

EEO Public File Report

Group: Heartland Communications - 6 stations					
Stations: WATW-AM, WJJH-FM, WBSZ-FM, WNXR-FM, WRJO-FM, WERL-AM					
A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.					
A. Job Vacancies Filled Between 2015-08-01 and 2016-07-31					
1. Job Title: Traffic Director (J024852)		Date Submitted: 2016-07-28		Date Filled: 2015-11-02	
2. Job Title: Announcers (J024858)		Date Submitted: 2016-07-28		Date Filled: 2016-03-15	
3. Job Title: General Manager (J024860)		Date Submitted: 2016-07-28		Date Filled: 2016-07-25	
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Traffic Director				Date Filled: 2015-11-02	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
ABR Employment Services-Schofield, WI	James Ortiz	1521 Metro Drive Unit 204 Schofield, WI 54476	715-355-7711	NO	NO
AVAIL, Inc. (Langlade County)	Michelle Arrowood	Advocates for Victims of Sexual & Domestic Abuse P O Box 355 Antigo, WI 54409	715-623-5177	NO	NO
Blackwell Job Corps Civilian Conservation Center	Mike Jones	4155 County Highway Laona, WI 54541	715-674-2311	NO	NO
Catholic Charities, Wausau	Bonnie Osswald	401 5th Street Suite 443 Wausau, WI 54403		NO	NO
Catholic Charities-Northland House	Kellie Carlson	102 McCellan Street Wausau, WI 54403	715-845-4898	NO	NO
College of Menominee Nation	Dr. Verna Fowler	North 172 Highway 47/55 PO Box 1179 Keshena, WI 54135	715-799-6226	NO	NO
College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO

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College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street Elmhurst, IL 60126	630-617-3198	NO	NO
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect Elmhurst, IL 60126	630-617-3729	NO	NO
College-Gogebic Community College	Laura Borth	E-496 Jackson Road Ironwood, MI 49938	906-932-4231	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO
College-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio Chicago, IL 60616	312-567-3088	NO	NO
College-International College of Broadcasting	Kenny Pyles	6 South Smithville Road Dayton, OH 45431	937-258-8251	NO	NO
College-Jamestown College-Mass Media and Communications	Steve Listopad	Student Media Center 6000 College Lane Jamestown, ND 58405	701-252-3467	NO	NO
College-Missouri Valley College-Communications	Harry Carrell	500 East College Marshall, MO 65340	660-831-4216	NO	NO
College-Nicolet Area Technical College	Denise Terzinski	Lake Julia Campus, Center for Business & Industr County Highway G, PO Box 518 Rhineland, WI 54501	715-365-4481	NO	NO
College-Nicolet Area Technical College	Lori Vance	9569 Highway 70 West Minocqua, WI 54548	715-356-6753	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
Counseling and Development Center	Gregg Engler	171 Chestnut Street PO Box 71 Phillips, WI 54555	715-339-3966	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	NO	NO
Dove Outreach Center	Dale MacDonald	110 2nd Avenue South Hurley, WI 54534	715-561-5033	NO	NO
Eagle River Department of Social Services - Vilas County	Linda Thorpe	Vilas County Courthouse 330 Court Street Eagle River, WI 54521	715-479-3668	NO	NO
EMPLOYEE REFERRAL	MIKE	WOLF	715-479-4451	YES	NO
Florence County Community Support Program	Robert Macaux		715-528-3296	NO	NO

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		Courthouse - Human Services Department P O Box 170 Florence, WI 54121			
Forest County Literacy Council	Michelle Gobert	Crandon Public Library 110 West Polk Crandon, WI 54520	715-478-3784	NO	NO
Forest County Potawatomi Community	Nicole	5415 Everybodys Road Executive Building Crandon, WI 54520	715-478-7208	NO	NO
Forest County Potawatomi Community, Inc.	Harold Gus Frank	PO Box 340 P O Box 340 Crandon, WI 54520	715-478-2903	NO	NO
Forward Service Corp	Jennifer Sackett	P.O. BOX 918 607 North Sales Street Merrill, WI 54452	715-536-8499	NO	NO
Forward Service Corporation	Ms. Joan Hartman	21-A South Brown Street PO Box 597 Rhineland, WI 54501	715-362-7811	NO	NO
Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Goodwill Industries in Iron Mountain, Michigan	Jill Rochon	1858 South Stephenson Avenue Iron Mountain, MI 49801	906-774-4402	NO	NO
Goodwill Industries of North Central Wisconsin	Babs Zehren	2713 Schofield Avenue Weston, WI 54476	715-355-6086	NO	NO
Great Lakes Inter-Tribal Vocational Rehabilitation Program	Patricia Lerch	PO Box 760 Lac du Flambeau, WI 54538	715-588-3324	NO	NO
Human Service Center-Forest/Oneida/Vilas Counties	Ann Cleereman/Dottie Moffat, Prog. Manager	705 East Timber P Box 897 Rhineland, WI 54501	715-369-2215	NO	NO
INTER OFFICE	NA	NA	NA	NO	NO
Job Service	Genny Stratil	Medford Job Center 620 East College Avenue Medford, WI 54451	715-748-3143x562	NO	NO
Keweenaw Bay Indian Community	Warren Swartz, Jr.	16429 Beantown Road Baraga, MI 49908	906-353-6623	NO	NO
Langlade County Department of Social Services	Tom Madsen	1225 Langlade Road Antigo, WI 54409	715-627-6500	NO	NO
Langlade Employment & Training Center	Larry Kind	East Campus-NTC 312 East Forrest Avenue Antigo, WI 54409	715-623-2117	NO	NO
Langlade Health Care Center CSP	Keith Wolf	1225 Langlade Road Antigo, WI 54409	715-623-2394	NO	NO

