

## EEO Public File Report

<b>Group:</b> Heartland Communications - 10 stations					
<b>Stations:</b> WATW-AM, WJJH-FM, WBSZ-FM, WNXR-FM, WCQM-FM, WFPF-AM, WIKB-FM, WFER-AM, 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.					
<b>A. Job Vacancies Filled Between 2016-08-01 and 2017-07-31</b>					
1. Job Title: General Manager (J025441)		Date Submitted: 2017-01-13		Date Filled: 2017-01-13	
2. Job Title: Account Executive (J026029)		Date Submitted: 2017-06-20		Date Filled: 2017-07-10 Date Filled: 2017-08-21 Date Filled: 2017-04-25 Date Filled: 2017-01-24	
3. Job Title: Account Executive (P026159)		Date Submitted: 2016-09-15		Date Filled: 2016-12-05	
<b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>					
1. Job Title: General Manager				Date Filled: 2017-01-13	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Academy of Radio Broadcasting	Doreen Reyes	16052 Beach Boulevard Suite 263N Huntington Beach, CA 92647	714-842-0100	NO	NO
American Broadcasting School	Michelle McCommell	712 North Watson Road Suite 200 Arlington, TX 76011	817-695-2474	NO	NO
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

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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
Burnett County Social Services	Mark Hayman	County Government Center 7410 County Road Siren, WI 54872	715-349-7600	NO	NO
Carolina School of Broadcasting	Alyson Young	3435 Performance Road Charlotte, NC 28214	704-395-9272	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		1200 Kenwood Avenue Duluth, MN 55811	218-723-6000	NO	NO
College of Saint Scholastica	Mary Anderson	1200 Kenwood Avenue Duluth, MN 55811	218-723-6085	NO	NO
College of San Mateo-Broadcast Media	Michelle M. Brown	1700 West Hillsdale Boulevard San Mateo, CA 94402	650-574-6297	NO	NO
College of the Canyons-Radio-TV-Film and Broadcast	Jon Amador	26455 North Rockwell Canyon Road Santa Clarita, CA 91355	661-259-7800	NO	NO
College of the Sequoias-Campus Newspaper	Andrea	915 South Mooney Boulevard Visalia, CA 93277	559-730-3844	NO	NO
College of the Sequoias-TV Station	Terry Gray	915 South Mooney Boulevard Visalia, CA 93277	559-737-4864	NO	NO
College- Fond Du Lac Tribal And Community College	Patricia Grace	2101 14Th Street Cloquet, MN 55720	218-879-0800	NO	NO
College-Amarillo College-KACV FM 90	Brian Frank	2201 South Washington P.O. Box 447 Amarillo, TX 79178	806-371-5287	NO	NO
College-Anoka-Hennepin Technical College		1355 West Highway 10 Anoka, MN 55303	763-576-4700	NO	NO
College-Anoka-Ramsey Community College	Chris Misewich	300 Polk Street, South Cambridge, MN 55008	612-689-7035	NO	NO
College-Anoka-Ramsey Community College		11200 Mississippi Boulevard, NW Coon Rapids, MN 55433	763-427-2600	NO	NO

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College-Atlanta Metropolitan College	Regina Ray Simmons	1630 Metropolitan Parkway Human Resources Atlanta, GA 30310	404-756-4047	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-Chaffey College-Broadcast and Films	Michael Dinielli	School of Visual and Performing Arts 5885 Haven Avenue Rancho Cucamonga, CA 91737	909-652-6057	NO	NO
College-Citrus College-Communications Department	Margaret O'Neil	1000 West Foothill Boulevard Glendora, CA 91741	626-914-8588	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-Community College of Denver	Neil Dominas	111 West Colfax Denver, CO 80217	303-556-2600	NO	NO
College-Consummes River College-Commucations	Gary Martin	8401 Center Parkway Sacramento, CA 95823	916-691-7170	NO	NO
College-Contra Costa College-Media Communications	Ellen Seidler	2600 Mission Bell Drive Office AA-117 San Pablo, CA 94806	510-235-7800	NO	NO
College-Coppin State College-Mass Communication	Peter Brooks	2500 West North Avenue Baltimore, MD 21216	410-383-5408	NO	NO
College-Dine College-Adult Basic Ed.	Norman Phillips	1228 Yucca Street PO Box 580 Shiprock, NM 87420	505-368-3500	NO	NO
College-East Los Angeles-Journalism Department	Jean Stapleton	1301 Cesar Chavez Boulevard Monterey Park, CA 91754	323-265-8875	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-Ferrum College/ WFFC 89.9 FM		PO Box 1000 Ferrum, VA 24088	540-365-4338	NO	NO
College-Gavilan College	Denise Besson-Silvia		408-848-4831	NO	NO

