



CUMULUS

**WQLH(FM), WDUZ-FM, WDUZ(AM), WOGB(FM), WZNN(FM), WPCCK(FM)
EEO PUBLIC FILE REPORT
August 1, 2009 to July 31, 2010**

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
WOGB-FM Afternoon Announcer/Production	1-40, 42-63, 65-66, 70-73	73
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	67
Account Executive	1-6, 9, 11-23, 25-33, 35-73	71
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	65
Account Executive	1-6, 9, 11-23, 25-33, 35-73	68
Account Executive	1-6, 9, 11-23, 25-33, 35-73	68
Sales Manager	1-6, 9, 11-23, 25-33, 35-63, 66, 69-73	52

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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	Association For Women in Communications P.O. Box 511847 Milwaukee, WI 53203 Contact: Job Bulletin lfistler@journalssentinel.com 414-297-9424 www.awcmilwaukee.org	N	0
2	Anoka-Pamsey Community College 11200 Mississippi Blvd N.W. Coon Rapids, MN 55433 Contact: Freddy 763-427-2600 763-433-1521 Fax www.anokaramsey.edu	N	0
3	Hmong American Partnership 2198 S Memorial Drive Appleton, WI 54915 920-739-3192 920-739-3687 Fax	N	0
4	Milwaukee Urban League Contact: Employment Dept. 414-374-5850 phone 414-374-1995 Fax	N	0
5	Southern Illinois University – Carbondale-Dept of R&T Dept of Radio & Television Mail code 6609 Carbondale, IL 62901-6609 Contact: Job Openings 618-536-7555 618-453-6982 Fax www.siu.edu	N	0
6	UW Fox Valley Student Services 1478 Midway Road Menasha, WI 54952 Contact: Ted Dufour 920-832-2620 920-832-2850 Fax	N	0
7	All About Country www.allaboutcountry.com <i>(for on-air positions ONLY)</i>	N	0
8	All Access www.allaccess.com <i>(for on-air positions ONLY)</i>	N	6

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
9	Central Lakes College Contact: Mary Devahl www.clcmn.edu 800-933-0346	N	0
10	Entertainment Careers www.entertainmentcareers.net <i>(for on-air positions ONLY)</i>	N	0
11	Madison Media Institute 2702 Agriculture Drive Madison, WI 53718 608-663-2000 608-442-0141 Fax www.madisonmedia.com	Y	0
12	UW-Eau Claire Alumni Career Link P.O. Box 4004 Eau Claire, WI 54702-4004 www.uwec.edu/career/alumnicareerlink	Y	0
13	Illinois Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Contact: gary@beonair.com www.funjobsonair.com	Y	0
14	Ohio Center for Broadcasting 5330 E. Main St., Ste. 200 Columbus, OH 43213 Contact: gary@beonair.com 614-245-0555	Y	0
15	Wisconsin Broadcasters Association 44 E Mifflin St #900 Madison, WI 53703 lboyd@wi-broadcasters.org 608-255-2600 608-256-3986 Fax www.wi-broadcasters.org	N	0
16	Alexandria Technical College 1601 Jefferson St Alexandria, MN 56308 Contact: stepho@alextech.edu 320-762-4420 320-762-4421 Fax www.alextech.edu	N	0
17	Broadcasting Institute of Maryland 7200 Hartford Rd Baltimore, MD 21234 Contact: mm@bim.org 410-254-2770 410-254-5357 Fax www.bim.org	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
18	Brown College 1440 Northland Dr Mendota Heights, MN 55120 Contact: kbaumeister@browncollege.edu 651-905-3499 www.houseofedu.com/brown/index.jsp	Y	0
19	Clarke College 1550 Clarke Drive Dubuque, IA 52001-3198 Contact: career@clarke.edu 563-588-6302 563-588-8173 Fax www.clarke.edu	N	0
20	Columbia College-Careers 600 S Michigan Ave. Chicago, IL 60605 Contact: columbiaworks@colum.edu 312-344-7280 312-344-8020 Fax www.colum.edu	N	0
21	Division of Vocational Rehabilitation Krystyna Mazur, DVR Counselor Krystyna.mazur@dwd.state.wi.us 701 Cherry Street Green Bay, WI 54301 920-448-6760 920-448-5266 Fax	Y	0