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Lincoln County Community Support Program	Bill Dingess	Lincoln Health Care Center 607 North Sales Street Merrill, WI 54452	715-536-9482	NO	NO
Lincoln County Social Services	Donna Simek	607 North Sales Street Merrill, WI 54452	715-536-6200	NO	NO
Lincoln Industries, Inc.	Terry Schmidt	912 Memorial Drive P O Box 710 Merrill, WI 54452	715-536-0350	NO	NO
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Sarah	Adult Day Center 500 West Washington Street New London, WI 54568	920-982-9205	NO	NO
Lutheran Social Services of Wisconsin and Upper Michigan-Homme Youth and Fa	Char Schoening	W18105 Hemlock Road Wittenberg, WI 54499	715-253-2116	NO	NO
Marathon County Commission on Aging	Deb Menacher	100 Lakeview Drive Wausau, WI 54403	715-261-6070	NO	NO
Marathon County Department of Social Services	Vicki Tylka	400 East Thomas Street Wausau, WI 54403	715-261-5700	NO	NO
Marathon County Job Center	Tom Younger	Department of Employment and Training 364 Grand Avenue Wausau, WI 54403	715-261-7700	NO	NO
Marathon County Literacy Council	Corinne Solsrud	300 North First Street Wausau, WI 54403	715-261-7292	NO	NO
Marathon County Shelter Home-Marathon County Secure Detention Facility	Chrys Anklam	7015 Packer Drive Wausau, WI 54401	715-261-1770	NO	NO
Menominee County Tribal Government	Rudolph Reiter	Job Training Programs P O Box 910 Keshena, WI 54135	715-799-5873	NO	NO
Menominee Indian Tribe of Wisconsin	Jeremy C. Weso	P.O. Box 910 Keshena, WI 54135	715-799-5154	NO	NO
Michigan Works-Dickinson County Service Center	Jerry White	200 Fairbanks Iron Mountain, MI 49801	906-774-3647	NO	NO
NAACP in Michigan City, Indiana	Michael Rivera	209 Pearl Street PO Box 755 Michigan City, IN 46360	219-879-2182	NO	NO
NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO

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NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1 Cincinnati, OH 45206	513-281-1900	NO	NO
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
Native American Educational Services-Menominee	Karen Washinawatok	N803 Highway 47 and 55 P O Box 552 Keshena, WI 54135	715-799-4661	NO	NO
New View Industries	Pat Preman	222 West Park Street P O Box 679 Gillett, WI 54124	920-855-2128	NO	NO
NEWCAP	Robert Koller	1201 Main Street Oconto, WI 54153	920-834-4621x139	NO	NO
North Central Community Action Program in Wausau Wisconsin	Mary Jaax	605-1/2 Third Street Wausau, WI 54403	715-842-7556	NO	NO
Northcentral Area Technical College	Mary Brennan	Medford Campus 624 East College Medford, WI 54451	715-748-3603	NO	NO
Northcentral Area Technical College	Dan Nowak	Southeast Campus-Wittenberg 602 South Webb Street Wittenberg, WI 54499	715-253-3500	NO	NO
Northcentral Area Technical College	Dan Nowak	Antigo Campus 312 Forrest Avenue Antigo, WI 54409	715-623-7601	NO	NO
Northcentral Area Technical College	Houa Lee	Counseling Services, Minority Students Student Services, 1000 W Campus Wausau, WI 54401	715-675-3331x482	NO	NO
Northcentral Area Technical College	Cheryl Zoern-Marx		715-253-3500x730	NO	NO

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		NTC's Learning Center 602 South Webb Street Wittenberg, WI 54499			
Northcentral Area Technical College	Renata Vissers	Center for Students with Disabilities (CSD) 1000 West Campus Drive Wausau, WI 54401	715-675-3331x634	NO	NO
Northern Advantage Job Center	Norman Martin	100 West Keenan Street Rhineland, WI 54501	715-365-2667	NO	NO
Northland Baptist Bible College	Pete Wehry	Student Life Office W10085 Pike Plains Road Dunbar, WI 54119	715-324-6900x620	NO	NO
Oconto County Department of Human Services	Bruce Retzlaff	501 Park Avenue Oconto, WI 54153	920-834-7000	NO	NO
Oconto County Probation	Michael Jansen	Division of Corrections, Oconto County 301 Washington Street Oconto, WI 54153	920-834-6833	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
PRINTED AD	NA	NA	NA	NO	NO
Probation & Parole - Marathon County Units 606 & 614	Jeffrey Johnson	500 Forest Street Wausau, WI 54402	715-261-1600x163	NO	NO
Probation & Parole Division of, - Lincoln County Unit 607	Kurt Zengler	City Hall 1004 East First Street Merrill, WI 54452	715-536-6433x339	NO	NO
Probation & Parole Division of, - Region 6 Office (Oneida County)	Robert Grusnick	2187 North Stevens Street Suite B Rhineland, WI 54501	715-365-2580x258	NO	NO
Probation & Parole Division of, - Taylor County Unit 606		224 South Second Street # 201 Medford, WI 54451	715-748-3504	NO	NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
REM Wisconsin-Schofield	Teresa Rhodes	PO Box 436 Schofield, WI 54476	608-745-0585	NO	NO
Salvation Army-Michigan-Iron Mountain Bread of Life Center	Tara Blagic	1401 South Carpenter Avenue-Suite B PO Box 218 Iron Mountain, MI 49801	906-779-5717	NO	NO
Salvation Army-Michigan-Ishpeming Corps Community Center	Lt. Stephen Hansen	222 East Division Street Ishpeming, MI 49849	906-486-8121x	NO	NO
	Randy Hahn		715-845-4272	NO	NO

