

## EEO Public File Report

| <b>Group:</b> Heartland Communications  |                   |  |  |  |                          |
|---|-------------------|--|--|--|--------------------------|
| <b>Stations:</b> WATW-AM, WJJH-FM, WBSZ-FM, WNXR-FM, WRJO-FM, WERL-AM, WCYE-FM, WNWJ-FM   |                   |  |  |  |                          |
| 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 2019-08-01 and 2020-07-31</b>  |                   |  |  |  |                          |
| 1. Job Title: On Air Personality (J028281)  |                   | Date Submitted: 2019-08-12                     |  | Date Filled: 2019-09-10<br>Date Filled: 2019-11-05 |                          |
| 2. Job Title: Operations / Programming Manager (J028515)  |                   | Date Submitted: 2019-12-05                     |  | Date Filled: 2020-01-13                            |                          |
| 3. Job Title: On Air Personality (J028932)  |                   | Date Submitted: 2020-07-16                     |  | Date Filled: 2020-02-17                            |                          |
| <b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>   |                   |  |  |  |                          |
| 1. Job Title: On Air Personality  |                   |  | Date Filled: 2019-09-10<br>Date Filled: 2019-11-05 |  |                          |
| Source  | Contact Person    | Address  | Tel #  | Referred Person Hired?                             | Requesting Notification? |
| Bad River Band of Lake Superior Tribe of Chippewa Indians   | Donald Moore Sr.  | PO Box 39<br>Odanah, WI 54861                  | 715-682-7111                                       | NO   | NO                       |
| Barron County Area Literacy Council, Inc.   | Judy Schnacky     | 1910 22 1/2 Avenue<br>Rice Lake, WI 54868      | 715-234-1160                                       | NO   | NO                       |
| Barron County Developmental Disabilities Services, Inc.   | Russ Tabor        | 175 North Lake Street<br>Barron, WI 54812      | 715-537-5341                                       | NO   | NO                       |
| Barron County Job Center  | Louann Novack     | 113 North Main Street<br>Rice Lake, WI 54868   | 715-234-6826                                       | NO   | NO                       |
| Bureau of Indian Affairs-Great Lakes Agency   | Kimberly Bouchard | 916 West Lake Shore Drive<br>Ashland, WI 54806 | 715-682-4527                                       | NO   | NO                       |
| Center Against Sexual and Domestic Abuse, Inc. - CASDA  | Julia             | 2231 Catlin Avenue<br>Superior, WI 54880       | 715-392-3136                                       | NO   | NO                       |
| College of Saint Scholastica  |                   | 1200 Kenwood Avenue<br>Duluth, MN 55811        | 218-723-6000                                       | NO   | NO                       |
| College of Saint Scholastica  | Mary Anderson     | 1200 Kenwood Avenue<br>Duluth, MN 55811        | 218-723-6085                                       | NO   | NO                       |
| College- Fond Du Lac Tribal And Community College   | Patricia Grace    | 2101 14Th Street<br>Cloquet, MN 55720          | 218-879-0800                                       | NO   | NO                       |

## EEO Public File Report

|   |                  |   |              |    |    |
|---|------------------|---|--------------|----|----|
| College-City College of Chicago-Truman College                          | Kate Gillespie   | 1145 West Wilson Avenue Room 2915<br>Chicago, IL 60640  | 773-907-4436 | NO | NO |
| College-Columbia College-Portfolio Center-Media Production              | Tim Long         | 623 South Wabash Avenue Room 307<br>Chicago, IL 60605   | 312-369-7282 | NO | NO |
| College-Elmhurst College-Communications                                 | Marjorie Goodban | 190 Prospect Street<br>Elmhurst, IL 60126   | 630-617-3198 | NO | NO |
| College-Elmhurst College-WRSE 88.7 FM                                   | John Valenta     | 190 Prospect<br>Elmhurst, IL 60126  | 630-617-3729 | NO | NO |
| College-Gogebic Community College                                       | Laura Borth      | E-496 Jackson Road<br>Ironwood, MI 49938  | 906-932-4231 | NO | NO |
| College-Henry Ford Community College                                    | Jay Korinek      | 5101 Evergreen Road Telecommunications Department<br>Dearborn, MI 48128                                 | 313-845-6477 | NO | NO |
| College-Hibbing Community College                                       | Career Services  | 1515 East 25th Street<br>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<br>Chicago, IL 60616                                      | 312-567-3088 | NO | NO |
| College-International College of Broadcasting                           | Kenny Pyles      | 6 South Smithville Road<br>Dayton, OH 45431   | 937-258-8251 | NO | NO |
| College-Nicolet Area Technical College                                  | Lori Vance       | 9569 Highway 70 West<br>Minocqua, WI 54548  | 715-356-6753 | NO | NO |
| College-Nicolet Area Technical College                                  | Denise Terzinski | Lake Julia Campus, Center for Business & Industr<br>County Highway G, PO Box 518<br>Rhineland, WI 54501 | 715-365-4481 | NO | NO |
| College-Walsh College of Accountancy and Business Administration        | Jill English     | 3838 Livernois Road<br>Troy, MI 48007   | 248-823-1237 | NO | NO |
| Counseling and Development Center                                       | Gregg Engler     | 171 Chestnut Street PO Box 71<br>Phillips, WI 54555   | 715-339-3966 | NO | NO |
| Damiano Social Services   | Sonia            | 206 West 4th Street<br>Duluth, MN 55806   | 218-727-1834 | NO | NO |
| Detroit Area Film & Television  | Janice King      | PO Box 1443<br>Royal Oak, MI 48068  | 248-547-0847 | NO | NO |
| Diversified Services, Incorporated                                      | Joe Wacek        | 7649 Tower Road PO Box 501<br>Siren, WI 54872   | 715-349-5724 | NO | NO |
| Douglas County Community Support Program (HRC)                          | Steve Engleson   |   | 715-392-8216 | NO | NO |

## EEO Public File Report

|  |                  |  |              |    |    |
|--|------------------|--|--------------|----|----|
|  |                  | 39 North 25th Street East<br>Superior, WI 54880              |              |    |    |
| Douglas County Department of Health and Human Services     | Lila Connolly    | 1316 North 14th Street 4th Floor<br>Superior, WI 54880       | 715-395-1446 | NO | NO |
| Dove Outreach Center                                       | Dale MacDonald   | 110 2nd Avenue South<br>Hurley, WI 54534                     | 715-561-5033 | NO | NO |
| Duluth Workforce Development                               | Julie Smith      | City Hall Room 332<br>Duluth, MN 55802                       | 218-723-3771 | NO | NO |
| East Range Developmental Achievement Center                | Chuck Hamilton   | 800 A Avenue<br>Eveleth, MN 55734                            | 218-744-5130 | NO | NO |
| Fond Du Lac Indian Reservations Human Resources            | Lonnie Susienka  | 1720 Big Lake Road<br>Cloquet, MN 55720                      | 218-878-7527 | NO | NO |
| Forest County Literacy Council                             | Michelle Gobert  | Crandon Public Library 110 West Polk<br>Crandon, WI 54520    | 715-478-3784 | NO | NO |
| Forest County Potawatomi Community                         | Nicole           | 5415 Everybodys Road Executive Building<br>Crandon, WI 54520 | 715-478-7208 | NO | NO |
| Forest County Potawatomi Community, Inc.                   | Harold Gus Frank | PO Box 340 P O Box 340<br>Crandon, WI 54520                  | 715-478-2903 | NO | NO |
| Forward Service Corp                                       | Jennifer Sackett | P.O. BOX 918 607 North Sales Street<br>Merrill, WI 54452     | 715-536-8499 | NO | NO |
| Forward Service Corporation                                | Ms. Joan Hartman | 21-A South Brown Street PO Box 597<br>Rhineland, WI 54501    | 715-362-7811 | NO | NO |
| Gogebic County Department of Human Services                | Scott Parrott    | 301 East Lead Street<br>Bessemer, MI 49911                   | 906-663-6200 | NO | NO |
| Goodwill Industries in Hibbing, Minnesota                  | Ann Valla        | 315 East Howard Street<br>Hibbing, MN 55746                  | 218-262-5633 | NO | NO |
| Goodwill Industries in Virginia Minnesota                  | Carol Buccanan   | 522 Chestnut Street<br>Virgiiia, MN 55792                    | 218-741-3943 | NO | NO |
| Goodwill Industries of Duluth                              | Dede Krause      | 700 Garfield Avenue<br>Duluth, MN 55802                      | 218-722-6351 | NO | NO |
| Grand Portasge Reservation Tribal Council                  | Norman DesChampe | PO Box 428<br>Grand Portage , MN 55605                       | 218-475-2277 | NO | NO |
| Great Lakes Inter-Tribal Vocational Rehabilitation Program | Patricia Lerch   | PO Box 760<br>Lac du Flambeau, WI 54538                      | 715-588-3324 | NO | NO |

## EEO Public File Report

|   |   |   |                  |    |    |
|---|---|---|------------------|----|----|
| Hayward Job Center  | Teri Heathcote                                | 15618 Windrose Lane Suite 108<br>Hayward, WI 54843                                  | 715-634-4845     | NO | NO |
| Human Service Center-Forest/Oneida/Vilas Counties                 | Ann Cleereman/Dottie Moffat,<br>Prog. Manager | 705 East Timber P Box 897<br>Rhinelander, WI 54501                                  | 715-369-2215     | NO | NO |
| JOB SERVICE   |   | 820 N. 9th ST<br>VIRGINIA, MN 55792   | 218-749-7792x    | NO | NO |
| Job Service   | Genny Stratil                                 | Medford Job Center 620 East College Avenue<br>Medford, WI 54451                     | 715-748-3143x562 | NO | NO |
| Karepak-AVAIL, Incorporated                                       | Michelle Arrowood                             | Advocates for Victims of Sexual & Domestic Abuse P O<br>Box 355<br>Antigo, WI 54409 | 715-623-5177     | NO | NO |
| Lac Court Oreilles Tribe  | Doreen Wolfe                                  | 13394 West Trepania Road<br>Hayward, WI 54843                                       | 715-634-8934     | NO | NO |
| Lac Courte Oreilles Ojibwa Community College                      | Thelma Nayqonabe                              | Work-Based Learning & Youth Apprenticeship Prog<br>Hayward, WI 54843                | 715-634-4790x115 | NO | NO |
| Lac Vieux Desert Band of Lake Superior Chippewa Indians           | Dee Dee McGeschick                            | N5384 US 45 P.O. Box 129<br>Watersmeet, MI 49969                                    | 906-358-4940     | NO | NO |
| Langlade County Department of Social Services                     | Tom Madsen                                    | 1225 Langlade Road<br>Antigo, WI 54409  | 715-627-6500     | NO | NO |
| Langlade Employment & Training Center                             | Larry Kind                                    | East Campus-NTC 312 East Forrest Avenue<br>Antigo, WI 54409                         | 715-623-2117     | NO | NO |
| LDS EMPLOYMENT  | ROYCE DYER                                    | 10455 WYOMING AVE<br>CHICAGO CITY, MN 55013   | 651-483-0782x    | NO | NO |
| Lincoln County Community Support Program                          | Bill Dingess                                  | Lincoln Health Care Center 607 North Sales Street<br>Merrill, WI 54452              | 715-536-9482     | NO | NO |
| Lincoln County Social Services                                    | Donna Simek                                   | 607 North Sales Street<br>Merrill, WI 54452   | 715-536-6200     | NO | NO |
| LUTHERAN SOCIAL SERVICES  | ANGIE   | 424 W. SUPERIOR 6th FLOOR<br>DULUTH, MN 55802                                       | 218-726-4890x    | NO | NO |
| Lutheran Social Services of Wisconsin and Upper Michigan,<br>Inc. | Marsha Kribinchuk                             | Counseling & AODA Services 2231 Catlin Avenue, #<br>112<br>Superior, WI 54880       | 715-394-4173     | NO | NO |
| Lutheran Social Services of Wisconsin and Upper Michigan,<br>Inc. | Sarah   | Adult Day Center 500 West Washington Street<br>New London, WI 54568                 | 920-982-9205     | NO | NO |

