

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report /Website Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WVRQ-AM and WVRQ-FM licensed to Viroqua, Wisconsin, WKPO-FM licensed to Soldiers Grove, Wisconsin and WPRE-AM and WQPC-FM licensed to Prairie du Chien, Wisconsin. This information is required to be placed in the above station’s public file and posted on their website. The information contained in this Report covers the time period August 1, 2015 to July 31, 2016. The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit;
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(c)(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 connections with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

### **Appendix 1:** Job Listings for WQPC-FM/WPRE-AM/WVRQ-FM/WVRQ-AM/WKPO-FM:

Job ID:	J022934 On-air announcer
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Job ID:	J023828 Traffic-receptionist
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### **Appendix 2:** The recruitment source(s) utilized to fill the vacancy:

Job Resources for (job ID): J022934

Wisconsin Broadcasters Association Job Bank: 44 E Mifflin St. Suite 900, Madison, Wi 53703,  
Michelle Vetterkind, 608-255-2600

Wisconsin Broadcasters Association Job Fair June 17, 2015 in Wisconsin Dells: 44 E Mifflin St. Suite 900, Madison, WI 53703, Michelle Vetterkind, 608-255-2600

Radio 1 Broadcast School 700 3rd St N, La Crosse, WI 54601 800-889-2221

All Access, [www.allaccess.com](http://www.allaccess.com)

On-air announcements Viroqua: WVRQ/WKPO, E7601A County Road SS, Viroqua, WI 54665, Jeff Robinson, 608-637-7200

Agency Name	Contact Name	Address1	City	State	Zip	Phone
ABR Employment Services-Lacrosse, WI	Gary Frahm	1501 Losey Boulevard South	La Crosse	WI	54601	608-782-9700
ABR Employment Services-Sparta, WI	Gary Fram	225 North Black River Street	Sparta	WI	54656	608-269-0542
AgeAdvantAge Older Worker Program	Russell Gruner	215 East Madison Street P O Box 461	Hillsboro	WI	54634	608-242-4928
Association for Retarded Citizens (ARC) of Richland County	Deb Hanzel	PO Box 87	Richland Center	WI	53581	608-627-1193
Baraboo Literacy Council	Bea Statz	E10675 North Reedsburg Raod	Baraboo	WI	53913	608-356-6988
Branch County Social Service Department	Connie Dykman	Human Services Building 809 Marshall Road, Suite B	Coldwater	MI	49036	517-279-4200
Catholic Charities, La Crosse	Darcie Manning	3710 East Ave	La Crosse	WI	54601	608-782-0710
Catholic Charities, Prairie du Chien	Sandy Marx	129 East Blackhawk # 3	Prairie du Chien	WI	53821	
City Wide Community Services	Yolanda Garth	6252 South Martin Luther Kind Drive	Chicago	IL	60637	
Civic Works	Peter Aron	2701 Saint Lo Drive	Baltimore	MD	21213	
College-Luther College-KWLC 1240AM/KLSE 91.7 FM	Jennifer Cantine	700 College Drive	Decorah	IA	52101	563-387-1240
College-Northeast Iowa Community College-Calmar Campus	Kelli Smutzler	Student Center 160 1625 Highway 150	Calmor	IA	52132	563-562-3263
College-Western Wisconsin Technical College	Bernard Black	304 North 6th Street	La Crosse	WI	54602	608-785-9200
College-Western Wisconsin Technical College	Karol Parr	304 Sixth Street, North	La Crosse	WI	54601	608-785-9200
College-Winona State College			Winona	MN	55987	507-457-5000
College-Winona State College- SE Tech		1250 Homer Road PO Box 409	Winona	MN	55987	507-453-2700
Couleecap, Inc.	Grace Jones	201 Melby Street	Westby	WI	54667	608-634-3104
Crawford County Family Resource Center	Tonya Millard	800 East Taylor Street	Prairie du Chien	WI	53821	608-357-2135
Crawford County Human Services	John Weyrough	111 West Dunn Street	Prairie du Chien	WI	53821	608-326-0248
Division of Vocational Rehabilitation--La Crosse	Amy Grotzke	333 Buchner Place Wing B	La Crosse	WI	54603	608-785-9500
Family Resources	Jodi Widuch	P O Box 1897	LaCrosse	WI	54602	608-784-8125
Goodwill Industries in Oelwein Iowa	Colleen Schoultz	13 South Frederick Avenue	Oelwein	IA	50662	319-283-3012
Goodwill Industries of North Central Wisconsin, Inc.	Paula Egge	2334-36 Rose Street	LaCrosse	WI	54603	608-783-2710
Grant County Extension	Ted Bay	916 Elm Street	Lancaster	WI	53813	608-723-2125
Grant County Welfare Fraud	Lisa Riniker	130 West Maple Street	Lancaster	WI	53813	608-723-4237
Great Rivers 2-1-1	Teresa Halverson	P O Box 426	Onalaska	WI	54650	608-775-6336

