



CUMULUS

**WQLH(FM), WDUZ-FM, WDUZ(AM), WOGB(FM), WZNN(FM), WPCCK(FM)
EEO PUBLIC FILE REPORT
August 1, 2008 to July 31, 2009**

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	1-6, 9, 11-23, 25-33, 35-70	69
Account Executive	1-6, 9, 11-23, 25-33, 35-70	15
Account Executive	1-6, 9, 11-23, 25-33, 35-70	67
Account Executive	1-6, 9, 11-23, 25-33, 35-70	66
Account Executive	1-6, 9, 11-23, 25-33, 35-70	68
Account Executive	1-6, 9, 11-23, 25-33, 35-70	66
Account Executive	1-6, 9, 11-23, 25-33, 35-70	66
Account Executive	1-6, 9, 11-23, 25-33, 35-70	67



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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@journal sentinel.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 Contact: Josh Goshling 920-739-3192 920-739-3687 Fax	N	0
4	Milwaukee Urban League Contact: Employment Dept. 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

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
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 (On Air Type Jobs) www.allaboutcountry.com	N	0
8	All Access (On Air Type Jobs) www.allaccess.com	N	0
9	Central Lakes College Contact: Mary Devahl www.clcmn.edu 800-933-0346	N	0
10	Entertainment Careers (Broadcast Only) www.entertainmentcareers.net	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 www.uwec.edu/career/alumnicareerlink	Y	0
13	Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Contact: gary@beonair.com www.funjobsonair.com	Y	0
14	Ohio Centers for Broadcasting 5330 E Main St., Ste 200 Columbus, OH 43213 Contact: gary@beonair.com 614-245-0555	Y	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
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	1
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
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



RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
21	Division of Vocational Rehabilitation Krystyna Mazur, DVR Counselor Krystyna.mazur@dwd.state.wi.us 701 Cherry Street Green Bay, WI 54301 920-448-5270 920-448-5270 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 Contact: cmoua.ecahmaa@charterinternet.com 715-832-0612	N	0
24	Goods Entertainment P.O. Box 1266 Weston, CT 06883 Contact: agoodman@goodsentertainment.com 203-341-0111 Phone 484-698-4045 Fax www.goodsentertainment.com	Y <i>(entitled only for On-Air vacancies)</i>	0
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



RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
27	Oneida Tribe of Indians of Wisconsin Jobs 2640 W Point Road Green Bay, WI 54304 Contact: psummers@oneidanation.org 920-490-3710 920-490-6803 Fax www.oneidanation.org	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: radio1school@charterinternet.net 800-889-2221 www.radio1school.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	UW 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
33	UW Richland 1200 Hwy 14 Richard Center, WI 53581 Contact: kbartels@uwc.edu 608-647-8422 608-647-2275 Fax www.richland.uwc.edu	N	0



RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. Of Interviewees Referred by RS Over Reporting Period
34	UW Riverfalls (On Air Type Jobs) 410 S 3 rd St River Falls, WI 54481 Contact: june.m.schubert@uwrf.edu 715-425-3572 715-425-3573 Fax	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	0
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.wisconsinstechconnect.com	N	0
41	De Vry Institute Career Services (No on air jobs) 3300 N Campbell Chicago, IL 60618 Contact: Tanya Conditt 773-929-6550 773-697-2708 Fax www.chi.devry.edu	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

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 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	0
53	Carolina School of Broadcasting 3435 Performance Rd. Charlotte, 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
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	Job Fair (as listed in Section III)	N	0
65	Cumulusjobs.com	N	0
66	Station On-Air Announcements (<i>all SEU stations</i>)	N	9
67	Station Website Postings (<i>all SEU stations</i>)	N	4
68	Word-of-Mouth Referral	N	1
69	Walk-In/Self-Referral	N	1
70	Internal Posting	N	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD

16



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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 1, 2008 our SEU attended Job Fair at University of Wisconsin-Green Bay (UWGB). Station participants included our EEO Coordinator and Inside Sales Director.
3	Hosted a Job Fair	Cumulus Broadcasting Green Bay hosted our own job fair on February 26, 2009 at the Ramada Plaza Hotel in Green Bay, Wisconsin. Station participants included our EEO Coordinator and our Sales Manager.
4	Hosted a Job Fair	Cumulus Broadcasting Green Bay hosted our own job fair on August 25, 2008 at the Ramada Plaza Hotel in Green Bay, Wisconsin. Station participants included our EEO Coordinator, our Sales Manager, and our Inside Sales Director.
5	Participate in Scholarship Program	Our SEU participates in the Wisconsin Broadcasters Association (WBA) scholarship program. Once every two years, we donate to the foundation a minimum of \$200. For each of the two year periods, we promote the availability of the scholarship program over the SEU's stations and direct interested candidates to mail, fax or email the station's requests for an application. We also provide blank application forms upon request. And are available to answer questions about the program. The WBA sends copies of the applications asking for input based on the student's GPA, post high school employment, extracurricular activities, awards, honors, broadcast experience and respond to an essay question before they are sent on to the Educational Committee and the WBA Foundation Board for judging. We make an initial evaluation of the candidate for the evaluation committee. The scholarships were awarded at the WBA Students Seminar on March 7, 2009. There were four \$2000 scholarships awarded. Cumulus Broadcasting Green Bay participated in October 2007. Station participants in the program include our EEO Coordinator and our General Manager.

	<p style="text-align: center;">Type of Recruitment Initiative (Menu Selection)</p>	<p style="text-align: center;">Brief Description of Activity</p>
6	Internship Programs	<p>Our SEU participates in the WBA Internship Survey. Cumulus Broadcasting-Green Bay picks one or more students from the WBA's list on their website of college students who are currently in the program and have them intern for at least one semester.</p> <p>Along with the WBA program, we have implemented an internship program, hosting students from various universities in the following departments: Promotions, Programming, Sales, Marketing and Development and Sports. 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. Duties vary with the internship department. Interns are capable of earning college credits for completing a semester of work.</p> <p>We have hosted interns during this period as follows:</p> <p><u>Fall 2008</u> Northeast Wisconsin Technical College – 1 intern University Wisconsin of Green Bay – 1 intern St. Norbert College – 2 interns Brown College – 1 intern</p> <p><u>Spring 2009</u> St. Norbert College – 3 interns Northeast Wisconsin Technical College – 2 interns University Wisconsin of Manitowoc – 1 intern University Wisconsin of Green Bay – 1 intern</p> <p><u>Summer 2009</u> University Wisconsin of Green Bay – 1 intern University Wisconsin of Oshkosh – 1 intern University of South Carolina – 2 interns De Paul University – 1 intern Ripon College – 1 intern University Wisconsin of Stevens Point – 2 interns Drake University – 1 intern University Wisconsin of Madison – 1 intern Bemidji State University – 1 intern University Wisconsin of Whitewater – 1 intern</p>