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|                                       |                          |  |                  |    |    |
|---------------------------------------|--------------------------|--|------------------|----|----|
| LUTHERAN SOCIAL SVC                   | JEAN                     | 9239 IDAHO ST<br>DULUTH, MN 55808  | 218-626-2726x    | NO | NO |
| MESABI RANGE COMMUNITY & TECH COLLEGE | CAREER SERVICES          | 1100 INDUSTRIAL PARK DR<br>EVELETH, MN 55734                                   | 218-744-3302x    | NO | NO |
| Minnesota Workforce Center-Cloquet    | Ken Norstrud             | Carlton County Government Center 14 North 11th Street<br>Cloquet, MN 55720     | 218-878-5000     | NO | NO |
| Minnesota Workforce Center-Duluth     | Donald Hoag              | 320 West Second Street Suite 2<br>Duluth, MN 55802                             | 218-723-4730     | NO | NO |
| Minnesota Workforce Center-Hibbing    | Pam Golos                | 3920 13th Avenue East<br>Hibbing, MN 55746                                     | 218-262-6777     | NO | NO |
| Minnesota Workforce Center-Virginia   | Michelle Ufford          | 820 North Ninth Avenue Suite 250<br>Virginia, MN 55792                         | 218-748-2200     | NO | NO |
| NAACP Indianapolis Branch             | Chrystal Ratcliffe       | 300 East Fall Creek Parkway North Drive PO Box 88676<br>Indianapolis, IN 46208 | 317-925-5127     | NO | NO |
| NAACP- Terra Haute Chapter            | Theresa Bynum            | P.O. Box 441<br>Terra Haute, IN 47808  | 812-234-4209x235 | NO | NO |
| NAACP-Flint                           | A. C. Dumas              | PO Box 1336<br>Flint , MI 48501  | 810-785-3733     | NO | NO |
| NAACP-Lansing                         | Jeanne Baugh             | 1801 West Main Street LeJohn Building<br>Lansing, MI 48915                     | 517-484-9171     | NO | NO |
| NAACP-Lenawee County                  | Jeanette Henagan         | 1544 Ramblewood Court<br>Adrian, MI 49221                                      | 517-263-1714     | NO | NO |
| NAACP-Macomb County                   | Ruthie Stevenson         | PO Box 1063<br>Mount Clemens, MI 48046   | 586-783-7530     | NO | NO |
| NAACP-Niles                           | Reverend Saundria Wilson | 924 Cherry Street<br>Niles, MI 49120   | 616-683-0249     | NO | NO |
| NAACP-Three Rivers                    | Elizabeth O'Dell         | PO Box 1006<br>Three Rivers, MI 49093  | 269-651-5978     | NO | NO |
| NAACP-Ypsilanti-Willow Run            | Sharon Newton-Glen       | PO Box 107<br>Whittaker, MI 48190  | 734-480-9654     | NO | NO |
| Northcentral Area Technical College   | Mary Brennan             | Medford Campus 624 East College<br>Medford, WI 54451                           | 715-748-3603     | NO | NO |
| Northcentral Area Technical College   | Dan Nowak                | Antigo Campus 312 Forrest Avenue<br>Antigo, WI 54409                           | 715-623-7601     | NO | NO |

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|   |                   |   |                  |    |    |
|---|-------------------|---|------------------|----|----|
| Northern Advantage Job Center                                     | Norman Martin     | 100 West Keenan Street<br>Rhineland, WI 54501                               | 715-365-2667     | NO | NO |
| Northland College   | Connei Burditt    | Mead Hall, Room 124 1411 Ellis Avenue<br>Ashland, WI 54806                  | 715-682-1240     | NO | NO |
| Northland College   | Jenna Casey       | Ponzio Campus Center # 209 1411 Ellis Avenue<br>Ashland, WI 54806           | 715-682-1398     | NO | NO |
| Northland College-WRNC Radio                                      | Bob Grah          | Northland College Radio WRNC 97.7 1411 Ellis<br>Avenue<br>Ashland, WI 54806 | 715-682-1287     | NO | NO |
| Northwest Connection Family Resources                             | Jacqueline Strand | 16076 West Highway 63<br>Hayward, WI 54843                                  | 715-634-2299     | NO | NO |
| Northwest Wisconsin CEP   | Corey Kemps       | 422 3rd Street West Suite 200, P O Box 616<br>Ashland, WI 54806             | 715-682-9141     | NO | NO |
| Ohio and Illinois Centers for Broadcasting                        | Debbie Byrd       | 9000 Sweet Valley Drive<br>Valley View, OH 44125                            | 216-447-9117     | NO | NO |
| PINE TECHNICAL COLLEGE  | CAREER SERVICES   | 1000 4TH ST<br>PINE CITY, MN 55063  | 320-629-5100x    | NO | NO |
| Polk County Adult Development Center, Inc,                        | Dawn              | 101 150th Street<br>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<br>Balsam Lake, WI 54810       | 715-485-3133x840 | NO | NO |
| Price County Probation & Parole Office                            |                   | Courthouse, 126 Cherry Street Room 2<br>Phillips, WI 54555                  | 715-339-3770     | NO | NO |
| Probation & Parole Division of, - Burnett County Unit 506         |                   | 7410 Country Road K # 124<br>Siren, WI 54872                                | 715-349-2175     | NO | NO |
| Probation & Parole Division of, - Lincoln County Unit 607         | Kurt Zengler      | City Hall 1004 East First Street<br>Merrill, WI 54452                       | 715-536-6433x339 | NO | NO |
| Probation & Parole Division of, - Polk County Unit 502            |                   | 941 Mallard Lane Suite 104<br>Balsam Lake, WI 54810                         | 715-485-3114     | NO | NO |
| Probation & Parole Division of, - Region 6 Office (Oneida County) | Robert Grusnick   | 2187 North Stevens Street Suite B<br>Rhineland, WI 54501                    | 715-365-2580x258 | NO | NO |
| Probation & Parole Division of, - Taylor County Unit 606          |                   | 224 South Second Street # 201<br>Medford, WI 54451                          | 715-748-3504     | NO | NO |
| Probation & Parole Office - Barron County Unit 504                | Mike O'Keefe      |   | 715-234-6925     | NO | NO |

## EEO Public File Report

|  |                                  |   |              |     |    |
|--|----------------------------------|---|--------------|-----|----|
|  |                                  | 101 North Wilson Avenue<br>Rice Lake, WI 54868            |              |     |    |
| Probation & Parole Office - Sawyer County Unit 601       |                                  | 801 Highway B E<br>Hayward, WI 54843                      | 715-634-2929 | NO  | NO |
| Radio 1 Broadcast School                                 | Joe Deschler                     | 700 3rd Street North Suite LL7<br>La Crosse, WI 54601     | 507-450-4604 | NO  | NO |
| Radio Ad   | NA                               | NA  | NA           | YES | NO |
| REM Wisconsin-Superior                                   | Jill Corbin                      | 3215 Tower Avenue Suite 108<br>Superior, WI 54880         | 715-395-8400 | NO  | NO |
| Saint Croix Chippewa Indians of Wisconsin                | Lewis Taylor                     | 24663 Angeline Avenue P.O. Box 45287<br>Webster, WI 54893 | 714-349-2195 | NO  | NO |
| Salvation Army-Minnesota-Cloquet Service Center          | Captain Ruth Gibbons             | 316 Carlton Avenue<br>Cloquet, MN 55720                   | 218-879-1693 | NO  | NO |
| Salvation Army-Minnesota-Duluth Service Center           | Majors William and Elizabeth Cox | 215 South 27th Avenue West<br>Duluth, MN 55806            | 218-722-7934 | NO  | NO |
| Salvation Army-Minnesota-Hibbing Service Center          | Lts. Randy and Debbie Stahl      | 107 West Howard Street<br>Hibbing, MN 55746               | 218-263-5096 | NO  | NO |
| Salvation Army-Minnesota-Virginia Service Center         | Majors Alan and Lavonne Fones    | 507 12th Avenue West<br>Virginia, MN 55792                | 218-741-1889 | NO  | NO |
| Salvation Army-Wisconsin-Hayward Extension               | Deb Heubner                      | 15728 West County Road B<br>Hayward, WI 54843             | 715-558-1040 | NO  | NO |
| Salvation Army-Wisconsin-Siren Faith House               | Stacey Sybers                    | 7764 West Main Street<br>Siren, WI 54872                  | 715-349-8744 | NO  | NO |
| Salvation Army-Wisconsin-Superior Corps Community Center | Major Rosemary Matson            | 916 Hughitt Avenue<br>Superior, WI 54880                  | 715-394-7001 | NO  | NO |
| Social Services-Oneida County Social Services            | Paul Spencer                     | Courthouse Building<br>Rhinelander, WI 54501              | 715-362-5695 | NO  | NO |
| Society of Professional Journalists                      | Joe Skeel                        | 3909 North Meridian Street<br>Indianapolis, IN 46208      | 317-927-8000 | NO  | NO |
| Sokaogan Chippewa Tribe                                  | Robin Jensen                     | 3154 State Highway 55<br>Crandon, WI 54520                | 715-478-7629 | NO  | NO |
| Specs Howard School of Broadcast Arts                    | Nancy Shiner                     | 19900 West Nine Mile Road<br>Southfield, MI 48075         | 248-358-9000 | NO  | NO |

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|  |                       |  |               |    |    |
|--|-----------------------|--|---------------|----|----|
| ST LOUIS COUNTY SOCIAL SVC                                       |                       | 2534 E BELTLINE<br>HIBBING, MN 55746   | 218-262-6000x | NO | NO |
| ST LOUIS COUNTY SOCIAL SVC                                       |                       | 320 W 2ND ST<br>DULUTH, MN 55802   | 218-726-2119x | NO | NO |
| ST. LOUIS COUNTY SOCIAL SERVICES                                 | MAUREEN RAYNUM        | P.O. BOX 1148<br>VIRGINIA, MN 55792  | 218-749-7128x | NO | NO |
| Superior Job Center (Douglas County)                             | Jim Erickson          | WI Veterans Employment 1805 North 14th Street<br>Superior, WI 54880                              | 715-392-7808  | NO | NO |
| Taylor County Community Support Program                          | Dan Brost             | Human Services 540 East College Street<br>Medford, WI 54451                                      | 715-748-3332  | 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<br>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<br>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<br>Building<br>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,<br>Room 134<br>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<br>Catlin-PO Box 2000<br>Superior, WI 54880 | 715-394-8369  | NO | NO |
| University of Wisconsin-Vilas Cooperative Extension              | Steve Nelson          | 200 East Madison<br>Crandon, WI 54520  | 715-479-3653  | NO | NO |
| University-Ashland University                                    | Robert Brown          | 401 College Avenue<br>Ashland, OH 44805  | 800-882-1548  | NO | NO |
| University-Chicago State<br>University-Communications-Media Arts | Arthur M. Reese       | 9501 South King Drive Douglas Library, #116<br>Chicago, IL 60628                                 | 773-995-2280  | NO | NO |
| University-Duluth Business University, Incorporated              |                       | 412 West Superior Street<br>Duluth, MN 55802   | 218-722-3361  | NO | NO |
| University-Eastern Illinois University-Communication Studies     | Mark Borzi            | 600 Lincoln Avenue<br>Charleston, IL 61920   | 217-581-2016  | NO | NO |



## EEO Public File Report

|  |                 |   |               |    |    |
|--|-----------------|---|---------------|----|----|
| University-Eastern Michigan University-Department of Communicati | Keith Damron    | 129 Quirk Building<br>Ypsilanti, MI 48197   | 734-487-0064  | NO | NO |
| University-Franciscan University                                 | Nancy Ronevich  | 1235 University Blvd.<br>Steubenville, OH 43952   | 740-283-3771  | NO | NO |
| University-Saint Xavier University-Communications                | Ronald Mark     | 3700 W 103rd Street<br>Chicago, IL 60655  | 773-298-3000  | NO | NO |
| University-Valley City State University                          | Kari Bodine     | 101 College Street SW<br>Valley City, ND 58072  | 701-845-7543  | NO | NO |
| Valpar International Corporation                                 | Jerry Jorgenson | 411 Ellis Avenue<br>Ashland, WI 54806   | 715-682-7530  | NO | NO |
| Ventures Unlimited, Inc.   | Kristin Frane   | 110 North Industrial Drive P O Box 623<br>Shell Lake, WI 54871                            | 715-468-2939  | NO | NO |
| VERMILLION COMMUNITY COLLEGE                                     | JOB PLACEMENT   | 1900 EAST CAMP ST<br>ELY, MN 55731  | 218-365-7221x | NO | NO |
| VOCATIONAL REHABILITATION  | JOB PLACEMENT   | GOVT SVC CTR<br>DULUTH, MN 55802  | 715-392-7896x | NO | NO |
| Vocational Rehahiliitation, Polk County                          | Gail Hauser     | 404 Main Street<br>Balsam Lake, WI 54810  | 715-485-9512  | NO | NO |
| Vocational Rehahiliitation, Rhinelander                          | Debra Soulier   | 158 South Anderson Street<br>Rhinelander, WI 54501  | 715-365-2600  | NO | NO |
| Vocational Rehahiliitation, Spooner                              | Joyce Jacobs    | 522 Service Road P O Box 159<br>Spooner, WI 54801   | 715-635-6202  | NO | NO |
| Wisconsin Department of Health and Family Services               | Terri Kramolis  | Ashland County Health and Human Service Departme<br>301 Ellis Avenue<br>Ashland, WI 54806 | 715-682-7004  | NO | NO |
| Wisconsin Employment Relations Commission, WERC                  | Lauri A. Millot | 904 Messer Street<br>Rhinelander, WI 54501  | 715-362-0370  | NO | NO |
| Wisconsin Job Center - Ashland                                   | Cathi Cooper    | Ashland County Jobs Program 411 Ellis Avenue<br>Ashland, WI 54806                         | 715-682-7220  | NO | NO |
| Wisconsin Job Center - Burnett                                   | Angie Olson     | Burnett County Job Center 7410 County Road K, #130<br>Siren, WI 54872                     | 715-349-2131  | NO | NO |
| WOAS-FM  | John Peterson   | 701 Parker Ave<br>Ontonagon, MI 49953   | 906.884.4422  | NO | NO |
| WVKC/Knox College  |                 |   | 309-341-7266  | NO | NO |