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Salvation Army-Wisconsin-Wausau Corps Community Center		202 Callon Street Wausau, WI 54401			
Social Services-Oneida County Social Services	Paul Spencer	Courthouse Building Rhineland, WI 54501	715-362-5695	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO
Sokaogan Chippewa Tribe	Robin Jensen	3154 State Highway 55 Crandon, WI 54520	715-478-7629	NO	NO
Stepping Stones Counseling Center	Diane L. London	219 Ross Avenue Suite 101 Schofield, WI 54476	715-355-4999	NO	NO
Stockbridge- Munsee Community	Melissa Welch	P.O. Box 70 Bowler, WI 54416	715-793-4111	NO	NO
Taylor County Community Support Program	Dan Brost	Human Services 540 East College Street Medford, WI 54451	715-748-3332	NO	NO
The Women's Community, Inc.	Jane Grey-Jennings	Domestic Abuse & Sexual Assault Victim Services 2801 7th Street, Suite 300 Wausau, WI 54403	715-842-5663	NO	NO
United Way's First Call	Julie Grip	137 River Drive Wausau, WI 54403	715-848-2927	NO	NO
University of Chicago-WHPK	Josh Oberman	5706 South University Avenue Chicago, IL 60637	773-702-8289	NO	NO
University of Kansas-Communications Department	Dr. Kunkel	1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045	785-864-3633	NO	NO
University of Kansas-KJHK	Tom Johnson	1301 Jayhawk Boulevard Lawrence, KS 66045	785-864-2422	NO	NO
University of Wisconsin-Marathon County Center	Pat Blondheim	Student Services, Room 152 518 South 7th Avenue Wausau, WI 54401	715-261-6239	NO	NO
University of Wisconsin-Price County Cooperative Extension	Gail Huycke	104 South Eyder Normal Building Room 240-Normal Building Eau Claire, WI 54555	715-339-2555	NO	NO
University of Wisconsin-Vilas Cooperative Extension	Steve Nelson	200 East Madison Crandon, WI 54520	715-479-3653	NO	NO
University-Ashland University	Robert Brown	401 College Avenue Ashland, OH 44805	800-882-1548	NO	NO

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University-Ashland University Radio and TV	Daniel O'Rourke	401 College Avenue Ashland, OH 44805	419-289-4142	NO	NO
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	NO	NO
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue Charleston, IL 61920	217-581-2016	NO	NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Kansas State University-A.Q. Miller-Journ/Mass Comm	Angela Powers	A.Q. Miller School of Journalism and Mass Commun 105 Kedzie Hall Manhattan, KS 66505	785-532-6890	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE Edwardsville, IL 62026	618-650-2228	NO	NO
Vocational Rehabiliitation, Marathon County	Nancy Burkholder	364 Grand Avenue Wausau, WI 54403	715-261-7760	NO	NO
Vocational Rehabiliitation, Rhinelander	Debra Soulier	158 South Anderson Street Rhinelander, WI 54501	715-365-2600	NO	NO
Wausau Family Resource Center	Linda Salzman	705 South 24th Avenue Suite 400 Wausau, WI 54403	715-854-6747	NO	NO
Wausau School District	Cindy Griel	415 Seymour Street Wausau, WI 54403	715-571-6441	NO	NO
Wausaukee Enterprises, Incorporated	Bob Beltrame	836 Cedar Street Wausaukee, WI 54177	715-856-5441	NO	NO
Wisconsin Employment Relations Commission, WERC	Lauri A. Millot	904 Messer Street Rhinelander, WI 54501	715-362-0370	NO	NO
Wisconsin Jobe Service-Florence County Job Center	Nancy Pellegrini	501 Lake Avenue P O Box 232 Florence, WI 54121	715-528-4251	NO	NO
Women in the NAACP	Mary Smith Forest		812-330-0707	NO	NO

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		1306 Basswood Circle Bloomington, IN 47403			
WSAW-TV	Al Lancaster	1114 Grand Avenue Wausau, WI 54403	715-845-4211	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University		3700 West 103rd Street Chicago, IL 60655	773-298-3375	NO	NO
Total Resources: 126					
2. Job Title: Announcers			Date Filled: 2016-03-15		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
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College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street Elmhurst, IL 60126	630-617-3198	NO	NO

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Eagle River Department of Social Services - Vilas County	Linda Thorpe	Vilas County Courthouse 330 Court Street Eagle River, WI 54521	715-479-3668	NO	NO
Florence County Community Support Program	Robert Macaux	Courthouse - Human Services Department P O Box 170 Florence, WI 54121	715-528-3296	NO	NO
Forest County Literacy Council	Michelle Gobert	Crandon Public Library 110 West Polk Crandon, WI 54520	715-478-3784	NO	NO

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Menominee Indian Tribe of Wisconsin	Jeremy C. Weso	P.O. Box 910 Keshena, WI 54135	715-799-5154	NO	NO
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NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO
NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1 Cincinnati, OH 45206	513-281-1900	NO	NO
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO

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NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
Native American Educational Services-Menominee	Karen Washinawatok	N803 Highway 47 and 55 P O Box 552 Keshena, WI 54135	715-799-4661	NO	NO
New View Industries	Pat Preman	222 West Park Street P O Box 679 Gillett, WI 54124	920-855-2128	NO	NO
NEWCAP	Robert Koller	1201 Main Street Oconto, WI 54153	920-834-4621x139	NO	NO
North Central Community Action Program in Wausau Wisconsin	Mary Jaax	605-1/2 Third Street Wausau, WI 54403	715-842-7556	NO	NO
Northcentral Area Technical College	Dan Nowak	Antigo Campus 312 Forrest Avenue Antigo, WI 54409	715-623-7601	NO	NO
Northcentral Area Technical College	Cheryl Zoern-Marx	NTC's Learning Center 602 South Webb Street Wittenberg, WI 54499	715-253-3500x730	NO	NO
Northcentral Area Technical College	Houa Lee	Counseling Services, Minority Students Student Services, 1000 W Campus Wausau, WI 54401	715-675-3331x482	NO	NO
Northcentral Area Technical College	Mary Brennan	Medford Campus 624 East College Medford, WI 54451	715-748-3603	NO	NO
Northcentral Area Technical College	Renata Vissers	Center for Students with Disabilities (CSD) 1000 West Campus Drive Wausau, WI 54401	715-675-3331x634	NO	NO
Northcentral Area Technical College	Dan Nowak	Southeast Campus-Wittenberg 602 South Webb Street Wittenberg, WI 54499	715-253-3500	NO	NO