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		5055 Santa Teresa Blvd Gilroy, CA 95020			
College-Gogebic Community College	Laura Borth	E-496 Jackson Road Ironwood, MI 49938	906-932-4231	NO	NO
College-Hartnell College/ Communications Department	Britt Govea/ Broadcast	156 Homestead Avenue Salinas, CA 93901	831-755-6905	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-Ithaca College Television-Radio-WICB Student Run Radio	Peter Johanns	953 Danby Road Ithaca, NY 14850	607-274-3331	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	2101 Trinity Road Duluth, MI 55811	218-733-7600	NO	NO
College-Lawson State Community College-Radio & Television	Rachel Morgan	3060 Wilson Road SW Birmingham, AL 35221	205-925-2515	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	Lori Vance	9569 Highway 70 West Minocqua, WI 54548	715-356-6753	NO	NO
College-Oxnard College-Communications Department	Kitty Merrill	4000 South Rose Avenue Oxnard, CA 93033	805-986-5817	NO	NO
College-Pueblo Community College-Broadcasting and Production Technology	Jennifer Sherman	900 West Orman Avenue Davis Academic Building-Room 250 E Pueblo, CO 81004	719-549-3410	NO	NO
College-Rust College-Department of Mass Communication	Dr. Margaret Delashmit	150 Rust Avenue Broadcasting Studios and Training Facilities Holly Springs, MS 38635	662-252-8000x456	NO	NO

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College-San Bernadino Valley Community College	Dr.Diane Dusic	701 South Mount Vernon Avenue San Bernadino, CA 92410	909-888-6511	NO	NO
College-Scottsdale Community College-MCTV	Rene Blatte	9000 East Chapparal Road Scottsdale, AZ 85253	480-423-6354	NO	NO
College-Shelton State Community College Department of Mass Communications	Chuck Boening	9500 Old Greensboro Road Office 2537 Martin Campus Tuscaloosa, AL 35405	205-391-2977	NO	NO
College-Skagit Valley College-KSVR-91.7 FM	David McConnell	2405 East College Way Mount Vernon, WA 98273	360-416-7711	NO	NO
College-Southwestern College Department of Arts and Communications	Donna Arnold	900 Otay Lakes Road Chula Vista, CA 91910	619-482-6372	NO	NO
College-Stillman College-English Department	Dan Goldfard	P.O. Box 1430 Tuscaloosa, AL 35403	205-366-8867	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
College-West Virginia State College- Communications Department	Dr. David Wohl	P.O. Box 1000 Institute, WV 25112	304-766-3195	NO	NO
College-Wisconsin Indianhead Technical College	Karen Lutz	1900 College Drive Rice Lake, WI 54868	715-234-7082	NO	NO
College-Yuba College-Communications	Steve Cato	2088 N Beale Rd. Marysville, CA 95901	530-741-6757	NO	NO
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38 Arlington, VA 22202	703-415-7600	NO	NO
Connecticut School of Broadcasting, Cherry Hill	Tom DeFranco	1 Mall Drive 1 Cherry Hill, #203 Cherry Hill, NJ 08002	856-755-1200	NO	NO
Connecticut School of Broadcasting, Dallas	Kenny Fuller	5605 North MacArthur Boulevard Suite 220 Irving, TX 75038	214-441-9941	NO	NO
Connecticut School of Broadcasting, Farmington	John Sheatsley	130 Birdseye Road Farmington, CT 06032	860-677-7577	NO	NO
Connecticut School of Broadcasting, Palm Beach	Dave Duran	3450 Northlake Boulevard Suite 110 Palm Beach Gardens, FL 33403	561-842-2000	NO	NO
Connecticut School of Broadcasting, Stratford	Hank Tenney	80 Ferry Boulevard Stratford, CT 06615	203-378-5155	NO	NO
Connecticut School of Broadcasting, Tampa	Kelly Crain	3901 Coconut Palm Drive, Suite 105 Sabal Business Center II	813-740-0990	NO	NO