Handishop Industries, Inc.	William J. Greene	1411 North Superior Avenue	Tomah	WI	54660	608-372-3289
High School, Boscobel	Rhonda Scallon	300 Brindley Street	Boscobel	WI	53805	608-375-4161
Hmong Mutual Assistance Association, La Crosse	Thai Vue	1815 Ward Avenue	La Crosse	WI	54603	608-781-5744
Hodan Center, Inc.	Tom Schraeder	941 West Fountain Street P O Box 212	Mineral Point	WI	53565	608-987-3336
Iowa Workforce Development		517 West Water Street	Decorah	IA	52101	319-382-4280
Jeneau County Area Literacy Council	Deb Brooks	Hatch Public Library 111 West State Street	Mauston	WI	53948	608-847-4454
Job Service	Denise Stelpflug	Grant County Job Center 8820 Highways 35 and 61 South	Lancaster	WI	53813	608-723-2153x185
Juneau County Aging Unit	Heidi Randall	Courthouse Annex, Room 6 220 East Lacrosse Street	Mauston	WI	53948	608-847-9371
Juneau County Human Services	Steve Ruff	220 East La Crosse	Mauston	WI	53948	608-847-2400
Juneau County Veterans Service Office	Teddy Duckworth	Veterans Service Office, Room 201 211 Hickory Street	Mauston	WI	53948	608-847-9385
Labor Ready	Adam Tolliver	2617 George Street	La Crosse	WI	54601	608-779-4780
Lafayette County Human Services	Troy Whiteman	627 North Main Street P O Box 206	Darlington	WI	53530	608-776-4800
Lafayette County Job Center	Kate Chambers	Southwest Wisconsin Job Centers 627 Main Street	Darlington	WI	53530	608-776-4900
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Mr. Clark Nordberg	Bethel Home and Services, Inc. 614 South Rock Avenue	Viroqua	WI	54665	608-6372171
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Tim Vadis	Immanuel Lutheran Church 310 West Main Street	Mount Horeb	WI	53572	608-437-8733
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Todd Wilson	Bethany Lutheran Homes, Inc. 2025 South Avenue, Suite 200	La Crosse	WI	54601	608-796-2300
Manpower	Ben Sadowski	1855 E. Main Street Ste B	Onalaska	WI	54650	608-781-8899
Minnesota State College Southeast Technical--Job Placement Cente	Cindy Kottke	1250 Homer Road P.O. Box 409	Winona	MN	55987	507-453-2736
Minnesota Workforce Center-Winona	Mike Haney	1250 Homer Road Suite 200	Winona	MN	55987	507-453-2920
Monroe County Department of Human Services	Sue Rettler	14301 County Highway B A-19	Sparta	WI	54656	608-269-8600
North Crawford High School	Daniel M. Davies, Ed.D.	47050 County Road X	Soldiers Grove	WI	54655	608-735-4311
Oelwein Workforce Development	Sandy	400 South Frederick Avenue	Oelwein	IA	50662	319-283-2751
ORC Industries, Incorporated	Aaron Czappa	2700 Commerce Street	La Crosse	WI	54603	608-781-7727
Passages: A Program for Survivors of Domestic Violence & Sexual	Joanne Rausch	P O Box 546	Richland Center	WI	53581	608-647-8775
Prairie du Sac Public Library	Jennifer Endres	560 Park Avenue	Prairie du Sac	WI	53578	608-643-8318
Probation & Parole Division of, - Crawford County Unit 809		1500 East Lessard Street	Prairie du Chien	WI	53821	608-326-8357
Probation & Parole Office - Iowa County Unit 812		1109 Professional Drive	Dodgeville	WI	53533	608-935-3014
Queen B Radio Wisconsin	Judy Boldt	206 South Sheridan	Lancaster	WI	53813	608- 349-2000