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Northern Advantage Job Center	Norman Martin	100 West Keenan Street Rhineland, WI 54501	715-365-2667	NO	NO
Northland Baptist Bible College	Pete Wehry	Student Life Office W10085 Pike Plains Road Dunbar, WI 54119	715-324-6900x620	NO	NO
Oconto County Department of Human Services	Bruce Retzlaff	501 Park Avenue Oconto, WI 54153	920-834-7000	NO	NO
Oconto County Probation	Michael Jansen	Division of Corrections, Oconto County 301 Washington Street Oconto, WI 54153	920-834-6833	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
Probation & Parole - Marathon County Units 606 & 614	Jeffrey Johnson	500 Forest Street Wausau, WI 54402	715-261-1600x163	NO	NO
Probation & Parole Division of, - Lincoln County Unit 607	Kurt Zengler	City Hall 1004 East First Street Merrill, WI 54452	715-536-6433x339	NO	NO
Probation & Parole Division of, - Region 6 Office (Oneida County)	Robert Grusnick	2187 North Stevens Street Suite B Rhineland, WI 54501	715-365-2580x258	NO	NO
Probation & Parole Division of, - Taylor County Unit 606		224 South Second Street # 201 Medford, WI 54451	715-748-3504	NO	NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
REM Wisconsin-Schofield	Teresa Rhodes	PO Box 436 Schofield, WI 54476	608-745-0585	NO	NO
Salvation Army-Michigan-Iron Mountain Bread of Life Center	Tara Blagic	1401 South Carpenter Avenue-Suite B PO Box 218 Iron Mountain, MI 49801	906-779-5717	NO	NO
Salvation Army-Michigan-Ishpeming Corps Community Center	Lt. Stephen Hansen	222 East Division Street Ishpeming, MI 49849	906-486-8121x	NO	NO
Salvation Army-Wisconsin-Wausua Corps Community Center	Randy Hahn	202 Callon Street Wausau, WI 54401	715-845-4272	NO	NO
Social Services-Oneida County Social Services	Paul Spencer	Courthouse Building Rhineland, WI 54501	715-362-5695	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO
Sokaogan Chippewa Tribe	Robin Jensen		715-478-7629	NO	NO

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		3154 State Highway 55 Crandon, WI 54520			
Stepping Stones Counseling Center	Diane L. London	219 Ross Avenue Suite 101 Schofield, WI 54476	715-355-4999	NO	NO
Stockbridge- Munsee Community	Melissa Welch	P.O. Box 70 Bowler, WI 54416	715-793-4111	NO	NO
Taylor County Community Support Program	Dan Brost	Human Services 540 East College Street Medford, WI 54451	715-748-3332	NO	NO
The Women's Community, Inc.	Jane Grey-Jennings	Domestic Abuse & Sexual Assault Victim Services 2801 7th Street, Suite 300 Wausau, WI 54403	715-842-5663	NO	NO
United Way's First Call	Julie Grip	137 River Drive Wausau, WI 54403	715-848-2927	NO	NO
University of Chicago-WHPK	Josh Oberman	5706 South University Avenue Chicago, IL 60637	773-702-8289	NO	NO
University of Kansas-Communications Department	Dr. Kunkel	1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045	785-864-3633	NO	NO
University of Kansas-KJHK	Tom Johnson	1301 Jayhawk Boulevard Lawrence, KS 66045	785-864-2422	NO	NO
University of Wisconsin-Marathon County Center	Pat Blondheim	Student Services, Room 152 518 South 7th Avenue Wausau, WI 54401	715-261-6239	NO	NO
University of Wisconsin-Price County Cooperative Extension	Gail Huycke	104 South Eyder Normal Building Room 240-Normal Building Eau Claire, WI 54555	715-339-2555	NO	NO
University of Wisconsin-Vilas Cooperative Extension	Steve Nelson	200 East Madison Crandon, WI 54520	715-479-3653	NO	NO
University-Ashland University	Robert Brown	401 College Avenue Ashland, OH 44805	800-882-1548	NO	NO
University-Ashland University Radio and TV	Daniel O'Rourke	401 College Avenue Ashland, OH 44805	419-289-4142	NO	NO
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	NO	NO

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University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue Charleston, IL 61920	217-581-2016	NO	NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Kansas State University-A.Q. Miller-Journ/Mass Comm	Angela Powers	A.Q. Miller School of Journalism and Mass Commun 105 Kedzie Hall Manhattan, KS 66505	785-532-6890	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE Edwardsville, IL 62026	618-650-2228	NO	NO
Vocational Rehahiliitait, Marathon County	Nancy Burkholder	364 Grand Avenue Wausau, WI 54403	715-261-7760	NO	NO
Vocational Rehahiliitait, Rhinelander	Debra Soulier	158 South Anderson Street Rhinelander, WI 54501	715-365-2600	NO	NO
WALK IN	NA	NA	NA	NO	NO
Wausau Family Resource Center	Linda Salzman	705 South 24th Avenue Suite 400 Wausau, WI 54403	715-854-6747	NO	NO
Wausau School District	Cindy Griel	415 Seymour Street Wausau, WI 54403	715-571-6441	NO	NO
Wausaukee Enterprises, Incorporated	Bob Beltrame	836 Cedar Street Wausaukee, WI 54177	715-856-5441	NO	NO
WBA WEBSITE	NA	NA	NA	NO	NO
Wisconsin Employment Relations Commission, WERC	Lauri A. Millot	904 Messer Street Rhinelander, WI 54501	715-362-0370	NO	NO
Wisconsin Jobe Service-Florence County Job Center	Nancy Pellegrini	501 Lake Avenue P O Box 232 Florence, WI 54121	715-528-4251	NO	NO
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle Bloomington, IN 47403	812-330-0707	NO	NO
WSAW-TV	Al Lancaster	1114 Grand Avenue Wausau, WI 54403	715-845-4211	NO	NO