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		Tampa, FL 33619			
Connecticut School of Broadcasting, Wellesley Hills	Steve Williams	49 Walnut Park Wellesley Hills, MA 02481	781-235-2050	NO	NO
Connecticut School of Broadcasting, Westbury, L.I.	Marty Herstein	1400 Old Country Road Suite 211 Westbury, NY 11590	516-338-1000	NO	NO
Connecticut School of Broadcasting-Hasbrouck Heights	Janet Hutsebaut	377 Route 17 South Suite 410 Hasbrouck Heights, NJ 07604	201-288-5800	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
East Range Developmental Achievement Center	Chuck Hamilton	800 A Avenue Eveleth, MN 55734	218-744-5130	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

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Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Gogebic County Department of Human Services	Scott Parrott	301 East Lead Street Bessemer, MI 49911	906-663-6200	NO	NO
Goodwill Industries in Hibbing, Minnesota	Ann Valla	315 East Howard Street Hibbing, MN 55746	218-262-5633	NO	NO
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 Virgiia, 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
INTER OFFICE	JAMES COURSOLE REFERRAL	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
KDVS/UNIV OF CA-DAVIS	JANE KIM	14 LOWER FREEBORN HALL DAVIS, CA 95616	530-752-0728x	NO	NO
KGRG/GREEN RIVER COMM COLL	TOM EVANS KRAUSE	12401 SE 320TH ST AUBURN, WA 98092	253-833-9111	NO	NO
KHSU/HUMBOLDT STATE UNIV	ELIZABETH HANS MCCRONE	1 HARPST ST ARCATA, CA 95521	707-826-4807	NO	NO
Lac Court Oreilles Tribe	Doreen Wolfe	13394 West Trepania Road Hayward, WI 54843	715-634-8934	NO	NO

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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
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 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 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		218-748-2200	NO	NO



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		820 North Ninth Avenue Suite 250 Virginia, MN 55792			
Minnesota Workforce Center-Washington County-Forest Lake	Barbara Doyle	19955 Forest Road North Forest Lake, MN 55025	651-275-7265	NO	NO
Moorpark College/Media Arts Center	B Goodman	7075 Campus Rd. Moorpark, CA 93021	805-378-1400x014	NO	NO
MORA WORKFORCE CENTER	JOB PLACEMENT SPECIALIST	130 S. PARK ST MORA, MN 55051	320-679-3611x	NO	NO
NAACP	Wayne Jennings	393 Francestown Road New Boston, NH 03070	603-487-2349	NO	NO
NAACP	Robin Scott King	1200 E. Market St. Greensboro, NC 27401	336-273-1222	NO	NO
NAACP	Donald Craig	1233 West 5th Street PO Box 3141 Santa Ana, CA 92703	714-543-3637	NO	NO
NAACP		3910 Martin Luther King Junior Boulevard Suite 202 Los Angeles, CA 90008	323-296-2630	NO	NO
NAACP	Amina Turner	114 West Parish St. 2nd Floor Durham, NC 27701	919-682-4700	NO	NO
NAACP	James Wilson	8823 South Central Avenue Los Angeles, CA 90002	323-587-2114	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 of Daytona Beach	Cynthia Slater	308 South Martin Luther King Boulevard Daytona Beach, FL 32114	386-255-3736	NO	NO
NAACP of Georgia in Columbus	Ernestine Mattis	514 1st Avenue Columbus, GA 31901	703-322-8702	NO	NO
NAACP of Montoe, Louisiana-Lafayette Branch	Charles Heckard	1615 Jackson Street Monroe, LA 70806	318-325-0399	NO	NO
NAACP of Pennsylvania in Bensalem	Dorothy Foggie	PO Box 1574 Bensalem, PA 19020	609-951-1954	NO	NO
NAACP of Washington in Seattle	Lacey Steel		206-324-6600	NO	NO

