

**WQLH(FM), WZNN(FM), WDUZ-FM, WDUZ(AM), WOGB(FM), WPCK(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2007 to July 31, 2008**

**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>
WPCK MORNING ANNOUNCER	1-39, 41-45	8
WPCK MORNING ANNOUNCER	1-39, 41-45	8
WZNN MID-DAY ANNOUNCER	8, 39, 41-45	8
WOGB MORNING CO-HOST	8, 39, 41-46	46
SALES ASSISTANT	1-6, 9, 11-45	41
WZNN MORNING ANNOUNCER	1-38, 40-45, 47	47
WDUZ BOARD OPERATOR	1-45	44
WDUZ BOARD OPERATOR	1-45, 47	47
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
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SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
SALES ASSOCIATE	1-45	41
CHIEF ENGINEER	1-6,9,11-20,22-38,42-45	43
SALES ASSOCIATE	1-45	42
SALES ASSOCIATE	1-45	42
SALES ASSOCIATE	1-45	44

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	<b>Association For Women in Communications</b> P.O. Box 511847 Milwaukee, WI 53203 Contact: Job Bulletin 414-297-9424 www.awcmilwaukee.org	N	0
2	<b>Anoka-Pamsey Community College</b> 11200 Mississippi Blvd N.W. Coon Rapids, MN 55433 Contact: Freddy 763-427-2600 763-433-1521 Fax www.anokaramsey.edu	N	0
3	<b>Hmong American Partnership</b> 2198 S Memorial Drive Appleton, WI 54915 Contact: Yer Thao 920-739-3192 920-739-3687 Fax	N	0
4	<b>Milwaukee Urban League</b> Contact: Employment Dept. 414-374-1995 Fax	N	0
5	<b>Southern Illinois University – Carbondale-Dept of R&amp;T Dept of Radio &amp; Television Mail code 6609</b> Carbondale, IL 62901-6609 Contact: Job Openings 618-536-7555 618-453-6982 Fax www.siu.edu	N	0
6	<b>UW Fox Valley Student Services</b> 1478 Midway Road Menasha, WI 54952 Contact: Brenda Rickert 920-832-2620 920-832-2850 Fax	N	0
7	<b>All About Country</b> (On Air Type Jobs) www.allaboutcountry.com	N	0
8	<b>All Access</b> (On Air Type Jobs) www.allaccess.com	N	20
9	<b>Central Lakes College</b> Contact: Mary Devahl www.clcmn.edu 800-933-0346	N	0
10	<b>Entertainment Careers</b> (Broadcast Only) www.entertainmentcareers.net	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
11	<b>Madison Media Institute</b> 2702 Agriculture Drive Madison, WI 53718 Contact: Susan Miller smiller@madisonmedia.com 608-663-2000 608-442-0141 Fax www.madisonmedia.com	Y	0
12	<b>UW-Eau Claire Alumni Career Link</b> www.uwec.edu/career/alumnicareerlink	Y	0
13	<b>Wisconsin Broadcasters Association</b> 44 E Mifflin St #900 Madison, WI 53703 Contact: Tori torrie@wi-broadcasters.org 608-255-2600 608-256-3986 Fax www.wi-broadcasters.org	N	0
14	<b>Alexandria Technical College</b> 1601 Jefferson St Alexandria, MN 56308 Contact: stepho@alextech.edu 320-762-4420 320-762-4421 Fax www.alextech.edu	N	0
15	<b>Broadcasting Institute of Maryland</b> 7200 Hartford Rd Baltimore, MD 21234 Contact: info@bim.org 800-942-9246 www.bim.org	N	0
16	<b>Brown College</b> 1440 Northland Dr Mendota Heights, MN 55120 Contact: kbaumeister@browncollege.edu 651-905-3499	Y	0
17	<b>Clarke College</b> 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: career@clarke.edu 563-588-6302 563-588-8173 Fax www.clarke.edu	N	0
18	<b>Columbia College-Chicago</b> 600 S Michigan Ave. Chicago, IL 60605 Contact: portfolio@colu.edu 312-344-7280 312-344-8439 Fax www.colum.edu/recruiting	N	0
19	<b>Cornell College</b> 600 First Street West Mt. Vernon, IA 52314 Contact: jswanson@cornellcollege.edu 319-895-4457, www.cornellcollege.edu 319-895-5894 Fax	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
20	<b>Eau Claire Area Hmong Mutual Assistance Association</b> Contact: cmoua.ecahmaa@charterinternet.com 715-832-0612	N	0
21	<b>Goods Entertainment (On Air Type Jobs)</b> P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 800-867-9532 801-460-3100 Fax www.goodsentertainment.com	Y	0
22	<b>La Casa de Esperanza Inc.</b> 410 Arcadian Ave. Waukesha, WI 53103 Contact: info@lacasadeesperanza.org 262-547-0887 262-547-0735 Fax www.lacasadeesperanza.org	N	0
23	<b>N.E.W. Curative Rehabilitation, Inc.</b> 2900 Curry Lane Green Bay, WI 53085 Contact: kchong@newcurative.org or mclegg@newcurative.org 920-468-9129 920-468-7851 Fax www.newcurative.org	Y	0
24	<b>Ohio/Illinois Centers for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125 Contact: gary@beonair.com www.funjobsonair.com	Y	0
25	<b>Oneida Tribe of Indians of Wisconsin Jobs</b> 2640 W Point Road Green Bay, WI 54304 Contact: psummers@oneidanation.org 920-490-3710 920-490-6803 Fax www.oneidanation.org	N	0
26	<b>Racine/Kenosha Community Action Center</b> 2113 N Wisconsin St Racine, WI 53402 Contact: gary.cotton@rkcaa.org	Y	0
27	<b>Radio 1 Broadcast School</b> 308 Buchner Place La Crosse, WI 54603 Contact: radio1school@charterinternet.net 800-889-2221 www.radio1school.com	N	0
28	<b>Student Involvement and Employment (UWSP)</b> Contact: sieo@uwsp.edu	N	0
29	<b>University of Dubuque</b> Contact: ssteuer@dbq.edu	N	0
30	<b>UW Manitowoc</b> 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700, www.uwmanitowoc.uwc.edu 920-683-4776 Fax	N	0