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WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University		3700 West 103rd Street Chicago, IL 60655	773-298-3375	NO	NO
Total Resources: 126					
3. Job Title: General Manager			Date Filled: 2016-07-25		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Anoka County Workforce Development	Joann Heen or Rhonda Mix	1201 89th Avenue, Northeast Suite 235 Blaine, MN 55434	763-783-4800	NO	NO
Anoka County Workforce Service Area	Jerry Vitzthum	Minnesota Workforce Center 1201-89th Avenue, NE, Suite 235 Blaine, MN 55434	763-783-4800	NO	NO
Aurora Public Library	Paula Chapman	14 West Second Avenue North Aurora, MN 55705	218-229-2021	NO	NO
Bad River Band of Lake Superior Tribe of Chippewa Indians	Donald Moore Sr.	PO Box 39 Odanah, WI 54861	715-682-7111	NO	NO
Barron County Area Literacy Council, Inc.	Judy Schnacky	1910 22 1/2 Avenue Rice Lake, WI 54868	715-234-1160	NO	NO
Barron County Developmental Disabilities Services, Inc.	Russ Tabor	175 North Lake Street Barron, WI 54812	715-537-5341	NO	NO
Barron County Job Center	Louann Novack	113 North Main Street Rice Lake, WI 54868	715-234-6826	NO	NO
Bureau of Indian Affairs-Great Lakes Agency	Kimberly Bouchard	916 West Lake Shore Drive Ashland, WI 54806	715-682-4527	NO	NO
Center Against Sexual and Domestic Abuse, Inc. - CASDA	Julia	2231 Catlin Avenue Superior, WI 54880	715-392-3136	NO	NO
Central Minnesota Skilled Jobs and Training	Marilyn	1557 Highway 95, East Cambridge, MN 55008		NO	NO
College of Saint Scholastica	Mary Anderson	1200 Kenwood Avenue Duluth, MN 55811	218-723-6085	NO	NO
College of Saint Scholastica		1200 Kenwood Avenue Duluth, MN 55811	218-723-6000	NO	NO

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College- Fond Du Lac Tribal And Community College	Patricia Grace	2101 14Th Street Cloquet, MN 55720	218-879-0800	NO	NO
College-Anoka-Hennepin Technical College		1355 West Highway 10 Anoka, MN 55303	763-576-4700	NO	NO
College-Anoka-Ramsey Community College		11200 Mississippi Boulevard, NW Coon Rapids, MN 55433	763-427-2600	NO	NO
College-Anoka-Ramsey Community College	Chris Misewich	300 Polk Street, South Cambridge, MN 55008	612-689-7035	NO	NO
College-Brown	Karole Baumeister	1440 Northland Drive Mendota Heights, MN 55012	651-905-3499	NO	NO
College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street Elmhurst, IL 60126	630-617-3198	NO	NO
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect Elmhurst, IL 60126	630-617-3729	NO	NO
College-Gogebic Community College	Laura Borth	E-496 Jackson Road Ironwood, MI 49938	906-932-4231	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO
College-Hibbing Community College	Career Services	1515 East 25th Street Hibbing, MN 55746	218-262-7200	NO	NO
College-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio Chicago, IL 60616	312-567-3088	NO	NO
College-International College of Broadcasting	Kenny Pyles	6 South Smithville Road Dayton, OH 45431	937-258-8251	NO	NO
College-Jamestown College-Mass Media and Communications	Steve Listopad	Student Media Center 6000 College Lane Jamestown, ND 58405	701-252-3467	NO	NO
College-Lake Superior College-Career Services	Paul Waterman		218-733-7600	NO	NO

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		2101 Trinity Road Duluth, MI 55811			
College-Nicolet Area Technical College	Lori Vance	9569 Highway 70 West Minocqua, WI 54548	715-356-6753	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
College-Wisconsin Indianhead Technical College	Karen Lutz	1900 College Drive Rice Lake, WI 54868	715-234-7082	NO	NO
Counseling and Development Center	Gregg Engler	171 Chestnut Street PO Box 71 Phillips, WI 54555	715-339-3966	NO	NO
Damiano Social Services	Sonia	206 West 4th Street Duluth, MN 55806	218-727-1834	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	NO	NO
Diversified Services, Incorporated	Joe Wacek	7649 Tower Road PO Box 501 Siren, WI 54872	715-349-5724	NO	NO
Douglas County Community Support Program (HRC)	Steve Engleson	39 North 25th Street East Superior, WI 54880	715-392-8216	NO	NO
Douglas County Department of Health and Human Services	Lila Connolly	1316 North 14th Street 4th Floor Superior, WI 54880	715-395-1446	NO	NO
Dove Outreach Center	Dale MacDonald	110 2nd Avenue South Hurley, WI 54534	715-561-5033	NO	NO
Duluth Workforce Development	Julie Smith	City Hall Room 332 Duluth, MN 55802	218-723-3771	NO	NO
East Central Regional Library-Literacy Project	Bob Boese	244 Birch Street South Cambridge, MN 55008	763-689-7390	NO	NO
Fond du Lac Band of Lake Superior Chippewa	Karen Diver	1720 Big Lake Road Cloquet, MN 55720	218-879-4593	NO	NO
Fond Du Lac Indian Reservations Human Resources	Lonnie Susienka	1720 Big Lake Road Cloquet, MN 55720	218-878-7527	NO	NO
Forward Service Corp	Jennifer Sackett	P.O. BOX 918 607 North Sales Street Merrill, WI 54452	715-536-8499	NO	NO
Goodwill Industries in Hibbing, Minnesota	Ann Valla	315 East Howard Street Hibbing, MN 55746	218-262-5633	NO	NO