Richland County Health and Human Services	Karee Gander	Children and Families 221 West Seminary Street	Richland Center	WI	53581	608-647-8821
Richland County Job Center	Kari Oates	221 West Seminary Street	Richland Center	WI	53581	608-647-8821
Richland County Literacy Council	Barbara Kennedy	385 East Seventh Street	Richland Center	WI	53581	608-647-8821x305
Richland County Production Services	Dennis Behl	1000 Highway 14 West	Richland Center	WI	53581	608-647-6384
Saint Mary's Ridge Church	Shannon Leis	26400 CTHU	Cashton	WI	54619	608-823-7906
Salvation Army-Wisconsin-La Crosse Corps Community Ceen	Wendy Frankie	223 North Eighth Street	La Crosse	WI	54601	608-782-6126
Sauk County Job Center	Jolene Gruber	1000 Log Lodge Court	Baraboo	WI	53913	608-355-3151x314
Southwest Community Action Program	Walter Orzechowski	149 North Iowa Street	Dodgeville	WI	53533	608-935-2326
Southwest Literacy Coalition	Chris Foley & Kathy Korb	1800 Bronson Boulevard	Fennimore	WI	53809	608-822-3262
Southwest Opportunities Center, Inc. (Grant County)	Audrey Gaio-Johnson	1600 Industrial Park Road P O Box 207	Lancaster	WI	53813	608-723-6659
Southwest Tech Job Center	Kathie Edge	1800 Bronson Boulevard	Fennimore	WI	53809	800-333-9339
Southwest Wisconsin Technical College	Sheila Marten	Career and Job Center/College Connection, Rm 480 1800 Bronson Boulevard	Fennimore	WI	53809	608-822-2335
Southwest Wisconsin Workforce Development Board, Inc.	Robert Borremans	Iowa County Job Center 319 Elanines Court	Dodgeville	WI	53533	608-935-3116
Southwestern Wisconsin Workforce Development	Lola Williams	Iowa County Job Center/Div. of Workforce Solutio 201 South Iowa Street	Dodgeville	WI	53533	608-935-3116
University of Wisconsin-La Crosse-Career Services	Karla Stanek	1725 State Street Cartwright Center-Room 54	La Crosse	WI	54601	608-785-8514
University of Wisconsin-La Crosse-WLSU 88.9 FM	John Gaddo	1725 State Street	La Crosse	WI	54601	608-785-8380
University of Wisconsin-La Crosse-WMCM-TV	Dr. Patricia Turner	1725 State Street 253 Wing Technology Center	La Crosse	WI	54601	608-785-8379
University of Wisconsin-LaCrosse-Multicultural Student Services	Dr. Ned Reese	1725 State Street	La Crosse	WI	54601	608-785-8225
University of Wisconsin-Platteville	Becky Troy	Communications Technologies 1 University Plaza	Platteville	WI	53818	608-342-1627
University of Wisconsin-Platteville	Diana Trendt	1 University Plaza Ullsvik Hall-Room 0200	Platteville	WI	53818	608-342-1183
University of Wisconsin-Platteville	Rick Morgan	Continuing Education	Platteville	WI	53818	608-342-1314
University of Wisconsin-Platteville-Comm	Rob Snyder, Ph.D.	Department of Communication Technologies 1 University Plaza-307 Pioneer Tower	Platteville	WI	53818	608-342-1630
University of Wisconsin-Richland	Kari Bartels	Student Services, Melvill Hall 1200 Highway 14 West	Richland Center	WI	53581	608-647-8422
University-Upper Iowa University	Laurie Kirkpatrick	605 Washington Street- PO Box 1857 Garbee Hall	Fayette	IA	52142	563-425-5229
University-Viterbo University	Lisa Mohr	900 Viterbo Drive	La Crosse	WI	54601	608-796-3828
University-Viterbo University	Diane Brimmer	Student Development Center (Non-Trad) 936 Franciscan Way	La Crosse	WI	54601	608-796-3801
Vernon County Community Support Program	Kathy Rohr-Ninmer	Family and Childrens	Viroqua	WI	54665	608-637-7052

