

**WAUK-AM and WRJN-AM
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023**

Note: WAUK-AM was purchased on December 30th, 2022 and WRJN-AM on May 17th, 2023. As such, the following activities cover only a fraction of the 2-year reporting period.

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MSRL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive / Sales Associate	1, 2, 7	2
Associate Broadcast Producer	1, 2, 3, 4, 5, 6, 7	2
Account Executive / Sales Associate	1, 2, 7	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over Reporting Period
1	Civic Media Careers Page https://civicmedia.us/careers/	No	5
2	Indeed.com https://www.indeed.com/cmp/Civic-Media	No	60
3	Civic Media LinkedIn https://www.linkedin.com/company/civicmediaus	No	
4	Facebook https://www.facebook.com/CivicMediaUS	No	
5	Job Center of Wisconsin https://jobcenterofwisconsin.com/	No	
6	Wisconsin Broadcasters Association job board https://mywba.wi-broadcasters.org/jobs-available	No	
7	On-air advertising of job openings	No	

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in job fair	We participated in the Wisconsin Broadcasters Association Job/Career Fair, Saturday Feb 25, 2023 from 11am to 1pm in Madison, WI. Our President/COO, Office Manager, and News Director attended and introduced our relatively new organization both to job-seeking attendees and to peers in the broadcasting community.
2	Participation in job fair	We participated in the Wisconsin Broadcasters Association Careers in Broadcasting Virtual Mixer on April 11, 2023. Our News Director and Office Manager/recruitment coordinator were in attendance.
3	Participation in EEO training	Our Office Manager/recruitment coordinator participated in the Wisconsin Broadcasters Association EEO Seminar on April 13, 2023 to bolster our understanding of recruiting requirements.