## EEO Public File Report

|   |                          | 2 East South Street Box K-254<br>Galesburg, IL 61401                              |                         |                        |                          |
|---|--------------------------|---|-------------------------|------------------------|--------------------------|
| WXAV/Saint Xavier University                              |                          | 3700 West 103rd Street<br>Chicago, IL 60655                                       | 773-298-3375            | NO                     | NO                       |
| Total Resources: 142                                      |                          |   |                         |                        |                          |
| 2. Job Title: Operations / Programming Manager            |                          |   | Date Filled: 2020-01-13 |                        |                          |
| 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<br>Blaine, MN 55434                         | 763-783-4800            | NO                     | NO                       |
| Anoka County Workforce Service Area                       | Jerry Vitzthum           | Minnesota Workforce Center 1201-89th Avenue, NE,<br>Suite 235<br>Blaine, MN 55434 | 763-783-4800            | NO                     | NO                       |
| Bad River Band of Lake Superior Tribe of Chippewa Indians | Donald Moore Sr.         | PO Box 39<br>Odanah, WI 54861   | 715-682-7111            | NO                     | NO                       |
| Barron County Area Literacy Council, Inc.                 | Judy Schnacky            | 1910 22 1/2 Avenue<br>Rice Lake, WI 54868   | 715-234-1160            | NO                     | NO                       |
| Barron County Developmental Disabilities Services, Inc.   | Russ Tabor               | 175 North Lake Street<br>Barron, WI 54812   | 715-537-5341            | NO                     | NO                       |
| Barron County Job Center                                  | Louann Novack            | 113 North Main Street<br>Rice Lake, WI 54868                                      | 715-234-6826            | NO                     | NO                       |
| Bureau of Indian Affairs-Great Lakes Agency               | Kimberly Bouchard        | 916 West Lake Shore Drive<br>Ashland, WI 54806                                    | 715-682-4527            | NO                     | NO                       |
| Carolina School of Broadcasting                           | Alyson Young             | 3435 Performance Road<br>Charlotte, NC 28214                                      | 704-395-9272            | NO                     | NO                       |
| Center Against Sexual and Domestic Abuse, Inc. - CASDA    | Julia                    | 2231 Catlin Avenue<br>Superior, WI 54880  | 715-392-3136            | NO                     | NO                       |
| Central Minnesota Skilled Jobs and Training               | Marilyn                  | 1557 Highway 95, East<br>Cambridge, MN 55008                                      |                         | NO                     | NO                       |
| College of Saint Scholastica                              | Mary Anderson            | 1200 Kenwood Avenue<br>Duluth, MN 55811   | 218-723-6085            | NO                     | NO                       |
| College of Saint Scholastica                              |                          | 1200 Kenwood Avenue<br>Duluth, MN 55811   | 218-723-6000            | NO                     | NO                       |

## EEO Public File Report

|   |                    |   |              |    |    |
|---|--------------------|---|--------------|----|----|
| College of the Canyons-Radio-TV-Film and Broadcast            | Jon Amador         | 26455 North Rockwell Canyon Road<br>Santa Clarita, CA 91355                             | 661-259-7800 | NO | NO |
| College of the Sequoias-Campus Newspaper                      | Andrea             | 915 South Mooney Boulevard<br>Visalia, CA 93277   | 559-730-3844 | NO | NO |
| College of the Sequoias-TV Station                            | Terry Gray         | 915 South Mooney Boulevard<br>Visalia, CA 93277   | 559-737-4864 | NO | NO |
| College- Fond Du Lac Tribal And Community College             | Patricia Grace     | 2101 14Th Street<br>Cloquet, MN 55720   | 218-879-0800 | NO | NO |
| College-Amarillo College-KACV FM 90                           | Brian Frank        | 2201 South Washington P.O. Box 447<br>Amarillo, TX 79178                                | 806-371-5287 | NO | NO |
| College-Anoka-Hennepin Technical College                      |                    | 1355 West Highway 10<br>Anoka, MN 55303   | 763-576-4700 | NO | NO |
| College-Anoka-Ramsey Community College                        | Chris Misewich     | 300 Polk Street, South<br>Cambridge, MN 55008   | 612-689-7035 | NO | NO |
| College-Anoka-Ramsey Community College                        |                    | 11200 Mississippi Boulevard, NW<br>Coon Rapids, MN 55433                                | 763-427-2600 | NO | NO |
| College-Atlanta Metropolitan College                          | Regina Ray Simmons | 1630 Metropolitan Parkway Human Resources<br>Atlanta, GA 30310                          | 404-756-4047 | NO | NO |
| College-Chaffey College-Broadcast and Films                   | Michael Dinielli   | School of Visual and Performing Arts 5885 Haven<br>Avenue<br>Rancho Cucamonga, CA 91737 | 909-652-6057 | NO | NO |
| College-Citrus College-Communications Department              | Margaret O'Neil    | 1000 West Foothill Boulevard<br>Glendora, CA 91741                                      | 626-914-8588 | NO | NO |
| College-City College of Chicago-Truman College                | Kate Gillespie     | 1145 West Wilson Avenue Room 2915<br>Chicago, IL 60640                                  | 773-907-4436 | NO | NO |
| College-Columbia College-Portfolio Center-Media<br>Production | Tim Long           | 623 South Wabash Avenue Room 307<br>Chicago, IL 60605                                   | 312-369-7282 | NO | NO |
| College-Community College of Denver                           | Neil Dominas       | 111 West Colfax<br>Denver, CO 80217   | 303-556-2600 | NO | NO |
| College-Consummes River College-Commucations                  | Gary Martin        | 8401 Center Parkway<br>Sacramento, CA 95823   | 916-691-7170 | NO | NO |
| College-Contra Costa College-Media Communications             | Ellen Seidler      | 2600 Mission Bell Drive Office AA-117<br>San Pablo, CA 94806                            | 510-235-7800 | NO | NO |
| College-Dine College-Adult Basic Ed.                          | Norman Phillips    |   | 505-368-3500 | NO | NO |

## EEO Public File Report

|  |                        |   |              |    |    |
|--|------------------------|---|--------------|----|----|
|  |                        | 1228 Yucca Street PO Box 580<br>Shiprock, NM 87420                      |              |    |    |
| College-East Los Angeles-Journalism Department                             | Jean Stapleton         | 1301 Cesar Chavez Boulevard<br>Monterey Park, CA 91754                  | 323-265-8875 | NO | NO |
| College-Elmhurst College-Communications                                    | Marjorie Goodban       | 190 Prospect Street<br>Elmhurst, IL 60126                               | 630-617-3198 | NO | NO |
| College-Elmhurst College-WRSE 88.7 FM                                      | John Valenta           | 190 Prospect<br>Elmhurst, IL 60126                                      | 630-617-3729 | NO | NO |
| College-Ferrum College/ WFFC 89.9 FM                                       |                        | PO Box 1000<br>Ferrum, VA 24088   | 540-365-4338 | NO | NO |
| College-Gavilan College  | Denise Besson-Silvia   | 5055 Santa Teresa Blvd<br>Gilroy, CA 95020                              | 408-848-4831 | NO | NO |
| College-Gogebic Community College  | Laura Borth            | E-496 Jackson Road<br>Ironwood, MI 49938                                | 906-932-4231 | NO | NO |
| College-Hartnell College/ Communications Department                        | Britt Govea/ Broadcast | 156 Homestead Avenue<br>Salinas, CA 93901                               | 831-755-6905 | NO | NO |
| College-Hennepin Technical College   | Career Services        | 9000 Brooklyn Boulevard<br>Brooklyn Park, MN 55445                      | 763-425-3800 | NO | NO |
| College-Henry Ford Community College                                       | Jay Korinek            | 5101 Evergreen Road Telecommunications Department<br>Dearborn, MI 48128 | 313-845-6477 | NO | NO |
| College-Hibbing Community College  | Career Services        | 1515 East 25th Street<br>Hibbing, MN 55746                              | 218-262-7200 | NO | NO |
| College-Illinois Institute of Technology-WIIT 88.9 FM<br>Student Run Radio | Jon Kavanaugh          | 3201 South State Street A. Sidney Katz Studio<br>Chicago, IL 60616      | 312-567-3088 | NO | NO |
| College-International College of Broadcasting                              | Kenny Pyles            | 6 South Smithville Road<br>Dayton, OH 45431                             | 937-258-8251 | NO | NO |
| College-Ithaca College Television-Radio-WICB Student<br>Run Radio          | Peter Johanns          | 953 Danby Road<br>Ithaca, NY 14850                                      | 607-274-3331 | NO | NO |
| College-Lawson State Community College-Radio &<br>Television               | Rachel Morgan          | 3060 Wilson Road SW<br>Birmingham, AL 35221                             | 205-925-2515 | NO | NO |
| College-Missouri Valley College-Communications                             | Harry Carrell          | 500 East College<br>Marshall, MO 65340                                  | 660-831-4216 | NO | NO |
| College-Nicolet Area Technical College                                     | Lori Vance             | 9569 Highway 70 West<br>Minocqua, WI 54548                              | 715-356-6753 | NO | NO |

## EEO Public File Report

|  |                  |   |              |    |    |
|--|------------------|---|--------------|----|----|
| College-Nicolet Area Technical College                                       | Denise Terzinski | Lake Julia Campus, Center for Business & Industr<br>County Highway G, PO Box 518<br>Rhinelander, WI 54501 | 715-365-4481 | NO | NO |
| College-North Hennepin Community College                                     | Troy Nellis      | 7411 85th Avenue North<br>Brooklyn Park, MN 55445   | 763-424-0702 | NO | NO |
| College-Oxnard College-Communications Department                             | Kitty Merrill    | 4000 South Rose Avenue<br>Oxnard, CA 93033  | 805-986-5817 | NO | NO |
| College-Pueblo Community College-Broadcasting and<br>Production Technology   | Jennifer Sherman | 900 West Orman Avenue Davis Academic<br>Building-Room 250 E<br>Pueblo, CO 81004                           | 719-549-3410 | NO | NO |
| College-San Bernadino Valley Community College                               | Dr.Diane Dusic   | 701 South Mount Vernon Avenue<br>San Bernadino, CA 92410  | 909-888-6511 | NO | NO |
| College-Scottsdale Community College-MCTV                                    | Rene Blatte      | 9000 East Chapparral Road<br>Scottsdale, AZ 85253   | 480-423-6354 | NO | NO |
| College-Shelton State Community College Department of<br>Mass Communications | Chuck Boening    | 9500 Old Greensboro Road Office 2537 Martin Campus<br>Tuscaloosa, AL 35405                                | 205-391-2977 | NO | NO |
| College-Skagit Valley College-KSVR-91.7 FM                                   | David McConnell  | 2405 East College Way<br>Mount Vernon, WA 98273   | 360-416-7711 | NO | NO |
| College-Southwestern College Department of Arts and<br>Communications        | Donna Arnold     | 900 Otay Lakes Road<br>Chula Vista, CA 91910  | 619-482-6372 | NO | NO |
| College-Stillman College-English Department                                  | Dan Goldfard     | P.O. Box 1430<br>Tuscaloosa, AL 35403   | 205-366-8867 | NO | NO |
| College-Walsh College of Accountancy and Business<br>Administration          | Jill English     | 3838 Livernois Road<br>Troy, MI 48007   | 248-823-1237 | NO | NO |
| College-West Virginia State College- Communications<br>Department            | Dr. David Wohl   | P.O. Box 1000<br>Institute, WV 25112  | 304-766-3195 | NO | NO |
| College-Yuba College-Communications  | Steve Cato       | 2088 N Beale Rd.<br>Marysville, CA 95901  | 530-741-6757 | NO | NO |
| Connecticut School of Broadcasting, Arlington                                | R. J. Narsavage  | 2170 Crystal Plaza Arcade, #38<br>Arlington, VA 22202   | 703-415-7600 | NO | NO |
| Connecticut School of Broadcasting, Cherry Hill                              | Tom DeFranco     | 1 Mall Drive 1 Cherry Hill, #203<br>Cherry Hill, NJ 08002   | 856-755-1200 | NO | NO |
| Connecticut School of Broadcasting, Dallas                                   | Kenny Fuller     | 5605 North MacArthur Boulevard Suite 220<br>Irving, TX 75038  | 214-441-9941 | NO | NO |