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		105 14th Avenue Suite C Seattle, WA 98122			
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue Altoona, PA 16602	814-942-1126	NO	NO
NAACP-Ann Arbor	Dr. Harry Williams	PO Box 3399 Ann Arbor, MI 48106	734-663-6226	NO	NO
NAACP-Charleston, South Carolina	Dave Johnson	93 Spring Street Charleston, SC 29403	843-805-8030	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
NAACP-Grand Rapids	Hazel Lewis	640 Eastern Avenue, SE #1 Grand Rapids, MI 49503	616-243-1300	NO	NO
NAACP-Greenville, South Carolina	Sharon Bryant	132 East Broad Street Greenville, SC 29601	864-235-3327	NO	NO
NAACP-Jackson Mississippi Branch	Arlene Jackson	1072 West J.R. Lynch Street Jackson, MS 39203	601-353-6906	NO	NO
NAACP-Kalamazoo	Charles Warfield	PO Box 51473 Kalamazoo, MI 49005	269-343-4105	NO	NO
NAACP-Lansing	Jeanne Baugh	1801 West Main Street LeJohn Building Lansing, MI 48915	517-484-9171	NO	NO
NAACP-Leflore County Branch	Willie Perkins	P.O.Box 8404 Greenwood, MS 38930	662-455-1211	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Los Angeles, California		7000 Hollywood Boulevard PO Box 2349 Los Angeles, CA 90028	323-464-7616	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Manchester, New Hampshire	Jennifer McElreavy	PO Box 534 Manchester, NH 03105	603-427-0443	NO	NO

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NAACP-Mobile, Alabama	Lettie Malone	419 Lexington Avenue Mobile, AL 36603	334-433-1145	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive Baltimore, MD 21215	877-622-2798	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Oakland, California		663 35th Street Oakland, CA 94609	510-652-8493	NO	NO
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street Paducah, KY 42003	270-443-5430	NO	NO
NAACP-Pasadena, California	Dale Yarbough	595 Lincoln Avenue Pasadena, CA 91103	626-793-1293	NO	NO
NAACP-Phoenix, Arizona		1818 South 16th Street Phoenix, AZ 85034	602-252-4064	NO	NO
NAACP-Portsmouth, New Hampshire	Purnell Ross	PO Box 1261 Portsmouth, NH 03802	603-436-6099	NO	NO
NAACP-Richmond, California		322 Harbor Way Suite Richmond, CA 94802	510-236-1166	NO	NO
NAACP-San Bernadino, California	Patricia Small	1505 West Highland Avenue Suite 11 San Bernardino, CA 92411	909-887-7411	NO	NO
NAACP-San Diego California	Douglas Oden	PO Box 152086 San Diego, CA 92195	619-702-0800	NO	NO
NAACP-South Bend	Trina Robinson	914 Lincoln Way West # 108 South Bend, IN 46616	574-289-2123	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Toledo, Ohio	Willi-Ann Moore	525 Hamilton Street Toledo, OH 43602	419-242-2515	NO	NO
NAACP-Vallejo, California	Frank Jackson	301 Georgia Street #375 Vallejo, CA 94590	707-554-4993	NO	NO
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915 Washington, DC 20005	202-463-2940	NO	NO

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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
Pima Community College	David Wing	2202 W. Anklam Rd. Tucson, AZ 85709	520-206-6974	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		7410 Country Road K # 124 Siren, WI 54872	715-349-2175	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, - 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		715-234-6925	NO	NO

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		101 North Wilson Avenue Rice Lake, WI 54868			
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
RIO HONDO COLLEGE/COMMUNICATIONS DEPT	COMMUNICATION DEPT	3600 WORKMAN HILL RD WHITTIER, CA 90601	562-908-3429x	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
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
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	NO	NO

## EEO Public File Report

ST LOUIS COUNTY SOCIAL SVC		2534 E BELTLINE HIBBING, MN 55746	218-262-6000x	NO	NO
ST LOUIS COUNTY SOCIAL SVC		320 W 2ND ST DULUTH, MN 55802	218-726-2119x	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
Texas State University School of Journalism & Mass Communication	Harry Bowers	601 University Drive 1108 Old Main San Marcos, TX 78666	512-245-2656	NO	NO
University of California, Santa Cruz-KZSC	Kristan Sartor	Student Music East 1166 High Street Santa Cruz, CA 95064	831-459-2811	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 LaVerne-Communications Department	Janice Sullivan	1950 3RD ST Communications Department La Verne, CA 91750	909-593-3511	NO	NO
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building College Park, MD 20742	301-405-8979	NO	NO
University of Minnesota, Duluth		Duluth, MN 55812	218-726-8000	NO	NO
University of New Mexico-Taos Campus	Augustine Martinez	1157 County Road 110 Rancos de Taos, NM 87571	505-758-7667	NO	NO
University of Southern Indiana-Department of Communications	Dr. David Black	8600 University Boulevard Evansville, IN 47712	812-465-7152	NO	NO
University of The District of Columbia-Mass Media	Isadora Posey	4200 Connecticut Avenue NW Building 44, Room 200-18 Washington, DC 20008	202-274-5548	NO	NO
University of Washington-KEXP 90.3 FM Student Radio	James Utschneider		206-520-5800	NO	NO