<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>
31	<b>UW Richland</b> 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 608-647-2275 Fax www.richland.uwc.edu	N	0
32	<b>UW Riverfalls (On Air Type Jobs)</b> 410 S 3 <sup>rd</sup> St River Falls, WI 54481 Contact: colleen.a.callahan@uwr.edu 715-425-3169	N	0
33	<b>Wisconsin Job Net</b> 325 N Roosevelt Street Green Bay, WI 54301 Contact: roy.koeller@dwd.state.wi.us 920-448-5627 www.dwd.state.wi.us	Y	1
34	<b>Wisconsin Women's Network</b> 122 State Street #404 Madison, WI 53703 Contact: wiwomen@execpc.com 608-255-9809 www.wiwomensnetwork.org	N	0
35	<b>Minnesota College and University Career Service</b> Contact: jobpost@stcloudstate.edu <i>(An official job and internship posting site for four-year colleges and universities in MN, providing for the distribution of job vacancy notices to participating schools and serving as a central job bank for these notices)</i>	N	0
36	<b>Wisconsin Private College Careers Consortium</b> www.wipccc.org <i>(An organization of Wisconsin's private colleges, providing for the distribution of job vacancy notices to participating schools.)</i>	N	0
37	<b>Wisconsin Jobs for Wisconsin Grads</b> www.myconsortium.com/wisconsin.employer <i>(A job posting system providing for the distribution of job vacancy notices to Wisconsin state universities.)</i>	N	0
38	<b>Wisconsin Technical College System/Tech Connect Tech Connect</b> www.wisconsin-techconnect.com <i>(A collaborative effort of Wisconsin's technical colleges, providing for the distribution of job vacancy notices to participating schools and serving as a central job bank for these notices.)</i>	N	0
39	<b>Job Fair</b>	N	0
40	<b>Cumulusjobs.com</b>	N	0
41	<b>Station On-Air Announcements</b>	N	49
42	<b>Station Website Postings</b>	N	8
43	<b>Word-of-Mouth Referral</b>	N	6
44	<b>Walk-In/Self-Referral</b>	N	2
45	<b>Internal Posting</b>	N	0
46	<b>Former Employee (rehire)</b>	N	1