## EEO Public File Report

|  |                 |   |              |    |    |
|--|-----------------|---|--------------|----|----|
| Connecticut School of Broadcasting, Farmington         | John Sheatsley  | 130 Birdseye Road<br>Farmington, CT 06032   | 860-677-7577 | NO | NO |
| Connecticut School of Broadcasting, Palm Beach         | Dave Duran      | 3450 Northlake Boulevard Suite 110<br>Palm Beach Gardens, FL 33403                | 561-842-2000 | NO | NO |
| Connecticut School of Broadcasting, Stratford          | Hank Tenney     | 80 Ferry Boulevard<br>Stratford, CT 06615   | 203-378-5155 | NO | NO |
| Connecticut School of Broadcasting, Tampa              | Kelly Crain     | 3901 Coconut Palm Drive, Suite 105 Sabal Business<br>Center II<br>Tampa, FL 33619 | 813-740-0990 | NO | NO |
| Connecticut School of Broadcasting, Wellesley Hills    | Steve Williams  | 49 Walnut Park<br>Wellesley Hills, MA 02481                                       | 781-235-2050 | NO | NO |
| Connecticut School of Broadcasting, Westbury, L.I.     | Marty Herstein  | 1400 Old Country Road Suite 211<br>Westbury, NY 11590                             | 516-338-1000 | NO | NO |
| Connecticut School of Broadcasting-Hasbrouck Heights   | Janet Hutsebaut | 377 Route 17 South Suite 410<br>Hasbrouck Heights, NJ 07604                       | 201-288-5800 | NO | NO |
| Counseling and Development Center                      | Gregg Engler    | 171 Chestnut Street PO Box 71<br>Phillips, WI 54555                               | 715-339-3966 | NO | NO |
| Damiano Social Services                                | Sonia           | 206 West 4th Street<br>Duluth, MN 55806   | 218-727-1834 | NO | NO |
| Detroit Area Film & Television                         | Janice King     | PO Box 1443<br>Royal Oak, MI 48068  | 248-547-0847 | NO | NO |
| Diversified Services, Incorporated                     | Joe Wacek       | 7649 Tower Road PO Box 501<br>Siren, WI 54872                                     | 715-349-5724 | NO | NO |
| Douglas County Community Support Program (HRC)         | Steve Engleson  | 39 North 25th Street East<br>Superior, WI 54880                                   | 715-392-8216 | NO | NO |
| Douglas County Department of Health and Human Services | Lila Connolly   | 1316 North 14th Street 4th Floor<br>Superior, WI 54880                            | 715-395-1446 | NO | NO |
| Dove Outreach Center                                   | Dale MacDonald  | 110 2nd Avenue South<br>Hurley, WI 54534  | 715-561-5033 | NO | NO |
| Duluth Workforce Development                           | Julie Smith     | City Hall Room 332<br>Duluth, MN 55802  | 218-723-3771 | NO | NO |
| East Central Regional Library-Literacy Project         | Bob Boese       | 244 Birch Street South<br>Cambridge, MN 55008                                     | 763-689-7390 | NO | NO |
| East Range Developmental Achievement Center            | Chuck Hamilton  |   | 218-744-5130 | NO | NO |

## EEO Public File Report

|  |   |   |                  |     |    |
|--|---|---|------------------|-----|----|
|  |   | 800 A Avenue<br>Eveleth, MN 55734                               |                  |     |    |
| Employee Referral  | N/A   | N/A   | N/A              | YES | NO |
| Fond Du Lac Indian Reservations Human Resources            | Lonnie Susienka                               | 1720 Big Lake Road<br>Cloquet, MN 55720                         | 218-878-7527     | NO  | NO |
| Forward Service Corp                                       | Jennifer Sackett                              | P.O. BOX 918 607 North Sales Street<br>Merrill, WI 54452        | 715-536-8499     | NO  | NO |
| Forward Service Corporation                                | Ms. Joan Hartman                              | 21-A South Brown Street PO Box 597<br>Rhineland, WI 54501       | 715-362-7811     | NO  | NO |
| Geoffrey R Conway School of Broadcating and Communication  | J. Mattka                                     | PO Box 486<br>Niagra Falls, NY 14302                            | 905-332-0444     | NO  | NO |
| Gogebic County Department of Human Services                | Scott Parrott                                 | 301 East Lead Street<br>Bessemer, MI 49911                      | 906-663-6200     | NO  | NO |
| Goodwill Industries in Hibbing, Minnesota                  | Ann Valla                                     | 315 East Howard Street<br>Hibbing, MN 55746                     | 218-262-5633     | NO  | NO |
| Goodwill Industries in Virginia Minnesota                  | Carol Buccanan                                | 522 Chestnut Street<br>Virgiiia, MN 55792                       | 218-741-3943     | NO  | NO |
| Goodwill Industries of Duluth                              | Dede Krause                                   | 700 Garfield Avenue<br>Duluth, MN 55802                         | 218-722-6351     | NO  | NO |
| Grand Portasge Reservation Tribal Council                  | Norman DesChampe                              | PO Box 428<br>Grand Portage , MN 55605                          | 218-475-2277     | NO  | NO |
| Great Lakes Inter-Tribal Vocational Rehabilitation Program | Patricia Lerch                                | PO Box 760<br>Lac du Flambeau, WI 54538                         | 715-588-3324     | NO  | NO |
| Ham Lake, North Central Library                            | Susan Webb                                    | 17565 Central Avenue Northeast<br>Ham Lake, MN 55304            | 612-434-6542     | NO  | NO |
| Hayward Job Center   | Teri Heathcote                                | 15618 Windrose Lane Suite 108<br>Hayward, WI 54843              | 715-634-4845     | NO  | NO |
| Human Service Center-Forest/Oneida/Vilas Counties          | Ann Cleereman/Dottie Moffat,<br>Prog. Manager | 705 East Timber P Box 897<br>Rhineland, WI 54501                | 715-369-2215     | NO  | NO |
| Job Service  | Genny Stratil                                 | Medford Job Center 620 East College Avenue<br>Medford, WI 54451 | 715-748-3143x562 | NO  | NO |
| JOB SERVICE  |   | 820 N. 9th ST<br>VIRGINIA, MN 55792                             | 218-749-7792x    | NO  | NO |

## EEO Public File Report

|  |                        |  |                  |    |    |
|--|------------------------|--|------------------|----|----|
| Job Service  | S. Olguia              | St. Croix County Job Center 240 Wisconsin Drive, Suite 110<br>New Richmond, WI 54017 | 715-246-7770     | NO | NO |
| KDVS/UNIV OF CA-DAVIS  | JANE KIM               | 14 LOWER FREEBORN HALL<br>DAVIS, CA 95616  | 530-752-0728x    | NO | NO |
| KGRG/GREEN RIVER COMM COLL                                     | TOM EVANS KRAUSE       | 12401 SE 320TH ST<br>AUBURN, WA 98092  | 253-833-9111     | NO | NO |
| KHSU/HUMBOLDT STATE UNIV                                       | ELIZABETH HANS MCCRONE | 1 HARPST ST<br>ARCATA, CA 95521  | 707-826-4807     | NO | NO |
| Lac Court Oreilles Tribe                                       | Doreen Wolfe           | 13394 West Trepania Road<br>Hayward, WI 54843  | 715-634-8934     | NO | NO |
| Lac Courte Oreilles Ojibwa Community College                   | Thelma Nayqonabe       | Work-Based Learning & Youth Apprenticeship Prog<br>Hayward, WI 54843                 | 715-634-4790x115 | NO | NO |
| LDS EMPLOYMENT   | ROYCE DYER             | 10455 WYOMING AVE<br>CHICAGO CITY, MN 55013  | 651-483-0782x    | NO | NO |
| Lincoln County Community Support Program                       | Bill Dingess           | Lincoln Health Care Center 607 North Sales Street<br>Merrill, WI 54452               | 715-536-9482     | NO | NO |
| Lincoln County Social Services                                 | Donna Simek            | 607 North Sales Street<br>Merrill, WI 54452  | 715-536-6200     | NO | NO |
| LUTHERAN SOCIAL SERVICES                                       | ANGIE                  | 424 W. SUPERIOR 6th FLOOR<br>DULUTH, MN 55802  | 218-726-4890x    | NO | NO |
| Lutheran Social Services of Wisconsin and Upper Michigan, Inc. | Sarah                  | Adult Day Center 500 West Washington Street<br>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<br>Superior, WI 54880           | 715-394-4173     | NO | NO |
| LUTHERAN SOCIAL SVC  | JEAN                   | 9239 IDAHO ST<br>DULUTH, MN 55808  | 218-626-2726x    | NO | NO |
| MESABI RANGE COMMUNITY & TECH COLLEGE                          | CAREER SERVICES        | 1100 INDUSTRIAL PARK DR<br>EVELETH, MN 55734   | 218-744-3302x    | NO | NO |
| Minnesota Workforce Center-Anoka County                        | Austin Bemidji         | 121 89th Avenue Northeast Suite 235<br>Blaine, MN 55434                              | 763-783-4800     | NO | NO |
| Minnesota Workforce Center-Cambridge                           | Ken Norstrud           | 140 Buchanan Street North Suite 152<br>Cambridge, MN 55008                           | 763-279-4492     | NO | NO |



## EEO Public File Report

|  |                          |  |                  |    |    |
|--|--------------------------|--|------------------|----|----|
| Minnesota Workforce Center-Cloquet                       | Ken Norstrud             | Carlton County Government Center 14 North 11th Street<br>Cloquet, MN 55720     | 218-878-5000     | NO | NO |
| Minnesota Workforce Center-Duluth                        | Donald Hoag              | 320 West Second Street Suite 2<br>Duluth, MN 55802                             | 218-723-4730     | NO | NO |
| Minnesota Workforce Center-Hibbing                       | Pam Golos                | 3920 13th Avenue East<br>Hibbing, MN 55746                                     | 218-262-6777     | NO | NO |
| Minnesota Workforce Center-Mora                          | Leslie Wojtowicz         | 903 Forest Avenue East<br>Mora, MN 55051                                       | 320-579-6484     | NO | NO |
| Minnesota Workforce Center-Virginia                      | Michelle Ufford          | 820 North Ninth Avenue Suite 250<br>Virginia, MN 55792                         | 218-748-2200     | NO | NO |
| Minnesota Workforce Center-Washington County-Forest Lake | Barbara Doyle            | 19955 Forest Road North<br>Forest Lake, MN 55025                               | 651-275-7265     | NO | NO |
| Moorpark College/Media Arts Center                       | B Goodman                | 7075 Campus Rd.<br>Moorpark, CA 93021  | 805-378-1400x014 | NO | NO |
| MORA WORKFORCE CENTER                                    | JOB PLACEMENT SPECIALIST | 130 S. PARK ST<br>MORA, MN 55051   | 320-679-3611x    | NO | NO |
| NAACP  | James Wilson             | 8823 South Central Avenue<br>Los Angeles, CA 90002                             | 323-587-2114     | NO | NO |
| NAACP  | Donald Craig             | 1233 West 5th Street PO Box 3141<br>Santa Ana, CA 92703                        | 714-543-3637     | NO | NO |
| NAACP  | Robin Scott King         | 1200 E. Market St.<br>Greensboro, NC 27401                                     | 336-273-1222     | NO | NO |
| NAACP  | Judith Hanson            | 2034 Metropolitan Parkway<br>Atanta, GA 30315                                  | 404-761-1266     | NO | NO |
| NAACP  | Amina Turner             | 114 West Parish St. 2nd Floor<br>Durham, NC 27701                              | 919-682-4700     | NO | NO |
| NAACP  | Wayne Jennings           | 393 Francestown Road<br>New Boston, NH 03070                                   | 603-487-2349     | NO | NO |
| NAACP  |                          | 3910 Martin Luther King Junior Boulevard Suite 202<br>Los Angeles, CA 90008    | 323-296-2630     | NO | NO |
| NAACP Indianapolis Branch                                | Chrystal Ratcliffe       | 300 East Fall Creek Parkway North Drive PO Box 88676<br>Indianapolis, IN 46208 | 317-925-5127     | NO | NO |
| NAACP of Daytona Beach                                   | Cynthia Slater           | 308 South Martin Luther King Boulevard<br>Daytona Beach, FL 32114              | 386-255-3736     | NO | NO |

## EEO Public File Report

|   |                    |   |                  |    |    |
|---|--------------------|---|------------------|----|----|
| NAACP of Georgia in Columbus                | Ernestine Mattis   | 514 1st Avenue<br>Columbus, GA 31901                          | 703-322-8702     | NO | NO |
| NAACP of Montoe, Louisiana-Lafayette Branch | Charles Heckard    | 1615 Jackson Street<br>Monroe, LA 70806                       | 318-325-0399     | NO | NO |
| NAACP of Pennsylvania in Bensalem           | Dorothy Foggie     | PO Box 1574<br>Bensalem, PA 19020                             | 609-951-1954     | NO | NO |
| NAACP of Washington in Seattle              | Lacey Steel        | 105 14th Avenue Suite C<br>Seattle, WA 98122                  | 206-324-6600     | NO | NO |
| NAACP- Terra Haute Chapter                  | Theresa Bynum      | P.O. Box 441<br>Terra Haute, IN 47808                         | 812-234-4209x235 | NO | NO |
| NAACP-Altoona, Pennsylvania                 | Donald Witherspoon | 2100 6th Avenue<br>Altoona, PA 16602                          | 814-942-1126     | NO | NO |
| NAACP-Charleston, South Carolina            | Dave Johnson       | 93 Spring Street<br>Charleston, SC 29403                      | 843-805-8030     | NO | NO |
| NAACP-Cincinnati, Ohio                      | Deborah            | 2500 Kemper Lane #1<br>Cincinnati, OH 45206                   | 513-281-1900     | NO | NO |
| NAACP-Flint                                 | A. C. Dumas        | PO Box 1336<br>Flint , MI 48501                               | 810-785-3733     | NO | NO |
| NAACP-Greenville, South Carolina            | Sharon Bryant      | 132 East Broad Street<br>Greenville, SC 29601                 | 864-235-3327     | NO | NO |
| NAACP-Jackson Mississippi Branch            | Arlene Jackson     | 1072 West J.R. Lynch Street<br>Jackson, MS 39203              | 601-353-6906     | NO | NO |
| NAACP-Lansing                               | Jeanne Baugh       | 1801 West Main Street LeJohn Building<br>Lansing, MI 48915    | 517-484-9171     | NO | NO |
| NAACP-Leflore County Branch                 | Willie Perkins     | P.O.Box 8404<br>Greenwood, MS 38930                           | 662-455-1211     | NO | NO |
| NAACP-Lenawee County                        | Jeanette Henagan   | 1544 Ramblewood Court<br>Adrian, MI 49221                     | 517-263-1714     | NO | NO |
| NAACP-Los Angeles, California               |                    | 7000 Hollywood Boulevard PO Box 2349<br>Los Angeles, CA 90028 | 323-464-7616     | NO | NO |
| NAACP-Macomb County                         | Ruthie Stevenson   | PO Box 1063<br>Mount Clemens, MI 48046                        | 586-783-7530     | NO | NO |
| NAACP-Manchester, New Hampshire             | Jennifer McElreavy | PO Box 534<br>Manchester, NH 03105                            | 603-427-0443     | NO | NO |