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		113 Dexter Avenue North Seattle, WA 98109			
University of Wisconsin-Barron County Campus	Dale B. Fenton	Megggers Hall, Room 127 1800 College Drive Rice Lake, WI 54868	715-234-8024	NO	NO
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts La Crosse, WI 54601	608-785-8519	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-Alabama A&M University Marketing Department	Dr. Dunu	4107 Meridian Street PO Box 1357 Normal, AL 35762	256-858-4818	NO	NO
University-Alabama A&M University-Telecommunications Department	Yvonne Artis	4107 Meridian Street PO Box 1357 Normal, AL 35762	256-858-4057	NO	NO
University-Alabama State University School of Communication	David Okeowo	915 South Jackson Street Montgomery, AL 36195	334-229-4493	NO	NO
University-Annenberg School for Communications-University of Sou	Suzanne O'Connor	3502 Watt Way Los Angeles, CA 90086	213-740-6045	NO	NO
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall Boone, NC 28608	828-262-2180	NO	NO
University-Arizona State University-School of Journalism	Michael Wong	300 East University Drive PO Box 877805 Tempe, AZ 85287	480-965-9011	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-Azusa Pacific University-Department of Communications	Amy Hicks	901 East Alost Avenue Azusa, CA 91702	626-815-3044	NO	NO

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University-Brigham Young University-KBYU	James Manookin	2000 Ironton Boulevard Provo, UT 84606	801-422-8450	NO	NO
University-California State U.- Los Angeles	Bryant Alexander	Department of Communication Studies 5151 State University Drive Los Angeles, CA 90032	323-343-4223	NO	NO
University-California State University, Bakersfield	Dr. Andy Alali	9001 Stockdale Highway Department of Communications 26 BDC Bakersfield, CA 93311	661-654-6345	NO	NO
University-California State University-Communications	Liz Wasinger	College of Communication and Education Tehama Hall-Room 203 Chico, CA 95929	530-898-4015	NO	NO
University-California State University-KCSC FM	Jillian Cleveland	4th and Cherry Chico, CA 95929	530-898-6228	NO	NO
University-California State University-Stanslaus-Communication Department	Sari Miller-Antonio	801 West Monte Vista Avenue Demergasso-Bava Hall-Room 125 Turlock, CA 95382	209-667-3531	NO	NO
University-Cameron University-Dept of Comm	Dr. Christopher Keller	2800 West Gore Boulevard 116 Communication Building Lawton, OK 73505	580-581-2359	NO	NO
University-Central Washington University-Coll. of Business	Debbie Boddy	400 East University Way Shaw-Smyser 129 Ellensburg, WA 98926	509-963-1955	NO	NO
University-Central Washington University-Dept of Comm	Marji Morgan	400 East 8th Avenue Ellensburg, WA 98926	509-963-1066	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-Clark Atlanta University-Communication	Dr. Herbert L. Eichelberger	223 James P. Brawley Drive, Southwest Woodruff Library-Lower Level Atlanta, GA 30314	404-880-8304	NO	NO
University-Concordia University	Chris Dodge	2811 Northeast Holman School of Management Portland, OR 97211	503-493-6300	NO	NO
University-Duluth Business University, Incorporated		412 West Superior Street Duluth, MN 55802	218-722-3361	NO	NO
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	NO	NO
University-East Tennessee State University-Department of Communication	Amber Kinser	P.O. Box 70667 Johnson City, TN 37614	423-439-4491	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-Fisk University WFSK 88.1 FM Radio	Sharon Kay	1000 17th Avenue, North Nashville, TN 37208	615-329-8754	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Grambling State University-Mass communications	Martin Edu	100 Main Street Grambling, LA 71245	318-274-2189	NO	NO
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW Washington, DC 20059	202-806-7690	NO	NO
University-Humboldt State University-Communications		1 Harpst Street Arcata, CA 95521	707-826-3261	NO	NO
University-Jackson State University	Nikisha G. Ware	The MS Learning Institute & The Sally McDonnell 1400 J R Lynch Street, P O Box 17096 Jackson, MS 39217	601-979-1473	NO	NO
University-James Madison University-Media Arts	Steven Anderson	Harrisonburg, VA 22807	540-568-3032	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-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W Rolla, MO 65409	573-341-4808	NO	NO
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue Springfield, MO 65897	417-836-5878	NO	NO
University-New Mexico State University Department of Journalism and Mass Co	Nancy Howell	Milton Hall Room 186 MSC 3J, PO Box 30001 Las Cruces, NM 88003	575-646-1034	NO	NO
University-North Carolina Central University-Radio & Television	Dr. Thomas Evans	1801 Fayetteville Street Durham, NC 27707	919-530-7113	NO	NO
University-Pacific Lutheran University	Amanda Fucci-Bartoszek	School of Business Tacoma, WA 98447	253-535-7445	NO	NO
University-Pacific University-Media & Arts	Dave Cassady	2043 College Way Forest Grove, OR 97116	503-352-2701	NO	NO

