UW EC Alumni			
29.	UW Marquette			
30.	UW Superior			

<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 Lake Julia Campus	Hwy G, Rhinelander, 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, LaCrosse, 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	Aurora, IL 60506	career@aurora.edu
53. Blackwell Job Corps	Laona, WI 54541	Blackwell.jobcorps.gov
54. Broadcast Employment Services Inc.,	Oceanside, CA 92052	info@tvjobs.com
55. Brown College,	Minneapolis, MN	kbaumeister@browncollege.edu
56. Bryant & Stratton College,	Milwaukee, WI 53203	kaweiss@bryantstratton.edu
57. Business & Professional Women,	Middleton, WI 53562	bpwmadison@yahoo.com
58. Centro Hispano –	Madison, WI	chmarta2000@yahoo.com
59. Chicago Urban League	Chicago, IL 60653	info@cul-chicago.org
60. Clarke College,	Dubuque, IA 52001	martha.intveld@clarke.edu
61. Columbia College,	Chicago, IL 60605	columbiaworks@colum.edu
62. Cornell College,	Mount Vernon, IA 52314	jswanson@cornellcollege.edu
63. Dane County Jobs Program,	Madison, WI 53704	heidt@co.dane.wi.us
64. DeVry University Career Services,	Milwaukee, WI 53202	lpost@devry.edu
65. Employment & Training Association,	Madison, WI 53704	jdanfort@eata.org
66. Madison Media Institute,	Madison, WI 53718	smiller@madisonmedia.com
67. NAACP (Milwaukee Chapter),	Milwaukee, WI 53212	rileymarcell@yahoo.com
68. Nation Job (GB Chamber of Commerce),	Green Bay, WI	njlistings@nationjob.com
69. NE WI Action Program (NEWCAP),	Oconto, WI 54153	kathymurphy@newcap.org
70. NE WI African-American Assoc.,	Green Bay, WI 54305	lucasas400@yahoo.com
71. Philippine-American Association,	Madison, WI 53705	bulletinboard@pamana-madison.org
72. UMOs (Corp. Headquarters)	Milwaukee, WI 53216	claudia.frias@umos.org
73. United Amerindian Ctr.,	Green Bay, WI 54303	uac@netnet.net
74. Upper Iowa University,	Wausau, WI 54401	careers@uiu.edu
75. Concordia University	Wisconsin, Mequon, WI	53097 jean.austine@cuw.edu
76. UW Fox Valley,	Menasha, WI 54952	foxweb@uwc.edu
77. Lawrence University,	Appleton, WI 54912	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

<u>School:</u>	<u>Website Address:</u>
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 Parksideside	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

Annual EEO Public File Report
Covering the Period from August 1, 2018 to July 31, 2019
Stations Comprising Station Employment Unit:
WFHR-AM-Wisconsin Rapids, WLJY-FM-Nekoosa

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. 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 Jeff Cannon, 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. 01/31/2018 Ruby Gutierrez represented all Seehafer Stations at the WBA EEO Seminar "Avoiding Discrimination in Employment Terminations.
4. 06/20/2018 Ruby Gutierrez represented all Seehafer stations at the WBA 2018 Job Fair, providing information on employment opportunities with our stations and collecting outreach contacts.
5. 06/20/2018 Brenda Schulz represented all Seehafer stations at the WBA Seminar "Bringing your bias- recognizing and overcoming unconscious decision making"
6. 06/12/19 Michelle Lillibridge represented Seehafer Broadcasting at the WBA EEO Seminar "Keeping up with EEO at the FCC".
7. 06/12/2019 Michelle Lilibridge represented Seehafer Broadcasting at the WBA Job Fair, providing information on employment opportunities with our stations and collecting outreach contacts.

8. WFHR/WLJY provided a three month internship to a high school student in 2018-19. This internship was through Forward Service Corp WIOA Youth program. WFHR-WLJY provided training on a variety of duties within several departments of the radio station operations. The internship was supervised and directed by Market Manager, Jon Albrecht.