<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>
47	<b>Internal Transfer / Promotion</b>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			89

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in job fair	On October 3, 2007, Cumulus Broadcasting Green Bay attended the Fall Career/Internship Fair at the University of Wisconsin-Green Bay. Station participants included our EEO Coordinator and Creative Marketing Director, who answered questions about careers in radio, provided information about current job opportunities, and accepted resumes..
2	Participate in job fair	On October 17, 2007, Cumulus Broadcasting Green Bay attended a job fair at Riverside Ballroom hosted by the Wisconsin Job Center. Station participants included our EEO Coordinator and a representative from our sales department, who answered questions about careers in radio, provided information about current job opportunities, and accepted resumes.
3	Participate in job fair	On February 27, 2008, Cumulus Broadcasting Green Bay attended the Spring Career/Internship Fair at the University of Wisconsin-Green Bay. Station participants included our EEO Coordinator and a representative from our sales department, who answered questions about careers in radio, provided information about current job opportunities, and accepted resumes.
4	Host job fair	On January 24, 2008, Cumulus Broadcasting Green Bay hosted our own job fair at the Ramada Plaza Hotel, which involved soliciting local employers to participate, organizing the event, and promoting the event via on-air announcements. Our SEU also participated as a local employer. Station participants included our EEO Coordinator, two Sales Managers, Promotions Assistant, and General Manager.
5	Participate in scholarship program	During this reporting period, Cumulus Broadcasting Green Bay participated in the Wisconsin Broadcasters Association (WBA) scholarship program. We promoted the availability of the scholarship program on-air and directed interested candidates to mail, fax, or email their requests for an application to the stations. We also provided application forms upon request and made an initial evaluation of the applicants for the evaluation committee. The four \$2000 scholarships were awarded at the WBA Students Seminar on February 16, 2008.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
6	Management level training regarding equal employment opportunity and preventing discrimination	On April 4, 2008, station management, including our EEO Coordinator, Business Manager, and General Manager, participated in a telephonic training session on the FCC's EEO rules as presented by outside communications counsel for Cumulus.
7	Internship programs	<p>Cumulus Broadcasting-Green Bay participates in the Wisconsin Broadcaster Association's internship program, selecting and hosting students from the WBA's list of available college students. In implementing the internship program at our stations, we assign interns to our Promotions, Programming, Sales, Marketing and Development and Sports departments. Interns have the opportunity to work in many aspects of broadcasting and get hands on experience through daily activities that are overseen by a Cumulus professional.</p> <p>During this reporting period, we hosted a total of 24 interns as follows:</p> <p><b>Fall 2007:</b> Thirteen interns, including three from Northeast Wisconsin Technical College, eight from University of Wisconsin-Green Bay, one from University of Wisconsin-Stevens Point and one from University of Wisconsin-Whitewater.</p> <p><b>Spring 2008:</b> Four interns, including one from Northeast Wisconsin Technical College, one from Fox Valley Tech, one from University of Wisconsin-Green Bay and one from University of Wisconsin-Milwaukee.</p> <p><b>Summer 2008:</b> Seven interns, including one from Northeast Wisconsin Technical College, one from University of Wisconsin-Green Bay, two from University of Wisconsin-Stevens Point, two from University of Wisconsin-Milwaukee and one from Columbia College.</p>