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|   |                          |  |              |    |    |
|---|--------------------------|--|--------------|----|----|
| NAACP-Mobile, Alabama                     | Lettie Malone            | 419 Lexington Avenue<br>Mobile, AL 36603                       | 334-433-1145 | NO | NO |
| NAACP-Monroe County Branch                | William Vance            | PO Box 243<br>Bloomington, IN 47402                            | 812-332-1513 | NO | NO |
| NAACP-National Branch-Baltimore, Maryland | Yolanda Hunter           | 4805 Mount Hope Drive<br>Baltimore, MD 21215                   | 877-622-2798 | NO | NO |
| NAACP-Niles                               | Reverend Saundria Wilson | 924 Cherry Street<br>Niles, MI 49120                           | 616-683-0249 | NO | NO |
| NAACP-Oakland, California                 |                          | 663 35th Street<br>Oakland, CA 94609                           | 510-652-8493 | NO | NO |
| NAACP-Paducah McCracken County Chapter    | Rosa Scott               | 505 South 8th Street<br>Paducah, KY 42003                      | 270-443-5430 | NO | NO |
| NAACP-Pasadena, California                | Dale Yarbough            | 595 Lincoln Avenue<br>Pasadena, CA 91103                       | 626-793-1293 | NO | NO |
| NAACP-Phoenix, Arizona                    |                          | 1818 South 16th Street<br>Phoenix, AZ 85034                    | 602-252-4064 | NO | NO |
| NAACP-Richmond, California                |                          | 322 Harbor Way Suite<br>Richmond, CA 94802                     | 510-236-1166 | NO | NO |
| NAACP-San Bernadino, California           | Patricia Small           | 1505 West Highland Avenue Suite 11<br>San Bernardino, CA 92411 | 909-887-7411 | NO | NO |
| NAACP-Three Rivers                        | Elizabeth O'Dell         | PO Box 1006<br>Three Rivers, MI 49093                          | 269-651-5978 | NO | NO |
| NAACP-Toledo, Ohio                        | Willi-Ann Moore          | 525 Hamilton Street<br>Toledo, OH 43602                        | 419-242-2515 | NO | NO |
| NAACP-Vallejo, California                 | Frank Jackson            | 301 Georgia Street #375<br>Vellejo, CA 94590                   | 707-554-4993 | NO | NO |
| NAACP-Washington Bureau                   | Hilary Shelton           | 1156 15th Street, NW Suite 915<br>Washington, DC 20005         | 202-463-2940 | NO | NO |
| NAACP-Ypsilanti-Willow Run                | Sharon Newton-Glen       | PO Box 107<br>Whittaker, MI 48190                              | 734-480-9654 | NO | NO |
| Northcentral Area Technical College       | Mary Brennan             | Medford Campus 624 East College<br>Medford, WI 54451           | 715-748-3603 | NO | NO |
| Northern Advantage Job Center             | Norman Martin            | 100 West Keenan Street<br>Rhineland, WI 54501                  | 715-365-2667 | NO | NO |

## EEO Public File Report

|   |                   |   |                  |    |    |
|---|-------------------|---|------------------|----|----|
| Northland College   | Jenna Casey       | Ponzio Campus Center # 209 1411 Ellis Avenue<br>Ashland, WI 54806           | 715-682-1398     | NO | NO |
| Northland College   | Connei Burditt    | Mead Hall, Room 124 1411 Ellis Avenue<br>Ashland, WI 54806                  | 715-682-1240     | NO | NO |
| Northland College-WRNC Radio                              | Bob Grah          | Northland College Radio WRNC 97.7 1411 Ellis<br>Avenue<br>Ashland, WI 54806 | 715-682-1287     | NO | NO |
| Northwest Connection Family Resources                     | Jacqueline Strand | 16076 West Highway 63<br>Hayward, WI 54843                                  | 715-634-2299     | NO | NO |
| Northwest Wisconsin CEP                                   | Corey Kemps       | 422 3rd Street West Suite 200, P O Box 616<br>Ashland, WI 54806             | 715-682-9141     | NO | NO |
| Ohio and Illinois Centers for Broadcasting                | Debbie Byrd       | 9000 Sweet Valley Drive<br>Valley View, OH 44125                            | 216-447-9117     | NO | NO |
| Ohio Center for Broadcasting                              | Mark Lillie       | 1310 Wadsworth Boulevard Suite 100<br>Lakewood, OH 80214                    | 303-937-7070     | NO | NO |
| Ontonagon County Department of Social Services            | Dale MacDonald    | 730 South 7th Street<br>Ontonagon, MI 49953                                 | 906-884-4951     | NO | NO |
| Pima Community College                                    | David Wing        | 2202 W. Anklam Rd.<br>Tucson, AZ 85709                                      | 520-206-6974     | NO | NO |
| PINE TECHNICAL COLLEGE                                    | CAREER SERVICES   | 1000 4TH ST<br>PINE CITY, MN 55063  | 320-629-5100x    | NO | NO |
| Polk County Adult Development Center, Inc,                | Dawn              | 101 150th Street<br>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<br>Balsam Lake, WI 54810       | 715-485-3133x840 | NO | NO |
| Price County Probation & Parole Office                    |                   | Courthouse, 126 Cherry Street Room 2<br>Phillips, WI 54555                  | 715-339-3770     | NO | NO |
| Probation & Parole Division of, - Burnett County Unit 506 |                   | 7410 Country Road K # 124<br>Siren, WI 54872                                | 715-349-2175     | NO | NO |
| Probation & Parole Division of, - Lincoln County Unit 607 | Kurt Zengler      | City Hall 1004 East First Street<br>Merrill, WI 54452                       | 715-536-6433x339 | NO | NO |
| Probation & Parole Division of, - Polk County Unit 502    |                   | 941 Mallard Lane Suite 104<br>Balsam Lake, WI 54810                         | 715-485-3114     | NO | NO |
|   | Robert Grusnick   |   | 715-365-2580x258 | NO | NO |

## EEO Public File Report

|  |                                  |   |               |    |    |
|--|----------------------------------|---|---------------|----|----|
| Probation & Parole Division of, - Region 6 Office (Oneida County |                                  | 2187 North Stevens Street Suite B<br>Rhineland, WI 54501  |               |    |    |
| Probation & Parole Division of, - Taylor County Unit 606         |                                  | 224 South Second Street # 201<br>Medford, WI 54451        | 715-748-3504  | NO | NO |
| Probation & Parole Office - Barron County Unit 504               | Mike O'Keefe                     | 101 North Wilson Avenue<br>Rice Lake, WI 54868            | 715-234-6925  | NO | NO |
| Probation & Parole Office - Sawyer County Unit 601               |                                  | 801 Highway B E<br>Hayward, WI 54843                      | 715-634-2929  | NO | NO |
| Radio 1 Broadcast School   | Joe Deschler                     | 700 3rd Street North Suite LL7<br>La Crosse, WI 54601     | 507-450-4604  | NO | NO |
| REHAB SERVICES DEPT  | STEVE KUNTZ                      | 1201 89TH AVE NE STE 220<br>BLAINE, MN 55434              | 763-785-3678x | NO | NO |
| REM Wisconsin-Superior   | Jill Corbin                      | 3215 Tower Avenue Suite 108<br>Superior, WI 54880         | 715-395-8400  | NO | NO |
| RIO HONDO COLLEGE/COMMUNICATIONS DEPT                            | COMMUNICATION DEPT               | 3600 WORKMAN HILL RD<br>WHITTIER, CA 90601                | 562-908-3429x | NO | NO |
| Saint Croix Chippewa Indians of Wisconsin                        | Lewis Taylor                     | 24663 Angeline Avenue P.O. Box 45287<br>Webster, WI 54893 | 714-349-2195  | NO | NO |
| Salvation Army-Minnesota-Cloquet Service Center                  | Captain Ruth Gibbons             | 316 Carlton Avenue<br>Cloquet, MN 55720                   | 218-879-1693  | NO | NO |
| Salvation Army-Minnesota-Duluth Service Center                   | Majors William and Elizabeth Cox | 215 South 27th Avenue West<br>Duluth, MN 55806            | 218-722-7934  | NO | NO |
| Salvation Army-Minnesota-Hibbing Service Center                  | Lts. Randy and Debbie Stahl      | 107 West Howard Street<br>Hibbing, MN 55746               | 218-263-5096  | NO | NO |
| Salvation Army-Minnesota-Virginia Service Center                 | Majors Alan and Lavonne Fones    | 507 12th Avenue West<br>Virginia, MN 55792                | 218-741-1889  | NO | NO |
| Salvation Army-Wisconsin-Hayward Extension                       | Deb Heubner                      | 15728 West County Road B<br>Hayward, WI 54843             | 715-558-1040  | NO | NO |
| Salvation Army-Wisconsin-Siren Faith House                       | Stacey Sybers                    | 7764 West Main Street<br>Siren, WI 54872                  | 715-349-8744  | NO | NO |
| Salvation Army-Wisconsin-Superior Corps Community Center         | Major Rosemary Matson            | 916 Hughitt Avenue<br>Superior, WI 54880                  | 715-394-7001  | NO | NO |
| Social Services-Oneida County Social Services                    | Paul Spencer                     | Courthouse Building<br>Rhineland, WI 54501                | 715-362-5695  | NO | NO |

## EEO Public File Report

|  |                    |   |               |    |    |
|--|--------------------|---|---------------|----|----|
| Society of Professional Journalists                              | Joe Skeel          | 3909 North Meridian Street<br>Indianapolis, IN 46208                | 317-927-8000  | NO | NO |
| Specs Howard School of Broadcast Arts                            | Nancy Shiner       | 19900 West Nine Mile Road<br>Southfield, MI 48075                   | 248-358-9000  | NO | NO |
| ST LOUIS COUNTY SOCIAL SVC                                       |                    | 2534 E BELTLINE<br>HIBBING, MN 55746                                | 218-262-6000x | NO | NO |
| ST LOUIS COUNTY SOCIAL SVC                                       |                    | 320 W 2ND ST<br>DULUTH, MN 55802                                    | 218-726-2119x | NO | NO |
| ST. LOUIS COUNTY SOCIAL SERVICES                                 | MAUREEN RAYNUM     | P.O. BOX 1148<br>VIRGINIA, MN 55792                                 | 218-749-7128x | NO | NO |
| Superior Job Center (Douglas County)                             | Jim Erickson       | WI Veterans Employment 1805 North 14th Street<br>Superior, WI 54880 | 715-392-7808  | NO | NO |
| Taylor County Community Support Program                          | Dan Brost          | Human Services 540 East College Street<br>Medford, WI 54451         | 715-748-3332  | NO | NO |
| Texas State University School of Journalism & Mass Communication | Harry Bowers       | 601 University Drive 1108 Old Main<br>San Marcos, TX 78666          | 512-245-2656  | NO | NO |
| University of California, Santa Cruz-KZSC                        | Kristan Sartor     | Student Music East 1166 High Street<br>Santa Cruz, CA 95064         | 831-459-2811  | NO | NO |
| University of Kansas-Communications Department                   | Dr. Kunkel         | 1440 Jayhawk Blvd Bailey Hall # 102<br>Lawrence, KS 66045           | 785-864-3633  | NO | NO |
| University of Kansas-KJHK  | Tom Johnson        | 1301 Jayhawk Boulevard<br>Lawrence, KS 66045                        | 785-864-2422  | NO | NO |
| University of LaVerne-Communications Department                  | Janice Sullivan    | 1950 3RD ST Communications Department<br>La Verne, CA 91750         | 909-593-3511  | NO | NO |
| University of Maryland-Communications                            | Elizabeth Toth     | 2130 Skinner Building<br>College Park, MD 20742                     | 301-405-8979  | NO | NO |
| University of Minnesota, Duluth                                  |                    | Duluth, MN 55812  | 218-726-8000  | NO | NO |
| University of Missouri-KBIA-Radio 91.3 FM                        | Mike Dunn          | 1105 Carrie Francke Drive<br>Columbia, MO 65211                     | 573-882-9136  | NO | NO |
| University of New Mexico-Taos Campus                             | Augustine Martinez | 1157 County Road 110<br>Rancos de Taos, NM 87571                    | 505-758-7667  | NO | NO |
| University of Southern Indiana-Department of Communications      | Dr. David Black    | 8600 University Boulevard<br>Evansville, IN 47712                   | 812-465-7152  | NO | NO |

