

August 1, 2017

## Letter to Public File

## EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(6) of the FCC's 2003 EEO Rule. This Report has been prepared on behalf of QueenB Radio, Wisconsin, (the Station Employment Unit that is comprised of WPVL-AM, WPVL-FM, WGLR-FM, and KIYX-FM) and is required to be placed in the public inspection files of QueenB Radio, Wisconsin and posted on its website, [www.wglr.com](http://www.wglr.com)

The information contained in this report covers the time period beginning August 1, 2016 to and including July 31, 2017.

The FCC's 2003 EEO Rule requires that this Report contain the following information.

1. A list of all full-time vacancies filled by QueenB Radio Wisconsin during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies, and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080© (2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or via email.

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Please see the attached spreadsheet listing all full-time positions filled during the period of 08/01/2016 – 07/31/2017, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

#### Supplemental initiatives implemented between 08/01/2016 - 07/31/2017:

- Attendance at the Telegraph Herald Annual Job Fair held September 20, 2016 at the Diamond Joe Casino in Dubuque, IA by Market Manager Herb Cody.
- Attendance at the UW-Platteville Workforce Alliance Workshop on Friday October 21, 2016 by Market Manager Herb Cody. Herb was a guest panelist speaking about radio internships, what students can expect as an intern, and what the university can do to improve its internship program.
- Attendance at the Southwest Wisconsin Fall Job Fair at Southwest Technical College by Market Manager Herb Cody October 26, 2016.
- Participated in Loras College Principle In Marketing Class November 5, 2016. Market Manager Herb Cody was a guest speaker lecturing on Personal Selling and Sales Promotion in broadcast. Following the presentation, student participated in a question and answer discussion.
- Attendance at the Wisconsin Broadcaster's Winter Job Fair on January 25, 2017 by Market Manager Herb Cody.
- Attendance at the "Avoiding Discrimination in Employment Terminations" EEO session at the Wisconsin Broadcaster's Winter Conference on January 25, 2017 by Market Manager Herb Cody.
- February 9, 2017 attendance at the UW Platteville Spring Career Fair by Market manager Herb Cody.

- Participation at the WBA Student Seminar on Saturday March 4, 2017 by Market Manager Herb Cody as a panelist on the Speed Networking portion of the seminar.
- Participation in the UW Platteville Reverse Job Fair March 7, 2017. Potential employment candidates interviewed Market Manager Herb Cody as they searched for a company that fit their particular skill set.
- Participated in Loras College Principle In Marketing Class April 3, 2017. Market Manager Herb Cody was a guest speaker lecturing on Personal Selling and Sales Promotion in broadcast. Following the presentation, student participated in a question and answer discussion.
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- Attendance at Wisconsin Broadcaster's Summer Job Fair on June 14, 2017 by Market Manager Herb Cody.
- Attendance at the "What's New with the EEO at the FCC" EEO session at the Wisconsin Broadcaster's Summer Conference on June 14, 2017 by Market Director Herb Cody.

Please contact Jeff Ver Voort, Director of Human Resources, or Herb Cody, Market Manager with questions regarding this information.

Sincerely,

Herb Cody  
Market Manager – QueenB Radio

Enclosures