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Goodwill Industries in Superior Wisconsin	Michelle Rich	2401 Tower Avenue Superior, WI 54880	715-392-1726	NO	NO
Goodwill Industries in Virginia Minnesota	Carol Buccanan	522 Chestnut Street Virginia, MN 55792	218-741-3943	NO	NO
Goodwill Industries of Duluth	Dede Krause	700 Garfield Avenue Duluth, MN 55802	218-722-6351	NO	NO
Great Lakes Indian Fish And Wildlife Commission	Gerald DePerry	72682 Maple Street P.O. Box 9 Odanah, WI 54861	715-682-6619	NO	NO
Great Lakes Inter-Tribal Vocational Rehabilitation Program	Patricia Lerch	PO Box 760 Lac du Flambeau, WI 54538	715-588-3324	NO	NO
Ham Lake, North Central Library	Susan Webb	17565 Central Avenue Northeast Ham Lake, MN 55304	612-434-6542	NO	NO
Hayward Job Center	Teri Heathcote	15618 Windrose Lane Suite 108 Hayward, WI 54843	715-634-4845	NO	NO
INSIDE RADIO AD	NA	NA	NA	YES	NO
Job Service	Genny Stratil	Medford Job Center 620 East College Avenue Medford, WI 54451	715-748-3143x562	NO	NO
JOB SERVICE		820 N. 9th ST VIRGINIA, MN 55792	218-749-7792x	NO	NO
Lac Court Oreilles Tribe	Doreen Wolfe	13394 West Trepania Road Hayward, WI 54843	715-634-8934	NO	NO
Lac Courte Oreilles Ojibwa Community College	Thelma Nayqonabe	Work-Based Learning & Youth Apprenticeship Prog Hayward, WI 54843	715-634-4790x115	NO	NO
LDS EMPLOYMENT	ROYCE DYER	10455 WYOMING AVE CHICAGO CITY, MN 55013	651-483-0782x	NO	NO
Lincoln County Community Support Program	Bill Dingess	Lincoln Health Care Center 607 North Sales Street Merrill, WI 54452	715-536-9482	NO	NO
Lincoln County Social Services	Donna Simek	607 North Sales Street Merrill, WI 54452	715-536-6200	NO	NO
Lincoln Industries, Inc.	Terry Schmidt	912 Memorial Drive P O Box 710 Merrill, WI 54452	715-536-0350	NO	NO
LUTHERAN SOCIAL SERVICES	ANGIE	424 W. SUPERIOR 6th FLOOR DULUTH, MN 55802	218-726-4890x	NO	NO

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Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Sarah	Adult Day Center 500 West Washington Street New London, WI 54568	920-982-9205	NO	NO
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Marsha Kribinchuk	Counseling & AODA Services 2231 Catlin Avenue, # 112 Superior, WI 54880	715-394-4173	NO	NO
LUTHERAN SOCIAL SVC	JEAN	9239 IDAHO ST DULUTH, MN 55808	218-626-2726x	NO	NO
MESABI RANGE COMMUNITY & TECH COLLEGE	CAREER SERVICES	1100 INDUSTRIAL PARK DR EVELETH, MN 55734	218-744-3302x	NO	NO
Minnesota Workforce Center-Anoka County	Austin Bemidji	121 89th Avenue Northeast Suite 235 Blaine, MN 55434	763-783-4800	NO	NO
Minnesota Workforce Center-Cambridge	Ken Norstrud	140 Buchanan Street North Suite 152 Cambridge, MN 55008	763-279-4492	NO	NO
Minnesota Workforce Center-Cloquet	Ken Norstrud	Carlton County Government Center 14 North 11th Street Cloquet, MN 55720	218-878-5000	NO	NO
Minnesota Workforce Center-Duluth	Donald Hoag	320 West Second Street Suite 2 Duluth, MN 55802	218-723-4730	NO	NO
Minnesota Workforce Center-Hibbing	Pam Golos	3920 13th Avenue East Hibbing, MN 55746	218-262-6777	NO	NO
Minnesota Workforce Center-Mora	Leslie Wojtowicz	903 Forest Avenue East Mora, MN 55051	320-579-6484	NO	NO
Minnesota Workforce Center-Virginia	Michelle Ufford	820 North Ninth Avenue Suite 250 Virginia, MN 55792	218-748-2200	NO	NO
Minnesota Workforce Center-Washington County-Forest Lake	Barbara Doyle	19955 Forest Road North Forest Lake, MN 55025	651-275-7265	NO	NO
MORA WORKFORCE CENTER	JOB PLACEMENT SPECIALIST	130 S. PARK ST MORA, MN 55051	320-679-3611x	NO	NO
NAACP in Michigan City, Indiana	Michael Rivera	209 Pearl Street PO Box 755 Michigan City, IN 46360	219-879-2182	NO	NO
NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO

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NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
Northcentral Area Technical College	Mary Brennan	Medford Campus 624 East College Medford, WI 54451	715-748-3603	NO	NO
Northland College	Jenna Casey	Ponzio Campus Center # 209 1411 Ellis Avenue Ashland, WI 54806	715-682-1398	NO	NO
Northland College	Connei Burditt	Mead Hall, Room 124 1411 Ellis Avenue Ashland, WI 54806	715-682-1240	NO	NO
Northland College-WRNC Radio	Bob Grah	Northland College Radio WRNC 97.7 1411 Ellis Avenue Ashland, WI 54806	715-682-1287	NO	NO
Northwest Connection Family Resources	Jacqueline Strand	16076 West Highway 63 Hayward, WI 54843	715-634-2299	NO	NO
Northwest Wisconsin CEP	Corey Kemps	422 3rd Street West Suite 200, P O Box 616 Ashland, WI 54806	715-682-9141	NO	NO
PINE TECHNICAL COLLEGE	CAREER SERVICES	1000 4TH ST PINE CITY, MN 55063	320-629-5100x	NO	NO
Polk County Adult Development Center, Inc,	Dawn	101 150th Street Balsam Lake, WI 54810	715-485-8770	NO	NO
Polk County Department of Human Services	Gail Tessman	100 Polk County Plaza Suite 50, Ground Floor Balsam Lake, WI 54810	715-485-3133x840	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
Probation & Parole Division of, - Burnett County Unit 506			715-349-2175	NO	NO