## EEO Public File Report

|  |                       |   |              |    |    |
|--|-----------------------|---|--------------|----|----|
| University of The District of Columbia-Mass Media                | Isadora Posey         | 4200 Connecticut Avenue NW Building 44, Room 200-18<br>Washington, DC 20008                   | 202-274-5548 | NO | NO |
| University of Washington-KEXP 90.3 FM Student Radio              | James Utzschneider    | 113 Dexter Avenue North<br>Seattle, WA 98109  | 206-520-5800 | NO | NO |
| University of Wisconsin-Barron County Campus                     | Dale B. Fenton        | Meggers Hall, Room 127 1800 College Drive<br>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<br>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<br>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<br>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<br>Superior, WI 54880 | 715-394-8369 | NO | NO |
| University-Alabama A&M University-Telecommunications Department  | Yvonne Artis          | 4107 Meridian Street PO Box 1357<br>Normal, AL 35762  | 256-858-4057 | NO | NO |
| University-Alabama State University School of Communication      | David Okeowo          | 915 South Jackson Street<br>Montgomery, AL 36195  | 334-229-4493 | NO | NO |
| University-Annenberg School for Communications-University of Sou | Suzanne O'Connor      | 3502 Watt Way<br>Los Angeles, CA 90086  | 213-740-6045 | NO | NO |
| University-Appalachian State University-Communications           | Michelle D. Brown     | 123 Walker Hall<br>Boone, NC 28608  | 828-262-2180 | NO | NO |
| University-Arizona State University-School of Journalism         | Michael Wong          | 300 East University Drive PO Box 877805<br>Tempe, AZ 85287                                    | 480-965-9011 | NO | NO |
| University-Ashland University                                    | Robert Brown          | 401 College Avenue<br>Ashland, OH 44805   | 800-882-1548 | NO | NO |
| University-Azusa Pacific University-Department of Communications | Amy Hicks             | 901 East Alost Avenue<br>Azusa, CA 91702  | 626-815-3044 | NO | NO |
| University-Brigham Young University-KBYU                         | James Manookin        | 2000 Ironton Boulevard<br>Provo, UT 84606   | 801-422-8450 | NO | NO |
| University-California State University, Bakersfield              | Dr. Andy Alali        |   | 661-654-6345 | NO | NO |

## EEO Public File Report

|  |                             |  |              |    |    |
|--|-----------------------------|--|--------------|----|----|
|  |                             | 9001 Stockdale Highway Department of Communications 26 BDC<br>Bakersfield, CA 93311      |              |    |    |
| University-California State University- Los Angeles                        | Bryant Alexander            | Department of Communication Studies 5151 State University Drive<br>Los Angeles, CA 90032 | 323-343-4223 | NO | NO |
| University-California State University-Communications                      | Liz Wasinger                | College of Communication and Education Tehama Hall-Room 203<br>Chico, CA 95929           | 530-898-4015 | NO | NO |
| University-California State University-KCSC FM                             | Jillian Cleveland           | 4th and Cherry<br>Chico, CA 95929  | 530-898-6228 | NO | NO |
| University-California State University-Stansslaus-Communication Department | Sari Miller-Antonio         | 801 West Monte Vista Avenue Demergasso-Bava Hall-Room 125<br>Turlock, CA 95382           | 209-667-3531 | NO | NO |
| University-Central Washington University-Coll. of Business                 | Debbie Boddy                | 400 East University Way Shaw-Smyser 129<br>Ellensburg, WA 98926                          | 509-963-1955 | NO | NO |
| University-Central Washington University-Dept of Comm                      | Marji Morgan                | 400 East 8th Avenue<br>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<br>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<br>Atlanta, GA 30314  | 404-880-8304 | NO | NO |
| University-Concordia University  | Chris Dodge                 | 2811 Northeast Holman School of Management<br>Portland, OR 97211                         | 503-493-6300 | NO | NO |
| University-Duluth Business University, Incorporated                        |                             | 412 West Superior Street<br>Duluth, MN 55802   | 218-722-3361 | NO | NO |
| University-Duquesne University-Communications                              | Ronald C. Arnett, Ph.D.     | 600 Forbes Avenue<br>Pittsburgh, PA 15282  | 412-396-5076 | NO | NO |
| University-East Tennessee State University-Department of Communication     | Amber Kinser                | P.O. Box 70667<br>Johnson City, TN 37614   | 423-439-4491 | NO | NO |
| University-Eastern Illinois University-Communication Studies               | Mark Borzi                  | 600 Lincoln Avenue<br>Charleston, IL 61920   | 217-581-2016 | NO | NO |
| University-Eastern Michigan University-Department of Communicati           | Keith Damron                | 129 Quirk Building<br>Ypsilanti, MI 48197  | 734-487-0064 | NO | NO |



## EEO Public File Report

|   |                        |  |              |    |    |
|---|------------------------|--|--------------|----|----|
| University-Fisk University WFSK 88.1 FM Radio                               | Sharon Kay             | 1000 17th Avenue, North<br>Nashville, TN 37208   | 615-329-8754 | NO | NO |
| University-Franciscan University  | Nancy Ronevich         | 1235 University Blvd.<br>Steubenville, OH 43952  | 740-283-3771 | NO | NO |
| University-Grambling State University-Mass communications                   | Martin Edu             | 100 Main Street<br>Grambling, LA 71245   | 318-274-2189 | NO | NO |
| University-Howard University-School of Communications                       | Carole Dudley          | 2400 6th Street NW<br>Washington, DC 20059   | 202-806-7690 | NO | NO |
| University-Humboldt State University-Communications                         |                        | 1 Harpst Street<br>Arcata, CA 95521  | 707-826-3261 | NO | NO |
| University-Jackson State University   | Nikisha G. Ware        | The MS Learning Institute & The Sally McDonnell 1400<br>J R Lynch Street, P O Box 17096<br>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<br>105 Kedzie Hall<br>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<br>Rolla, MO 65409  | 573-341-4808 | NO | NO |
| University-Missouri State University-KSMU Radio                             | Tammy Wiley            | 901 South National Avenue<br>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<br>Las Cruces, NM 88003  | 575-646-1034 | NO | NO |
| University-North Carolina Central University-Radio & Television             | Dr. Thomas Evans       | 1801 Fayetteville Street<br>Durham, NC 27707   | 919-530-7113 | NO | NO |
| University-Pacific Lutheran University                                      | Amanda Fucci-Bartoszek | School of Business<br>Tacoma, WA 98447   | 253-535-7445 | NO | NO |
| University-Pacific University-Media & Arts                                  | Dave Cassidy           | 2043 College Way<br>Forest Grove, OR 97116   | 503-352-2701 | NO | NO |
| University-Saint Xavier University-Communications                           | Ronald Mark            | 3700 W 103rd Street<br>Chicago, IL 60655   | 773-298-3000 | NO | NO |
| University-Sam Houston State University-The KAT                             | Jim Jones              | 919 16th ST BOX 2207<br>Huntsville, TX 77341   | 936-294-3939 | NO | NO |

## EEO Public File Report

|   |                      |   |              |    |    |
|---|----------------------|---|--------------|----|----|
| University-San Francisco State University-Broadcast and Electronic Communic | Scott Patterson      | 1600 Holloway Avenue<br>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<br>San Francisco, CA 94132                           | 415-338-2428 | NO | NO |
| University-Santa Clara University-Communications                            | Helen Otero          | 500 El Camino Real<br>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<br>Carbondale, IL 62901                                      | 618-453-4308 | NO | NO |
| University-Southern Illinois University-WSIE 88.7 FM                        | Frank Akers          | Dunham Hall Box 1058-SIUE<br>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<br>Baton Rouge, LA 70813                                   | 225-771-2200 | NO | NO |
| University-State University of New York College at Plattsburgh-SUNY         | Julia Overton-Healy  | 101 Broad Street Redclay Hall-Room 172<br>Plattsburgh, NY 12901   | 518-564-4169 | NO | NO |
| University-State University of New York CollegePlattsburgh-SUNY             | Peter Ensel          | 101 Broad Street Yokum Hall-103B<br>Plattsburgh, NY 12901   | 518-564-4287 | NO | NO |
| University-Temple University-Broad  | Patrick Murphy       | Broadcast, Telecommunication and Mass Media Depa<br>Annenberg Hall-Room 205<br>Philadelphia, PA 19122     | 215 204-3041 | NO | NO |
| University-Tennessee State University-Communications Dept.                  | Dr. Page             | 3500 John Merritt Blvd<br>Nashville, TN 37209   | 615-963-5812 | NO | NO |
| University-Valley City State University                                     | Kari Bodine          | 101 College Street SW<br>Valley City, ND 58072  | 701-845-7543 | NO | NO |
| University-Washington State University-KUGR                                 | Andrea Sullivan      | 301 Murrow Communications Center<br>Pullman, WA 99163   | 509-335-5042 | NO | NO |
| University-Western Kentucky University-School of Journalism                 | Teresa Jameson       | 1906 College Heights Boulevard School of Journalism<br>and Broadcasting-#11070<br>Bowling Green, Ky 42101 | 270-745-4144 | NO | NO |
| University-Wichita State University-KMUW 89.1 FM                            | Mark McCain          | 3317 East 17th Street North<br>Wichita, KS 57208  | 316-978-6789 | NO | NO |
| University-Wichita State University/ Elliott School of Communication        | Susan Shultz Huxman  | 1845 Fairmount<br>Wichita, KS 67260   | 316-978-3185 | NO | NO |
| Unversity-Southern University of New Orleans-Telecommunications             | Mike Meehan          | 6400 Press Drive<br>New Orleans, LA 70126   | 504-723-2556 | NO | NO |

## EEO Public File Report

|  |                   |   |               |    |    |
|--|-------------------|---|---------------|----|----|
| Valpar International Corporation                   | Jerry Jorgenson   | 411 Ellis Avenue<br>Ashland, WI 54806   | 715-682-7530  | NO | NO |
| Ventures Unlimited, Inc.                           | Kristin Frane     | 110 North Industrial Drive P O Box 623<br>Shell Lake, WI 54871                            | 715-468-2939  | NO | NO |
| VERMILLION COMMUNITY COLLEGE                       | JOB PLACEMENT     | 1900 EAST CAMP ST<br>ELY, MN 55731  | 218-365-7221x | NO | NO |
| VOCATIONAL REHABILITATION                          | JOB PLACEMENT     | GOVT SVC CTR<br>DULUTH, MN 55802  | 715-392-7896x | NO | NO |
| Vocational Rehahiliitation, Polk County            | Gail Hauser       | 404 Main Street<br>Balsam Lake, WI 54810  | 715-485-9512  | NO | NO |
| Vocational Rehahiliitation, Rhinelander            | Debra Soulier     | 158 South Anderson Street<br>Rhinelander, WI 54501  | 715-365-2600  | NO | NO |
| Vocational Rehahiliitation, Spooner                | Joyce Jacobs      | 522 Service Road P O Box 159<br>Spooner, WI 54801   | 715-635-6202  | NO | NO |
| Vocational Rehahiliitation, St.Croix County        | Candice Ross      | 240 Wisconsin Drive Suite 110<br>New Richmond, WI 54017                                   | 715-246-6790  | NO | NO |
| Weynand Training International                     | Shirley Craig     | 17327 Ventura Boulevard Suite 220<br>Encino, CA 91316                                     | 818-995-1719  | NO | NO |
| Wisconsin Department of Health and Family Services | Terri Kramolis    | Ashland County Health and Human Service Departme<br>301 Ellis Avenue<br>Ashland, WI 54806 | 715-682-7004  | NO | NO |
| Wisconsin Employment Relations Commission, WERC    | Lauri A. Millot   | 904 Messer Street<br>Rhinelander, WI 54501  | 715-362-0370  | NO | NO |
| Wisconsin Job Center - Ashland                     | Cathi Cooper      | Ashland County Jobs Program 411 Ellis Avenue<br>Ashland, WI 54806                         | 715-682-7220  | NO | NO |
| Wisconsin Job Center - Burnett                     | Angie Olson       | Burnett County Job Center 7410 County Road K, #130<br>Siren, WI 54872                     | 715-349-2131  | NO | NO |
| WOAS-FM  | John Peterson     | 701 Parker Ave<br>Ontonagon, MI 49953   | 906.884.4422  | NO | NO |
| Women in the NAACP                                 | Mary Smith Forest | 1306 Basswood Circle<br>Bloomington, IN 47403   | 812-330-0707  | NO | NO |
| Workforce Center                                   |                   | 2100 3rd Avenue<br>Anoka, MN 55303  | 612-441-5903  | NO | NO |
| Workforce Development                              |                   |   | 612-679-3611  | NO | NO |