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University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Sam Houston State University-The KAT	Jim Jones	919 16th ST BOX 2207 Huntsville, TX 77341	936-294-3939	NO	NO
University-San Francisco State University-Broadcast and Electronic Communic	Scott Patterson	1600 Holloway Avenue San Francisco, CA 94132	415-338-1787	NO	NO
University-San Francisco State University-KSFS Student Run Radio	Jeff Jacoby	1600 Holloway Avenue Creative Arts Building-Room 125 San Francisco, CA 94132	415-338-2428	NO	NO
University-Santa Clara University-Communications	Helen Otero	500 El Camino Real Santa Clara, CA 95053	408-554-2798	NO	NO
University-Southern Illinois University-Carbondale-College of Mass Communic	Jean Rendleman Miner	1100 Lincoln Drive Room 1012, Mail Code 6606 Carbondale, IL 62901	618-453-4308	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIU Edwardsville, IL 62026	618-650-2228	NO	NO
University-Southern University and A & M College	Al Barron	PO BOX 10980 Second Floor, JS Clark Hall annex Baton Rouge, LA 70813	225-771-2200	NO	NO
University-State University of New York College at Plattsburgh-SUNY	Dr. Nancy J. Church	101 Broad Street Redclay Hall-Room 172 Plattsburgh, NY 12901	518-564-4169	NO	NO
University-State University of New York CollegePlattsburgh-SUNY	Peter Ensel	101 Broad Street Yokum Hall-103B Plattsburgh, NY 12901	518-564-4287	NO	NO
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205 Philadelphia, PA 19122	215 204-3041	NO	NO
University-Tennessee State University-Communications Dept.	Dr. Page	3500 John Merritt Blvd Nashville, TN 37209	615-963-5812	NO	NO
University-Valley City State University	Kari Bodine	101 College Street SW Valley City, ND 58072	701-845-7543	NO	NO
University-Washington State University-KUGR	Andrea Sullivan	301 Murrow Communications Center Pullman, WA 99163	509-335-5042	NO	NO
University-Western Kentucky University-School of Journalism	Dick Taylor	1906 College Heights Boulevard School of Journalism and Broadcasting-#11070 Bowling Green, Ky 42101	270-745-4144	NO	NO
University-Wichita State University-KMUW 89.1 FM	Mark McCain	3317 East 17th Street North Wichita, KS 57208	316-978-6789	NO	NO

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University-Wichita State University/ Elliott School of Communication	Susan Shultz Huxman	1845 Fairmount Wichita, KS 67260	316-978-3185	NO	NO
University-Southern University of New Orleans-Telecommunications	Mike Meehan	6400 Press Drive New Orleans, LA 70126	504-723-2556	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 Rehahiliitation, Polk County	Gail Hauser	404 Main Street Balsam Lake, WI 54810	715-485-9512	NO	NO
Vocational Rehahiliitation, Spooner	Joyce Jacobs	522 Service Road P O Box 159 Spooner, WI 54801	715-635-6202	NO	NO
Whitman Rhetoric and Film Studies	Jim Hanson	200 East Boyer Avenue Walla Walla, WA 99362	509-527-5499	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
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle Bloomington, IN 47403	812-330-0707	NO	NO
Workforce Center		2100 3rd Avenue Anoka, MN 55303	612-441-5903	NO	NO
Workforce Development		130 South Park Street Mora, MN 55051	612-679-3611	NO	NO
WSNC/Winston-Salem State University	Dr. Brian Blount	601 Martin Luther King Junior Avenue Winston Salem, NC 27110	336-750-2320	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University			773-298-3375	NO	NO