22	Cornell College 600 First Street West Mt. Vernon, IA 52314 Contact: jswanson@cornellcollege.edu 319-895-4457 319-895-5894 Fax www.cornellcollege.edu	N	0
23	Eau Claire Area Hmong Mutual Assistance Association 423 Wisconsin St Eau Claire, WI 54703 715-832-8420 phone 715-832-0612 fax www.ecahmaa.org	N	0
24	Goods Entertainment P.O. Box 1266 Weston, CT 06883 Contact: adam@goodsentertainment.com 203-341-0111 Phone 484-698-4045 Fax www.goodsentertainment.com	Y <i>(entitled for on-air openings only)</i>	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
25	La Casa de Esperanza Inc. 410 Arcadian Ave. Waukesha, WI 53186 Contact: info@lacasadeesperanza.org 262-547-0887 262-547-0735 Fax www.lacasadeesperanza.org	N	0
26	N.E.W. Curative Rehabilitation, Inc. 2900 Curry Lane Green Bay, WI 53085 Contact: mclegg@newcurative.org 920-468-9129 920-468-7851 Fax www.newcurative.org	Y	0
27	La Crosse Hmong Mutual Assistance Association, Inc. 1815 Ward Ave. La Crosse, WI 54601 608-781-5744 phone 608-781-5011 fax	N	0
28	Racine/Kenosha Community Action Center 2113 N Wisconsin St Racine, WI 53402 Contact: rkcaa.racine@rkcaa.org	Y	0
29	Radio 1 Broadcast School 308 Buchner Place La Crosse, WI 54603 Contact: radioschool@charterinternet.net 800-889-2221 www.radioschool.com	N	0
30	Student Involvement and Employment (UWSP) 011 University Center Stevens Point, WI 54481 Contact: sieo@uwsp.edu 715-346-2174 715-346-4895 Fax www.uwsp.edu/stuemploy	N	0
31	University of Dubuque 2000 University Ave Dubuque, IA 52001 Contact: ssteuer@dbq.edu 319-589-3352	N	0
32	University of Wisconsin-Manitowoc 705 Viebahn Street Manitowoc, WI 54220-6699 Contact: manadmit@uwc.edu 920-683-4700 920-683-4776 Fax www.uwmanitowoc.uwc.edu	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
33	University of Wisconsin-Richland 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 Ext 264 608-647-2275 Fax www.richland.uwc.edu	N	0
34	University of Wisconsin-Riverfalls 410 S 3 rd St River Falls, WI 54481 Contact: june.m.schubert@uwrf.edu 715-425-3572 715-425-3573 Fax <i>(for on-air positions only)</i>	N	0
35	Wisconsin Job Net 325 N Roosevelt Street Green Bay, WI 54301 Contact: roy.koeller@dwd.state.wi.us 920-448-5627 www.dwd.state.wi.us	Y	7
36	Wisconsin Women's Network 122 State Street #404 Madison, WI 53703 Contact: wiwomen@execpc.com 608-255-9809 www.wiwomensnetwork.org	N	0
37	Minnesota College and University Career Service Contact: jobpost@stcloudstate.edu	N	0
38	Wisconsin Private College Careers Consortium www.wipccc.org	N	0
39	Wisconsin Jobs for Wisconsin Grads www.myconsortium.com/wisconsin.employer	N	0
40	Wisconsin Technical Colleges Tech Connect www.wisconsintechconnect.com	N	0
41	De Vry Institute Career Services 3300 N Campbell Chicago, IL 60618 Contact: Tanya Conditt 773-929-6550 773-697-2708 Fax www.chi.devry.edu <i>(NO on-air openings)</i>	N	0
42	University Wisconsin Marathon County-Student Services 518 S 7 th Ave. Wausau, WI 54401 Contact: uwmc@uwc.edu 715-261-6331	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
43	The Women's Center 505 N East Ave. Waukesha, WI 53186 Contact: bcisse@twcwaukesha.org 262-522-3882 Fax	N	0
44	Hmong Association 2304 Superior Ave. Sheboygan, WI 53081 Contact: chasing@hmaaweb.org	N	0
45	Aurora University Contact: jcaribeau@aurora.edu www.collegecentral.com/aurora 630-844-6870	N	0