## EEO Public File Report

|   |                   | 130 South Park Street<br>Mora, MN 55051              |                         |                        |                          |
|---|-------------------|--|-------------------------|------------------------|--------------------------|
| WVKC/Knox College   |                   | 2 East South Street Box K-254<br>Galesburg, IL 61401 | 309-341-7266            | NO                     | NO                       |
| WXAV/Saint Xavier University  |                   | 3700 West 103rd Street<br>Chicago, IL 60655          | 773-298-3375            | NO                     | NO                       |
| Total Resources: 292  |                   |  |                         |                        |                          |
| 3. Job Title: On Air Personality                                    |                   |  | Date Filled: 2020-02-17 |                        |                          |
| Source  | Contact Person    | Address  | Tel #                   | Referred Person Hired? | Requesting Notification? |
| Aging Resouce Center for Douglas County                             | Luann Teige       | 1805 North 16th Street<br>Superior, WI 54880         | 715-394-3611            | NO                     | NO                       |
| All Access  | NA                | NA   | NA                      | NO                     | NO                       |
| American Society for Training and Development-Lake Superior Chapter | Naimi Christenson | PO Box 7 4136 Kingston Road<br>Duluth, MN 55802      | 218-355-3773            | NO                     | NO                       |
| Bad River Band of Lake Superior Tribe of Chippewa Indians           | Donald Moore Sr.  | PO Box 39<br>Odanah, WI 54861                        | 715-682-7111            | NO                     | NO                       |
| Barron County Area Literacy Council, Inc.                           | Judy Schnacky     | 1910 22 1/2 Avenue<br>Rice Lake, WI 54868            | 715-234-1160            | NO                     | NO                       |
| Barron County Developmental Disabilities Services, Inc.             | Russ Tabor        | 175 North Lake Street<br>Barron, WI 54812            | 715-537-5341            | NO                     | NO                       |
| Barron County Job Center  | Louann Novack     | 113 North Main Street<br>Rice Lake, WI 54868         | 715-234-6826            | NO                     | NO                       |
| Bureau of Indian Affairs-Great Lakes Agency                         | Kimberly Bouchard | 916 West Lake Shore Drive<br>Ashland, WI 54806       | 715-682-4527            | NO                     | NO                       |
| Center Against Sexual and Domestic Abuse, Inc. - CASDA              | Julia             | 2231 Catlin Avenue<br>Superior, WI 54880             | 715-392-3136            | NO                     | NO                       |
| College of Saint Scholastica  |                   | 1200 Kenwood Avenue<br>Duluth, MN 55811              | 218-723-6000            | NO                     | NO                       |
| College of Saint Scholastica  | Mary Anderson     | 1200 Kenwood Avenue<br>Duluth, MN 55811              | 218-723-6085            | NO                     | NO                       |
| College- Fond Du Lac Tribal And Community College                   | Patricia Grace    | 2101 14Th Street<br>Cloquet, MN 55720                | 218-879-0800            | NO                     | NO                       |

## EEO Public File Report

|   |                  |   |              |    |    |
|---|------------------|---|--------------|----|----|
| College-City College of Chicago-Truman College                          | Kate Gillespie   | 1145 West Wilson Avenue Room 2915<br>Chicago, IL 60640  | 773-907-4436 | NO | NO |
| College-Columbia College-Portfolio Center-Media Production              | Tim Long         | 623 South Wabash Avenue Room 307<br>Chicago, IL 60605   | 312-369-7282 | NO | NO |
| College-Elmhurst College-Communications                                 | Marjorie Goodban | 190 Prospect Street<br>Elmhurst, IL 60126   | 630-617-3198 | NO | NO |
| College-Elmhurst College-WRSE 88.7 FM                                   | John Valenta     | 190 Prospect<br>Elmhurst, IL 60126  | 630-617-3729 | NO | NO |
| College-Gogebic Community College                                       | Laura Borth      | E-496 Jackson Road<br>Ironwood, MI 49938  | 906-932-4231 | NO | NO |
| College-Henry Ford Community College                                    | Jay Korinek      | 5101 Evergreen Road Telecommunications Department<br>Dearborn, MI 48128                                 | 313-845-6477 | NO | NO |
| College-Hibbing Community College                                       | Career Services  | 1515 East 25th Street<br>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<br>Chicago, IL 60616                                      | 312-567-3088 | NO | NO |
| College-International College of Broadcasting                           | Kenny Pyles      | 6 South Smithville Road<br>Dayton, OH 45431   | 937-258-8251 | NO | NO |
| College-Nicolet Area Technical College                                  | Lori Vance       | 9569 Highway 70 West<br>Minocqua, WI 54548  | 715-356-6753 | NO | NO |
| College-Nicolet Area Technical College                                  | Denise Terzinski | Lake Julia Campus, Center for Business & Industr<br>County Highway G, PO Box 518<br>Rhineland, WI 54501 | 715-365-4481 | NO | NO |
| College-Walsh College of Accountancy and Business Administration        | Jill English     | 3838 Livernois Road<br>Troy, MI 48007   | 248-823-1237 | NO | NO |
| Counseling and Development Center                                       | Gregg Engler     | 171 Chestnut Street PO Box 71<br>Phillips, WI 54555   | 715-339-3966 | NO | NO |
| Damiano Social Services   | Sonia            | 206 West 4th Street<br>Duluth, MN 55806   | 218-727-1834 | NO | NO |
| Detroit Area Film & Television  | Janice King      | PO Box 1443<br>Royal Oak, MI 48068  | 248-547-0847 | NO | NO |
| Diversified Services, Incorporated                                      | Joe Wacek        | 7649 Tower Road PO Box 501<br>Siren, WI 54872   | 715-349-5724 | NO | NO |
| Douglas County Community Support Program (HRC)                          | Steve Engleson   |   | 715-392-8216 | NO | NO |

## EEO Public File Report

|  |                  |  |              |    |    |
|--|------------------|--|--------------|----|----|
|  |                  | 39 North 25th Street East<br>Superior, WI 54880              |              |    |    |
| Douglas County Department of Health and Human Services     | Lila Connolly    | 1316 North 14th Street 4th Floor<br>Superior, WI 54880       | 715-395-1446 | NO | NO |
| Dove Outreach Center                                       | Dale MacDonald   | 110 2nd Avenue South<br>Hurley, WI 54534                     | 715-561-5033 | NO | NO |
| Duluth Workforce Development                               | Julie Smith      | City Hall Room 332<br>Duluth, MN 55802                       | 218-723-3771 | NO | NO |
| East Range Developmental Achievement Center                | Chuck Hamilton   | 800 A Avenue<br>Eveleth, MN 55734                            | 218-744-5130 | NO | NO |
| Fond Du Lac Indian Reservations Human Resources            | Lonnie Susienka  | 1720 Big Lake Road<br>Cloquet, MN 55720                      | 218-878-7527 | NO | NO |
| Forest County Literacy Council                             | Michelle Gobert  | Crandon Public Library 110 West Polk<br>Crandon, WI 54520    | 715-478-3784 | NO | NO |
| Forest County Potawatomi Community                         | Nicole           | 5415 Everybodys Road Executive Building<br>Crandon, WI 54520 | 715-478-7208 | NO | NO |
| Forest County Potawatomi Community, Inc.                   | Harold Gus Frank | PO Box 340 P O Box 340<br>Crandon, WI 54520                  | 715-478-2903 | NO | NO |
| Forward Service Corp                                       | Jennifer Sackett | P.O. BOX 918 607 North Sales Street<br>Merrill, WI 54452     | 715-536-8499 | NO | NO |
| Forward Service Corporation                                | Ms. Joan Hartman | 21-A South Brown Street PO Box 597<br>Rhineland, WI 54501    | 715-362-7811 | NO | NO |
| Gogebic County Department of Human Services                | Scott Parrott    | 301 East Lead Street<br>Bessemer, MI 49911                   | 906-663-6200 | NO | NO |
| Goodwill Industries in Hibbing, Minnesota                  | Ann Valla        | 315 East Howard Street<br>Hibbing, MN 55746                  | 218-262-5633 | NO | NO |
| Goodwill Industries in Virginia Minnesota                  | Carol Buccanan   | 522 Chestnut Street<br>Virgiiia, MN 55792                    | 218-741-3943 | NO | NO |
| Goodwill Industries of Duluth                              | Dede Krause      | 700 Garfield Avenue<br>Duluth, MN 55802                      | 218-722-6351 | NO | NO |
| Grand Portasge Reservation Tribal Council                  | Norman DesChampe | PO Box 428<br>Grand Portage , MN 55605                       | 218-475-2277 | NO | NO |
| Great Lakes Inter-Tribal Vocational Rehabilitation Program | Patricia Lerch   | PO Box 760<br>Lac du Flambeau, WI 54538                      | 715-588-3324 | NO | NO |

## EEO Public File Report

|   |   |   |                  |    |    |
|---|---|---|------------------|----|----|
| Hayward Job Center  | Teri Heathcote                                | 15618 Windrose Lane Suite 108<br>Hayward, WI 54843                                  | 715-634-4845     | NO | NO |
| Human Service Center-Forest/Oneida/Vilas Counties                 | Ann Cleereman/Dottie Moffat,<br>Prog. Manager | 705 East Timber P Box 897<br>Rhinelander, WI 54501                                  | 715-369-2215     | NO | NO |
| JOB SERVICE   |   | 820 N. 9th ST<br>VIRGINIA, MN 55792   | 218-749-7792x    | NO | NO |
| Job Service   | Genny Stratil                                 | Medford Job Center 620 East College Avenue<br>Medford, WI 54451                     | 715-748-3143x562 | NO | NO |
| Karepak-AVAIL, Incorporated                                       | Michelle Arrowood                             | Advocates for Victims of Sexual & Domestic Abuse P O<br>Box 355<br>Antigo, WI 54409 | 715-623-5177     | NO | NO |
| Lac Court Oreilles Tribe  | Doreen Wolfe                                  | 13394 West Trepania Road<br>Hayward, WI 54843                                       | 715-634-8934     | NO | NO |
| Lac Courte Oreilles Ojibwa Community College                      | Thelma Nayqonabe                              | Work-Based Learning & Youth Apprenticeship Prog<br>Hayward, WI 54843                | 715-634-4790x115 | NO | NO |
| Lac Vieux Desert Band of Lake Superior Chippewa Indians           | Dee Dee McGeschick                            | N5384 US 45 P.O. Box 129<br>Watersmeet, MI 49969                                    | 906-358-4940     | NO | NO |
| Langlade County Department of Social Services                     | Tom Madsen                                    | 1225 Langlade Road<br>Antigo, WI 54409  | 715-627-6500     | NO | NO |
| Langlade Employment & Training Center                             | Larry Kind                                    | East Campus-NTC 312 East Forrest Avenue<br>Antigo, WI 54409                         | 715-623-2117     | NO | NO |
| LDS EMPLOYMENT  | ROYCE DYER                                    | 10455 WYOMING AVE<br>CHICAGO CITY, MN 55013   | 651-483-0782x    | NO | NO |
| Lincoln County Community Support Program                          | Bill Dingess                                  | Lincoln Health Care Center 607 North Sales Street<br>Merrill, WI 54452              | 715-536-9482     | NO | NO |
| Lincoln County Social Services                                    | Donna Simek                                   | 607 North Sales Street<br>Merrill, WI 54452   | 715-536-6200     | NO | NO |
| LUTHERAN SOCIAL SERVICES  | ANGIE   | 424 W. SUPERIOR 6th FLOOR<br>DULUTH, MN 55802                                       | 218-726-4890x    | NO | NO |
| Lutheran Social Services of Wisconsin and Upper Michigan,<br>Inc. | Marsha Kribinchuk                             | Counseling & AODA Services 2231 Catlin Avenue, #<br>112<br>Superior, WI 54880       | 715-394-4173     | NO | NO |
| Lutheran Social Services of Wisconsin and Upper Michigan,<br>Inc. | Sarah   | Adult Day Center 500 West Washington Street<br>New London, WI 54568                 | 920-982-9205     | NO | NO |

## EEO Public File Report

|                                       |                          |  |                  |    |    |
|---------------------------------------|--------------------------|--|------------------|----|----|
| LUTHERAN SOCIAL SVC                   | JEAN                     | 9239 IDAHO ST<br>DULUTH, MN 55808  | 218-626-2726x    | NO | NO |
| MESABI RANGE COMMUNITY & TECH COLLEGE | CAREER SERVICES          | 1100 INDUSTRIAL PARK DR<br>EVELETH, MN 55734                                   | 218-744-3302x    | NO | NO |
| Minnesota Workforce Center-Cloquet    | Ken Norstrud             | Carlton County Government Center 14 North 11th Street<br>Cloquet, MN 55720     | 218-878-5000     | NO | NO |
| Minnesota Workforce Center-Duluth     | Donald Hoag              | 320 West Second Street Suite 2<br>Duluth, MN 55802                             | 218-723-4730     | NO | NO |
| Minnesota Workforce Center-Hibbing    | Pam Golos                | 3920 13th Avenue East<br>Hibbing, MN 55746                                     | 218-262-6777     | NO | NO |
| Minnesota Workforce Center-Virginia   | Michelle Ufford          | 820 North Ninth Avenue Suite 250<br>Virginia, MN 55792                         | 218-748-2200     | NO | NO |
| NAACP Indianapolis Branch             | Chrystal Ratcliffe       | 300 East Fall Creek Parkway North Drive PO Box 88676<br>Indianapolis, IN 46208 | 317-925-5127     | NO | NO |
| NAACP- Terra Haute Chapter            | Theresa Bynum            | P.O. Box 441<br>Terra Haute, IN 47808  | 812-234-4209x235 | NO | NO |
| NAACP-Flint                           | A. C. Dumas              | PO Box 1336<br>Flint , MI 48501  | 810-785-3733     | NO | NO |
| NAACP-Lansing                         | Jeanne Baugh             | 1801 West Main Street LeJohn Building<br>Lansing, MI 48915                     | 517-484-9171     | NO | NO |
| NAACP-Lenawee County                  | Jeanette Henagan         | 1544 Ramblewood Court<br>Adrian, MI 49221                                      | 517-263-1714     | NO | NO |
| NAACP-Macomb County                   | Ruthie Stevenson         | PO Box 1063<br>Mount Clemens, MI 48046   | 586-783-7530     | NO | NO |
| NAACP-Niles                           | Reverend Saundria Wilson | 924 Cherry Street<br>Niles, MI 49120   | 616-683-0249     | NO | NO |
| NAACP-Three Rivers                    | Elizabeth O'Dell         | PO Box 1006<br>Three Rivers, MI 49093  | 269-651-5978     | NO | NO |
| NAACP-Ypsilanti-Willow Run            | Sharon Newton-Glen       | PO Box 107<br>Whittaker, MI 48190  | 734-480-9654     | NO | NO |
| Northcentral Area Technical College   | Mary Brennan             | Medford Campus 624 East College<br>Medford, WI 54451                           | 715-748-3603     | NO | NO |
| Northcentral Area Technical College   | Dan Nowak                | Antigo Campus 312 Forrest Avenue<br>Antigo, WI 54409                           | 715-623-7601     | NO | NO |