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		7410 Country Road K # 124 Siren, WI 54872			
Probation & Parole Division of, - Lincoln County Unit 607	Kurt Zengler	City Hall 1004 East First Street Merrill, WI 54452	715-536-6433x339	NO	NO
Probation & Parole Division of, - Polk County Unit 502		941 Mallard Lane Suite 104 Balsam Lake, WI 54810	715-485-3114	NO	NO
Probation & Parole Division of, - Taylor County Unit 606		224 South Second Street # 201 Medford, WI 54451	715-748-3504	NO	NO
Probation & Parole Office - Barron County Unit 504	Mike O'Keefe	101 North Wilson Avenue Rice Lake, WI 54868	715-234-6925	NO	NO
Probation & Parole Office - Sawyer County Unit 601		801 Highway B E Hayward, WI 54843	715-634-2929	NO	NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
Red Cliff Band of Lake Superior Chippewa Indians	Rose Soulier	88385 Pike Road-Highway 13 Bayfield, WI 54814	715-779-3734	NO	NO
REHAB SERVICES DEPT	STEVE KUNTZ	1201 89TH AVE NE STE 220 BLAINE, MN 55434	763-785-3678x	NO	NO
REM Wisconsin-Superior	Jill Corbin	3215 Tower Avenue Suite 108 Superior, WI 54880	715-395-8400	NO	NO
Saint Croix Chippewa Indians of Wisconsin	Lewis taylor	24663 Angeline Avenue P.O. Box 45287 Webster, WI 54893	714-349-2195	NO	NO
Salvation Army-Minnesota-Cloquet Service Center	Captain Ruth Gibbons	316 Carlton Avenue Cloquet, MN 55720	218-879-1693	NO	NO
Salvation Army-Minnesota-Duluth Service Center	Majors William and Elizabeth Cox	215 South 27th Avenue West Duluth, MN 55806	218-722-7934	NO	NO
Salvation Army-Minnesota-Hibbing Service Center	Lts. Randy and Debbie Stahl	107 West Howard Street Hibbing, MN 55746	218-263-5096	NO	NO
Salvation Army-Minnesota-Virginia Service Center	Majors Alan and Lavonne Fones	507 12th Avenue West Virginia, MN 55792	218-741-1889	NO	NO
Salvation Army-Wisconsin-Hayward Extension	Deb Heubner	15728 West County Road B Hayward, WI 54843	715-558-1040	NO	NO
Salvation Army-Wisconsin-Siren Faith House	Stacey Sybers	7764 West Main Street Siren, WI 54872	715-349-8744	NO	NO

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Salvation Army-Wisconsin-Superior Corps Community Center	Major Rosemary Matson	916 Hughitt Avenue Superior, WI 54880	715-394-7001	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO
ST LOUIS COUNTY SOCIAL SVC		320 W 2ND ST DULUTH, MN 55802	218-726-2119x	NO	NO
ST LOUIS COUNTY SOCIAL SVC		2534 E BELTLINE HIBBING, MN 55746	218-262-6000x	NO	NO
ST. LOUIS COUNTY SOCIAL SERVICES	MAUREEN RAYNUM	P.O. BOX 1148 VIRGINIA, MN 55792	218-749-7128x	NO	NO
Superior Job Center (Douglas County)	Jim Erickson	WI Veterans Employment 1805 North 14th Street Superior, WI 54880	715-392-7808	NO	NO
Taylor County Community Support Program	Dan Brost	Human Services 540 East College Street Medford, WI 54451	715-748-3332	NO	NO
University of Chicago-WHPK	Josh Oberman	5706 South University Avenue Chicago, IL 60637	773-702-8289	NO	NO
University of Minnesota, Duluth		Duluth, MN 55812	218-726-8000	NO	NO
University of Wisconsin-Barron County Campus	Dale B. Fenton	Meggors Hall, Room 127 1800 College Drive Rice Lake, WI 54868	715-234-8024	NO	NO
University of Wisconsin-Price County Cooperative Extension	Gail Huycke	104 South Eyder Normal Building Room 240-Normal Building Eau Claire, WI 54555	715-339-2555	NO	NO
University of Wisconsin-Superior	Mary Lee Vance, Ph.D.	Center for Academic and Career Advising Old Main, Room 134 Superior, WI 54880	715-394-8515	NO	NO
University of Wisconsin-Superior-Communication Arts	Dr. Martha Einerson	Holden Fine and Applied Arts Center-2100 Belknap and Catlin-PO Box 2000 Superior, WI 54880	715-394-8369	NO	NO
University of Wisconsin-Superior-KUWS 102.9 FM	John Munson	Holden Fine Arts Center-3rd Floor 1805 Catlin Avenue Superior, WI 54880	715-394-8530	NO	NO
University-Ashland University	Robert Brown	401 College Avenue Ashland, OH 44805	800-882-1548	NO	NO
University-Ashland University Radio and TV	Daniel O'Rourke		419-289-4142	NO	NO

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		401 College Avenue Ashland, OH 44805			
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Duluth Business University, Incorporated		412 West Superior Street Duluth, MN 55802	218-722-3361	NO	NO
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue Charleston, IL 61920	217-581-2016	NO	NO
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
Valpar International Corporation	Jerry Jorgenson	411 Ellis Avenue Ashland, WI 54806	715-682-7530	NO	NO
Ventures Unlimited, Inc.	Kristin Frane	110 North Industrial Drive P O Box 623 Shell Lake, WI 54871	715-468-2939	NO	NO
VERMILLION COMMUNITY COLLEGE	JOB PLACEMENT	1900 EAST CAMP ST ELY, MN 55731	218-365-7221x	NO	NO
VOCATIONAL REHABILITATION	JOB PLACEMENT	GOVT SVC CTR DULUTH, MN 55802	715-392-7896x	NO	NO
Vocational Rehabiliitiation, Polk County	Gail Hauser	404 Main Street Balsam Lake, WI 54810	715-485-9512	NO	NO
Vocational Rehabiliitiation, Spooner	Joyce Jacobs	522 Service Road P O Box 159 Spooner, WI 54801	715-635-6202	NO	NO
Wisconsin Department of Health and Family Services	Terri Kramolis	Ashland County Health and Human Service Departme 301 Ellis Avenue Ashland, WI 54806	715-682-7004	NO	NO
Wisconsin Job Center - Ashland	Cathi Cooper	Ashland County Jobs Program 411 Ellis Avenue Ashland, WI 54806	715-682-7220	NO	NO
Wisconsin Job Center - Burnett	Angie Olson	Burnett County Job Center 7410 County Road K, #130 Siren, WI 54872	715-349-2131	NO	NO
Workforce Center		2100 3rd Avenue Anoka, MN 55303	612-441-5903	NO	NO