46	Broadcast Employment Services/AMFMjobs.com www.amfmjobs.com Contact: job@tvjobs.com	N	0
47	Century College a Community and Tec 3300 Century Ave. North, West Campus Room 2401 White Bear Lake, MN 55110 www.collegecentral.com/century 651-779-3218 651-773-1746 Fax	N	0
48	Globe University Career Services 8089 Globe Drive Woodbury, MN 55125 Contact: tdye@globeuniversity.edu 651-714-7319 651-730-5151 Fax http://employers.msbccollege.edu	N	0
49	Penn State Career Services 413 Bouke Bldg University Park, PA 16802 814-865-2377 814-863-0226 Fax www.psu-csm.symplicity.com/employers	N	0
50	TV and Radio Jobs www.tvandradiojobs.com	N	0
51	Radio Online 3500 Trip Ave Amarillo, TX 79121-1637 806-352-7503 806-352-3677 Fax www.radioonline.com	N	0
52	Production Hub 1809 E Winter Park Rd. Orlando, FL 32803 877-629-4122 407-629-8884 Fax www.productionhub.com	N	1

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
53	Carolina School of Broadcasting 3435 Performance Rd. Charolotte, NC 28214 Contact: csbnc@bellsouth.net 704-395-9272 704-395-9698 Fax www.csbradiotv.com	N	0
54	Columbia School of Broadcasting Contact: Bill Butler djtrain@columbiaschoolbroadcas.com	N	0
55	Duluth Business University 4724 Mike Colalillo Dr. Duluth, MN 55807 Contact: wendyb@dbumn.edu 218-722-4000	N	0
56	Eastern Illinois University Career Services 600 Lincoln Charleston, IL 61920 Contact: llmoore@eiu.edu 217-581-2412	N	0
57	Keller Graduate School of Management 411 E Wisconsin Ave., Ste 300 Milwaukee, WI 53202 Contact: pbergmann@keller.edu www.devry.edu 414-278-7677 414-278-0137 Fax	N	0
58	Newcap 1201 Main St. Oconto, WI 54153 Contact: Kathymurphy@newcap.org 920-834-4621 920-834-4887 Fax www.newcap.org	N	0
59	The Neighbor's Place 745 Scott St Wausau, WI 54403 Contact: tom@neighborsplace.org 715-845-1966 www.neighborsplace.org	N	0
60	Ottawa University 245 S Executive Dr., Ste 110 Brookfield, WI 53005 Contact: leighanne.iversonsommers@ottawa.edu 262-879-0200 ext 5113	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
61	Upper Iowa University P.O. Box 1857 Fayette, IA 52142 Contact: careers@uiu.edu 563-425-5208 563-425-5358 Fax http://uiu-csm.symplicity.com	N	0
62	University Wisconsin Madison Equity & Diversity 500 Lincoln Dr. Madison, WI 53706 Contact: koconnor@vc.wisc.edu 608-263-2378 608-263-5562 Fax	N	0
63	Wausau Area Hmong Association Contact: Barb Zehren Bzehren@wausauhmong.org 715-842-8390 ext 215	N	0
64	HOP Hope for Outdoor People Contact: Cornelius Solomon 80 s Fifth Street San Jose, CA 95113 408-833-4074 Email: hoppeople@yahoo.com Website www.hoppeople.org	Y (was notified 11/10/09, so was not included in a source for Local Sales manager or WOGB Announcer/pro duction)	0
65	Job Fair (as listed in Section III)	N	7
66	Cumulusjobs.com	N	1
67	Nationsjobs.com	N	3
68	Craigslist.org	N	3
69	Station On-Air Announcements (all SEU stations)	N	0
70	Station Website Postings (all SEU stations)	N	1
71	Word-of-Mouth Referral	N	9
72	Walk-In/Self-Referral	N	1
73	Internal Posting	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On Wednesday, October 7, 2009, our SEU participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
2	Participate in Job Fair	On Wednesday, March 3, 2010 our SEU participated in a Job Fair at the University of Wisconsin-Green Bay. Our EEO Coordinator spoke with attendees about the SEU's internship program as well as job opportunities within the SEU.