## EEO Public File Report

		3700 West 103rd Street Chicago, IL 60655			
Total Resources: 302					
2. Job Title: Account Executive			Date Filled: 2017-07-10 Date Filled: 2017-08-21 Date Filled: 2017-04-25 Date Filled: 2017-01-24		
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
Burnett County Social Services	Mark Hayman	County Government Center 7410 County Road Siren, WI 54872	715-349-7600	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		1200 Kenwood Avenue Duluth, MN 55811	218-723-6000	NO	NO

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College of Saint Scholastica	Mary Anderson	1200 Kenwood Avenue Duluth, MN 55811	218-723-6085	NO	NO
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

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College-Lake Superior College-Career Services	Paul Waterman	2101 Trinity Road Duluth, MI 55811	218-733-7600	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
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
East Range Developmental Achievement Center	Chuck Hamilton	800 A Avenue Eveleth, MN 55734	218-744-5130	NO	NO
EMPLOYEE REFERRAL	TAMMY HOLLISTER	NA	NA	YES	NO
EMPLOYEE REFERRAL	TRICIA BENTON	NA	NA	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		715-536-8499	NO	NO

## EEO Public File Report

		P.O. BOX 918 607 North Sales Street Merrill, WI 54452			
Gogebic County Department of Human Services	Scott Parrott	301 East Lead Street Bessemer, MI 49911	906-663-6200	NO	NO
Goodwill Industries in Hibbing, Minnesota	Ann Valla	315 East Howard Street Hibbing, MN 55746	218-262-5633	NO	NO
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 Virgiia, 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
HURLEY CHAMBER REFERRAL	NA	NA	NA	YES	NO
JOB SERVICE		820 N. 9th ST VIRGINIA, MN 55792	218-749-7792x	NO	NO
Job Service	Genny Stratil	Medford Job Center 620 East College Avenue Medford, WI 54451	715-748-3143x562	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

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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
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 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 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		219-879-2182	NO	NO



## EEO Public File Report

		209 Pearl Street PO Box 755 Michigan City, IN 46360			
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-Ann Arbor	Dr. Harry Williams	PO Box 3399 Ann Arbor, MI 48106	734-663-6226	NO	NO
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Grand Rapids	Hazel Lewis	640 Eastern Avenue, SE #1 Grand Rapids, MI 49503	616-243-1300	NO	NO
NAACP-Kalamazoo	Charles Warfield	PO Box 51473 Kalamazoo, MI 49005	269-343-4105	NO	NO
NAACP-Lansing	Jeanne Baugh	1801 West Main Street LeJohn Building Lansing, MI 48915	517-484-9171	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-South Bend	Trina Robinson	914 Lincoln Way West # 108 South Bend, IN 46616	574-289-2123	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		715-682-1240	NO	NO

## EEO Public File Report

		Mead Hall, Room 124 1411 Ellis Avenue Ashland, WI 54806			
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 Kemp	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		7410 Country Road K # 124 Siren, WI 54872	715-349-2175	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, - 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
RADIO AD	NA	NA	NA	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

## EEO Public File Report

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
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
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	NO	NO
ST LOUIS COUNTY SOCIAL SVC		2534 E BELTLINE HIBBING, MN 55746	218-262-6000x	NO	NO
ST LOUIS COUNTY SOCIAL SVC		320 W 2ND ST DULUTH, MN 55802	218-726-2119x	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

## EEO Public File Report

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	Meggers Hall, Room 127 1800 College Drive Rice Lake, WI 54868	715-234-8024	NO	NO
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts La Crosse, WI 54601	608-785-8519	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	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-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
University-Valley City State University	Kari Bodine	101 College Street SW Valley City, ND 58072	701-845-7543	NO	NO

## EEO Public File Report

Valpar International Corporation	Jerry Jorgenson	411 Ellis Avenue Ashland, WI 54806	715-682-7530	NO	NO
VENDOR REFERRAL	LELAND SARMONT	NA	NA	YES	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 Rehahiliitation, Polk County	Gail Hauser	404 Main Street Balsam Lake, WI 54810	715-485-9512	NO	NO
Vocational Rehahiliitation, 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
Workforce Center		2100 3rd Avenue Anoka, MN 55303	612-441-5903	NO	NO
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: 158					
3. Job Title: Account Executive			Date Filled: 2016-12-05		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Inter Office	Craig Whetstine	1842 Hwy 155 - St Germain, WI 54558	503-975-6153	YES	NO
Printed Ad	N/A	N/A	N/A	NO	NO