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Workforce Development		130 South Park Street Mora, MN 55051	612-679-3611	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University		3700 West 103rd Street Chicago, IL 60655	773-298-3375	NO	NO

Total Resources: 145

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2015-08-01 and 2016-07-31 (this will be a raw number):

22

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2015-08-01 and 2016-07-31 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
EMPLOYEE REFERRAL	MIKE	WOLF	715-479-4451	1	
INSIDE RADIO AD	NA	NA	NA	10	
INTER OFFICE	NA	NA	NA	2	
PRINTED AD	NA	NA	NA	3	
WALK IN	NA	NA	NA	1	
WBA WEBSITE	NA	NA	NA	5	

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
07/31/2016	Supplemental Recruitment Activity-Ashland WI	<p>WATW/WBSZ/WJH/WNXR has between five and ten full-time employees and Ashland, Wisconsin has a population of 8,209 people and is defined in the FCC's EEO rules as a small market. Therefore, we have selected the two activities below to fulfill our EEO Supplemental Recruitment Activities. 1. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. WATW/WBSZ/WJH/WNXR participates in Heartland Communication Group training programs as follows: Monday Morning Meeting - Each Monday we hold a meeting with our sales staff. The agenda includes training materials to assist and educate our sales team and develop their sales skills. Wednesday Meeting - Every Wednesday at 3:30 pm we hold a sales team meeting to review sale processes, packages and review training material from magazine articles, RAB training material, Webinars, and other training material target to develop our sales staff. Once a month The General Manager, Program Director, and the CEO of the Heartland Communication Group meets to review activities including training procure and review the development of all staff members. Any new educational information is passed on to the staff via a monthly team meeting that is mandatory for all personnel. 2. Listing each upper-level job opening in a job bank or media newsletter that reaches a substantial number of women and minorities. WATW/WBSZ/WJH/WNXR participates in Heartland Communication Group Job Vacancy program. Every Sales, production, Engineering, and management posting is forwarded to all stations</p>

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		<p>for internal posting and to our EEO coordinator who submits it to well over 200 institutions who post job vacancies. The list contains colleges, various agencies, ie.; American Broadcasting School, Bad River Band of Lake Superior Tribe of Chippewa Indians, Center Against Sexual and Domestic Abuse, Inc. â CASDA, Center For Asian American Media, Fond Du Lac Tribal And Community College, Department of Social Services, Goodwill Industries of Duluth, to mention just a few. We believe these efforts are working to help us attract qualified women and minorities. As a matter of fact, 75% of our most recent positions have been filled by women and/or minorities. Page Two At the top of every Heartland Communications Group new employee â Application for Employment,â Heartland clearly indicates its non-discrimination employment policy: â It is the policy of this company not to discriminate in its employment and personnel practices because of a personâ s race, color, creed, religion, sex, national origin, or age. Discriminatory employment practices are specifically prohibited by the Federal Communications Commission (FCC). If you believe your equal employment rights have been violated, you may contact the FCC in Washington, DC 20554 or other appropriate state or local agency.â Heartland Communication Group also does not discriminate on the basis of race or ethnicity in its advertising sales agreements, and every such agreement includes a nondiscrimination clause. Sincerely, Charlie Thomas General Manager WATW â 1400 AM / WBSZ â 93.3 FM / WJH â 96.7 FM / WNXR â 107.3 FM 2320 Ellis Avenue P.O. Box 613 Ashland, WI 54806</p>
07/31/2016	Supplemental Recruitment Activity-Eagle River	<p>WRJO/WERL has between five and ten full-time employees and Eagle River, Wisconsin has a population of 6474 people and is defined in the FCCâ s EEO rules as a small market. Therefore, we have selected the two activities below to fulfill our EEO Supplemental Recruitment Activities. 1. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. WRJO/WERL participates in Heartland Communication Group training programs as follows: Monday Morning Meeting â Each Monday we hold a meeting with our sales staff. The agenda includes training materials to assist and educate our sales team and develop their sales skills. Wednesday Meeting â Every Wednesday at 3:30 pm we hold a sales team meeting to review sale processes, packages and review training material from magazine articles, RAB training material, Webinars, and other training material target to develop our sales staff. Once a month The General Manager, Program Director, and the CEO of the Heartland Communication Group meets to review activities including training procure and review the development of all staff members. Any new educational information is passed on to the staff via a monthly team meeting that is mandatory for all personnel. 2. Listing each upper-level job opening in a job bank or media newsletter that reaches a substantial number of women and minorities. WRJO/WERL participates in Heartland Communication Group Job Vacancy program. Every Sales, production, Engineering, and management posting is forwarded to all stations for internal posting and to our EEO coordinator who submits it to well over 200 institutions who post job vacancies. The list contains colleges, various agencies, ie.; American Broadcasting School, Bad River Band of Lake Superior Tribe of Chippewa Indians, Center Against Sexual and Domestic Abuse, Inc. â CASDA, Center For Asian American Media, Fond Du Lac Tribal And Community College, Department of Social Services, Goodwill Industries of Duluth, to mention just a few. We believe these efforts are working to help us attract qualified women and minorities. As a matter of fact, 75% of our most recent positions have been filled by women and/or minorities. Page Two At the top of every Heartland Communications Group new employee â Application for Employment,â Heartland clearly indicates its non-discrimination employment policy: â It is the policy of this company not to discriminate in its employment and personnel practices because of a personâ s race, color, creed, religion, sex, national origin, or age. Discriminatory employment practices are specifically prohibited by the Federal Communications Commission (FCC). If you believe your equal employment rights have been violated, you may contact the FCC in Washington, DC 20554 or other appropriate state or local agency.â Heartland Communication Group also does not discriminate on the basis of race or ethnicity in its advertising sales agreements, and every such agreement includes a nondiscrimination clause. Sincerely, Craig Whetstone General Manager WRJO â fi 94.5 FM /WERL â fi 950 AM 909 N. Railroad Street P.O. Box 309 Eagle River, WI 54521</p>