3	Host In-House Job Fair	On March 17, 2010, our SEU hosted an In-House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.
4	Host In-House Job Fair	On May 5, 2010, our SEU hosted an In-House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Host In-House Job Fair	<p>On June 16, 2010, our SEU hosted an In – House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.</p>
6	Host In-House Job Fair	<p>On July 14, 2010, our SEU hosted an In-House Job Fair at our offices (810 Victoria St.) in Green Bay, Wisconsin. This event was advertised on one or more SEU stations. During the event, SEU representatives made a presentation to the attendees about career opportunities in broadcasting and took them on a tour of the facilities. Interested attendees left applications /resumes before they departed. Station participants included our EEO Coordinator, Sales Manager, General Manager and other SEU staff members.</p>
7	Participate in Scholarship Program	<p>During this reporting period, our SEU was an active participant in the Wisconsin Broadcasters Association (WBA) Scholarship Program. Not only did our SEU make a monetary contribution to the WBA scholarship fund, it also promoted the WBA Scholarship Program on all SEU stations and entertained questions from the listening public about the Program and the application process. The SEU’s EEO Coordinator and General Manager assisted the WBA with the initial review and evaluation of applications before they were sent forward to the WBA Educational Committee and the WBA Foundation Board for judging. On March 6, 2010, four scholarships were awarded at the WBA Students Seminar - two \$2,000 scholarships and two \$1,000 scholarships.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Internship Program	<p>This SEU has an established, on-going Internship Program. Openings for internships with the Cumulus-Green Bay SEU are advertised over the air on all SEU stations as well as on a number of college websites. The SEU's EEO Coordinator and Promotions Assistant/Intern Coordinator are in contact with local colleges and universities and their internship representatives on a regular basis and work hard to develop these relationships for the benefit of the students as well as the SEU's internship program.</p> <p>The student interns work in the SEU's Promotions, Programming, Sales, Marketing and Development and Sports Departments under the supervision of the SEU's Promotions Assistant/Intern Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs. All interns earn college credits for completing a semester of work.</p> <p>During the Fall/Winter of 2009, our SEU hosted eight interns – two from Northeast Wisconsin Technical College, five from the University of Wisconsin-Green Bay; and one from the University of Wisconsin-Madison.</p> <p>During the Winter/Spring of 2010, our SEU hosted seven interns – one from St. Norbert College; one from Northeast Wisconsin Technical College; one from Northeast Central Technical College; two from the University of Wisconsin-Stevens Point; and two from the University of Wisconsin-Green Bay.</p> <p>During the Summer of 2010, our SEU is hosting six interns - one from the University of Wisconsin-Green Bay; one from the University of Wisconsin-Stevens Point; one from St. Norbert College; one from Northeast Wisconsin Technical College; one from the University of Wisconsin-Milwaukee; and one from the University of St. Thomas Minnesota.</p>