## EEO Public File Report

### Resources Sent by Station/Group

Blackwell Job Corps Civilian Conservation Center  
Mike Jones, Director  
4155 County Highway  
Laona, WI 54541  
715-674-2311, F: 715-674-7640  
Jones.mike@jobcorps.org

Gogebic Community College  
Laura Borth, Career Counselor  
E-496 Jackson Road  
Ironwood, MI 49938  
906-932-4231  
borthd@michigan.gov

Lac Du Flambeau Band of Chippewa  
Krista Raske, Director of Human Resources  
2932 Highway 47 North, PO Box 9  
Lc du Flambeau, WI 54538  
715-588-1039  
kraske@glitc.org

Lac Vieux Desert Band of Lake Superior Chippewa Indians  
Dee Dee McGeschick, Social Services Director  
N5384 US 45, PO Box 129  
Watersmeet, MI 49969  
906-358-4913  
Jim.williams@lvdtribal.com

Nicolette Area Technical College-Community Connections Program  
Jody Bognar, Community Representative  
220 River Road  
Manitowish Waters, WI 54545  
715-543-2086, F: 715-278-2892  
jbognar@nicoletcollege.edu

Eagle River Department of Social Services-Vilas County  
Linda Thorpe, District Supervisor  
330 Court Street  
Eagle River, WI 54521  
715-479-3668  
Vilasdss@co.vilas.wi.us

## EEO Public File Report

Tri County Women's Outreach Program  
 Dottie Moffat, Program Manager  
 415 Menominee Street  
 Minocqua, WI 54501  
 716-369-2215  
 dlmorrat@newnorth.net

University of Wisconsin-Vilas Cooperative Extension  
 Steve Nelson, Community and Youth Development Educator  
 200 East Madison  
 Crandon, WI 54520  
 715-479-3653  
 Steve.nelson@ces.uwex.edu

Vocational Rehabilitation, Rhinelander  
 Debra Soulier, Counselor  
 158 South Anderson Street  
 Rhinelander, WI 54501  
 715-365-2600  
 Karlajo.miess@ded.state.wi.us

Wisconsin Job Service-Florence County Job Center  
 Nancy Pellegrini, Team Leader  
 501 Lake Avenue, PO Boc 232  
 Florence, WI 54121  
 715-528-4251  
 jobcenter@ded.state.wi.us

Total Resources: 2

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2016-08-01 and 2017-07-31 (this will be a raw number):

10

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2016-08-01 and 2017-07-31 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
EMPLOYEE REFERRAL	TAMMY HOLLISTER	NA	NA	2	
EMPLOYEE REFERRAL	TRICIA BENTON	NA	NA	1	
HURLEY CHAMBER REFERRAL	NA	NA	NA	1	
Inter Office	Craig Whetstine	1842 Hwy 155 - St Germain, WI 54558	503-975-6153	1	

## EEO Public File Report

INTER OFFICE	JAMES COURSOLE REFERRAL	NA	NA	1	
Printed Ad	N/A	N/A	N/A	1	
RADIO AD	NA	NA	NA	2	
VENDOR REFERRAL	LELAND SARMONT	NA	NA	1	

**E. Outreach Activities:**

Date	Other Outreach Activity	Description of Activity
07/31/2017	Supplemental Recruitment Activity - ASH	<p>WATW/WBSZ/WJH/WN XR 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/WN XR 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/WN XR 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. - 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 - Application for Employment, Heartland clearly indicates its non-discrimination employment policy: - It is the policy of this company not to discriminate in its employment and personnel practices because of a person'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. 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, John Warren General Manager WATW - 1400 AM / WBSZ - 93.3 FM / WJH - 96.7 FM / WN XR - 107.3 FM 2320 Ellis Avenue P.O. Box 613 Ashland, WI 54806</p>
07/31/2017	Supplemental Recruitment Activity - ER	<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 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. WRJO/WERL participates in Heartland Communication Group training programs as follows: Monday Morning Meeting - Each Monday we</p>



## EEO Public File Report

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 Whetstine Vice President/General Manager WRJO  
â 94.5 FM / WERL â 950 AM 909 N. Railroad Street P.O. Box 309 Eagle River, WI 54521