## EEO Public File Report

|   |                   |   |                  |    |    |
|---|-------------------|---|------------------|----|----|
| Northern Advantage Job Center                                     | Norman Martin     | 100 West Keenan Street<br>Rhineland, WI 54501                               | 715-365-2667     | NO | NO |
| Northland College   | Jenna Casey       | Ponzio Campus Center # 209 1411 Ellis Avenue<br>Ashland, WI 54806           | 715-682-1398     | NO | NO |
| Northland College   | Connei Burditt    | Mead Hall, Room 124 1411 Ellis Avenue<br>Ashland, WI 54806                  | 715-682-1240     | NO | NO |
| Northland College-WRNC Radio                                      | Bob Grah          | Northland College Radio WRNC 97.7 1411 Ellis<br>Avenue<br>Ashland, WI 54806 | 715-682-1287     | NO | NO |
| Northwest Connection Family Resources                             | Jacqueline Strand | 16076 West Highway 63<br>Hayward, WI 54843                                  | 715-634-2299     | NO | NO |
| Northwest Wisconsin CEP   | Corey Kemp        | 422 3rd Street West Suite 200, P O Box 616<br>Ashland, WI 54806             | 715-682-9141     | NO | NO |
| Ontonagon County Department of Social Services                    | Dale MacDonald    | 730 South 7th Street<br>Ontonagon, MI 49953                                 | 906-884-4951     | NO | NO |
| PINE TECHNICAL COLLEGE  | CAREER SERVICES   | 1000 4TH ST<br>PINE CITY, MN 55063  | 320-629-5100x    | NO | NO |
| Polk County Adult Development Center, Inc,                        | Dawn              | 101 150th Street<br>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<br>Balsam Lake, WI 54810       | 715-485-3133x840 | NO | NO |
| Price County Probation & Parole Office                            |                   | Courthouse, 126 Cherry Street Room 2<br>Phillips, WI 54555                  | 715-339-3770     | NO | NO |
| Probation & Parole Division of, - Burnett County Unit 506         |                   | 7410 Country Road K # 124<br>Siren, WI 54872                                | 715-349-2175     | NO | NO |
| Probation & Parole Division of, - Lincoln County Unit 607         | Kurt Zengler      | City Hall 1004 East First Street<br>Merrill, WI 54452                       | 715-536-6433x339 | NO | NO |
| Probation & Parole Division of, - Polk County Unit 502            |                   | 941 Mallard Lane Suite 104<br>Balsam Lake, WI 54810                         | 715-485-3114     | NO | NO |
| Probation & Parole Division of, - Region 6 Office (Oneida County) | Robert Grusnick   | 2187 North Stevens Street Suite B<br>Rhineland, WI 54501                    | 715-365-2580x258 | NO | NO |
| Probation & Parole Division of, - Taylor County Unit 606          |                   | 224 South Second Street # 201<br>Medford, WI 54451                          | 715-748-3504     | NO | NO |
| Probation & Parole Office - Barron County Unit 504                | Mike O'Keefe      |   | 715-234-6925     | NO | NO |

## EEO Public File Report

|  |                                  |   |              |     |    |
|--|----------------------------------|---|--------------|-----|----|
|  |                                  | 101 North Wilson Avenue<br>Rice Lake, WI 54868            |              |     |    |
| Probation & Parole Office - Sawyer County Unit 601       |                                  | 801 Highway B E<br>Hayward, WI 54843                      | 715-634-2929 | NO  | NO |
| Radio 1 Broadcast School                                 | Joe Deschler                     | 700 3rd Street North Suite LL7<br>La Crosse, WI 54601     | 507-450-4604 | NO  | NO |
| Radio Ad   | NA                               | NA  | NA           | YES | NO |
| REM Wisconsin-Superior                                   | Jill Corbin                      | 3215 Tower Avenue Suite 108<br>Superior, WI 54880         | 715-395-8400 | NO  | NO |
| Saint Croix Chippewa Indians of Wisconsin                | Lewis Taylor                     | 24663 Angeline Avenue P.O. Box 45287<br>Webster, WI 54893 | 714-349-2195 | NO  | NO |
| Salvation Army-Minnesota-Cloquet Service Center          | Captain Ruth Gibbons             | 316 Carlton Avenue<br>Cloquet, MN 55720                   | 218-879-1693 | NO  | NO |
| Salvation Army-Minnesota-Duluth Service Center           | Majors William and Elizabeth Cox | 215 South 27th Avenue West<br>Duluth, MN 55806            | 218-722-7934 | NO  | NO |
| Salvation Army-Minnesota-Hibbing Service Center          | Lts. Randy and Debbie Stahl      | 107 West Howard Street<br>Hibbing, MN 55746               | 218-263-5096 | NO  | NO |
| Salvation Army-Minnesota-Virginia Service Center         | Majors Alan and Lavonne Fones    | 507 12th Avenue West<br>Virginia, MN 55792                | 218-741-1889 | NO  | NO |
| Salvation Army-Wisconsin-Hayward Extension               | Deb Heubner                      | 15728 West County Road B<br>Hayward, WI 54843             | 715-558-1040 | NO  | NO |
| Salvation Army-Wisconsin-Siren Faith House               | Stacey Sybers                    | 7764 West Main Street<br>Siren, WI 54872                  | 715-349-8744 | NO  | NO |
| Salvation Army-Wisconsin-Superior Corps Community Center | Major Rosemary Matson            | 916 Hughitt Avenue<br>Superior, WI 54880                  | 715-394-7001 | NO  | NO |
| Social Services-Oneida County Social Services            | Paul Spencer                     | Courthouse Building<br>Rhinelander, WI 54501              | 715-362-5695 | NO  | NO |
| Society of Professional Journalists                      | Joe Skeel                        | 3909 North Meridian Street<br>Indianapolis, IN 46208      | 317-927-8000 | NO  | NO |
| Sokaogan Chippewa Tribe                                  | Robin Jensen                     | 3154 State Highway 55<br>Crandon, WI 54520                | 715-478-7629 | NO  | NO |
| Specs Howard School of Broadcast Arts                    | Nancy Shiner                     | 19900 West Nine Mile Road<br>Southfield, MI 48075         | 248-358-9000 | NO  | NO |

## EEO Public File Report

|  |                       |  |               |    |    |
|--|-----------------------|--|---------------|----|----|
| ST LOUIS COUNTY SOCIAL SVC                                       |                       | 320 W 2ND ST<br>DULUTH, MN 55802   | 218-726-2119x | NO | NO |
| ST LOUIS COUNTY SOCIAL SVC                                       |                       | 2534 E BELTLINE<br>HIBBING, MN 55746   | 218-262-6000x | NO | NO |
| ST. LOUIS COUNTY SOCIAL SERVICES                                 | MAUREEN RAYNUM        | P.O. BOX 1148<br>VIRGINIA, MN 55792  | 218-749-7128x | NO | NO |
| Superior Job Center (Douglas County)                             | Jim Erickson          | WI Veterans Employment 1805 North 14th Street<br>Superior, WI 54880                              | 715-392-7808  | NO | NO |
| Taylor County Community Support Program                          | Dan Brost             | Human Services 540 East College Street<br>Medford, WI 54451                                      | 715-748-3332  | 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<br>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<br>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<br>Building<br>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,<br>Room 134<br>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<br>Catlin-PO Box 2000<br>Superior, WI 54880 | 715-394-8369  | NO | NO |
| University of Wisconsin-Vilas Cooperative Extension              | Steve Nelson          | 200 East Madison<br>Crandon, WI 54520  | 715-479-3653  | NO | NO |
| University-Ashland University                                    | Robert Brown          | 401 College Avenue<br>Ashland, OH 44805  | 800-882-1548  | NO | NO |
| University-Chicago State<br>University-Communications-Media Arts | Arthur M. Reese       | 9501 South King Drive Douglas Library, #116<br>Chicago, IL 60628                                 | 773-995-2280  | NO | NO |
| University-Duluth Business University, Incorporated              |                       | 412 West Superior Street<br>Duluth, MN 55802   | 218-722-3361  | NO | NO |
| University-Eastern Illinois University-Communication Studies     | Mark Borzi            | 600 Lincoln Avenue<br>Charleston, IL 61920   | 217-581-2016  | NO | NO |

## EEO Public File Report

|  |                 |   |               |    |    |
|--|-----------------|---|---------------|----|----|
| University-Eastern Michigan University-Department of Communicati | Keith Damron    | 129 Quirk Building<br>Ypsilanti, MI 48197   | 734-487-0064  | NO | NO |
| University-Franciscan University                                 | Nancy Ronevich  | 1235 University Blvd.<br>Steubenville, OH 43952   | 740-283-3771  | NO | NO |
| University-Saint Xavier University-Communications                | Ronald Mark     | 3700 W 103rd Street<br>Chicago, IL 60655  | 773-298-3000  | NO | NO |
| University-Valley City State University                          | Kari Bodine     | 101 College Street SW<br>Valley City, ND 58072  | 701-845-7543  | NO | NO |
| Valpar International Corporation                                 | Jerry Jorgenson | 411 Ellis Avenue<br>Ashland, WI 54806   | 715-682-7530  | NO | NO |
| Ventures Unlimited, Inc.   | Kristin Frane   | 110 North Industrial Drive P O Box 623<br>Shell Lake, WI 54871                            | 715-468-2939  | NO | NO |
| VERMILLION COMMUNITY COLLEGE                                     | JOB PLACEMENT   | 1900 EAST CAMP ST<br>ELY, MN 55731  | 218-365-7221x | NO | NO |
| VOCATIONAL REHABILITATION  | JOB PLACEMENT   | GOVT SVC CTR<br>DULUTH, MN 55802  | 715-392-7896x | NO | NO |
| Vocational Rehahiliitation, Polk County                          | Gail Hauser     | 404 Main Street<br>Balsam Lake, WI 54810  | 715-485-9512  | NO | NO |
| Vocational Rehahiliitation, Rhinelander                          | Debra Soulier   | 158 South Anderson Street<br>Rhinelander, WI 54501  | 715-365-2600  | NO | NO |
| Vocational Rehahiliitation, Spooner                              | Joyce Jacobs    | 522 Service Road P O Box 159<br>Spooner, WI 54801   | 715-635-6202  | NO | NO |
| Wisconsin Department of Health and Family Services               | Terri Kramolis  | Ashland County Health and Human Service Departme<br>301 Ellis Avenue<br>Ashland, WI 54806 | 715-682-7004  | NO | NO |
| Wisconsin Employment Relations Commission, WERC                  | Lauri A. Millot | 904 Messer Street<br>Rhinelander, WI 54501  | 715-362-0370  | NO | NO |
| Wisconsin Job Center - Ashland                                   | Cathi Cooper    | Ashland County Jobs Program 411 Ellis Avenue<br>Ashland, WI 54806                         | 715-682-7220  | NO | NO |
| Wisconsin Job Center - Burnett                                   | Angie Olson     | Burnett County Job Center 7410 County Road K, #130<br>Siren, WI 54872                     | 715-349-2131  | NO | NO |
| WOAS-FM  | John Peterson   | 701 Parker Ave<br>Ontonagon, MI 49953   | 906.884.4422  | NO | NO |
| WVKC/Knox College  |                 |   | 309-341-7266  | NO | NO |

## EEO Public File Report

|  |   | 2 East South Street Box K-254<br>Galesburg, IL 61401  |              |                                  |    |
|--|---|---|--------------|----------------------------------|----|
| WXAV/Saint Xavier University   |   | 3700 West 103rd Street<br>Chicago, IL 60655   | 773-298-3375 | NO                               | NO |
| Total Resources: 145   |   |   |              |                                  |    |
| C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2019-08-01 and 2020-07-31 (this will be a raw number): |   |   |              | 4                                |    |
| D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2019-08-01 and 2020-07-31 Per Recruitment/Referral Sources:   |   |   |              |                                  |    |
| Referral Source  | Contact Person                          | Address   | Tel #        | Number of Interviewees Referred? |    |
| Employee Referral  | N/A                                     | N/A   | N/A          | 1                                |    |
| Radio Ad   | NA                                      | NA  | NA           | 3                                |    |
| E. Outreach Activities:  |   |   |              |                                  |    |
| Date   | Other Outreach Activity                 | Description of Activity   |              |                                  |    |
| 07/31/2020   | Supplemental Recruitment Activity - ASH | <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 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</p> |              |                                  |    |

## EEO Public File Report

|                   |   |  |
|-------------------|---|--|
|                   |   | <p>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 / WNXR 107.3 FM 2320 Ellis Avenue P.O. Box 613 Ashland, WI 54806</p>  |
| <p>07/31/2020</p> | <p>Supplemental Recruitment Activity - ER</p> | <p>WRJO/WERL/WCYE/WNWX 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/WCYE/WNWX 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. WRJO/WERL/WCYE/WNWX 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, James Coursolle President/General Manager WRJO 94.5 FM / WERL 950 AM / WCYE - 93.7 FM / WNWX - 96.5 FM 909 N. Railroad Street P.O. Box 309 Eagle River, WI 54521</p> |