		Center 1321 North Main				
Vocational Rehabilitation, Monroe County	Roxanne Powell	14305 County Highway B	Sparta	WI	54656	608-269-8910
Vocational Rehabilitation, Iowa County	Cynthia Zwald	201 South Iowa Street P O Box 267	Dodgeville	WI	53533	608-935-0806
Vocational Rehabilitation, La Crosse	Ross West	333 Buchner Place Wing B	La Crosse	WI	54603	608-785-9500
Vocational Rehabilitation, Prairie du Chien	Allan Hein	225 North Beaumont Road Suite 124	Prairie du Chien	WI	53821	608-326-1129
Vocational Rehabilitation, Vernon County	Anthony Shay	220 South Main Street Room 120	Viroqua	WI	54665	608-637-6873
Welfare to Work Program	Kristi Brockway	134 West Green Street Box 219	Postville	IA	52162	319-864-7554
Western Technical College	Karen Gleason	304 6th Street North	La Crosse	WI	54601	608-785-9200
Western Wisconsin Job Center-Lacrosse County	Ron Stigler	Veterans Employment Services 402 North 8th Street	La Crosse	WI	54602	608-785-9813
Winona County Workforce Development	Geri Palenske	1250 Homer Road Suite 200	Winona	MN	55987	507-453-2920
Winona County Workforce Investment Board	Mike Haney	Winona County Training & Employment Council 1250 Homer Road, Suite 200	Winona	MN	55987	507-453-2929
Winona O.R.C. Industries, Incorporated	Mona Young	1053 East Mark Street	Winona	MN	55987	507-452-1855
Wisconsin Department of Workforce Development, DWD	Denise Stelpflug	Grant County Job Center 8820 Highways 35 and 61 South	Lancaster	WI	53813	608-723-2153
Wisconsin Job Center	Supervisor	402 North 8th Street	La Crosse	WI	54601	608-789-5627
Wisconsin Job Center - Crawford County	Dewey Christoph	Crawford County Administration Building 225 North Beaumont Road, Suite 124	Prairie du Chien	WI	53821	608-326-1100
Wisconsin Job Service Employment Office	Joan Kilian-Ikeler	Southwest Wisconsin Job Center 221 West Seminary Street	Richland Center	WI	53581	608-647-2992
Workforce Connections, Incorporated	Chris Magnuson	402 North 8th Street 3rd Floor	La Crosse	WI	54602	608-789-5608

#### J023828 Traffic-receptionist

On-air announcements Viroqua: WVRQ/WKPO, E7601A County Road SS, Viroqua, WI 54665, Jeff Robinson, 608-637-7200

Source	Contact Person	Address	Tel #		
ABR Employment Services-Lacrosse, WI	Gary Frahm	1501 Losey Boulevard South La Crosse, WI 54601	608-782-9700		
ABR Employment Services-Madison, WI	Tibor Zana	6808 Odana Road Suite 201 Madison, WI 53719	608-827-5818		
ABR Employment Services-Sparta, WI	Gary Fram	225 North Black River Street Sparta, WI 54656	608-269-0542		
ABR Employment Services-Stevens Point, WI	Lisa Sobczak	2813 Post Road Stevens Point, WI 54481	715-344-7146		
Advanced Employment, Inc	Chris Sarbacker	7618 Westward Way Suite 99 Madison, WI 53717	608-833-7170		

Advantage Resource Group	Leslie M. Olson	658 South Gammon Road Suite 206 Madison, WI 53719	800-782-3354		
AgeAdvantAge Older Worker Program	Russell Gruner	215 East Madison Street P O Box 461 Hillsboro, WI 54634	608-242-4928		
Association for Retarded Citizens (ARC) of Richland County	Deb Hanzel	PO Box 87 Richland Center, WI 53581	608-627-1193		
Baraboo Literacy Council	Bea Statz	E10675 North Reedsburg Raod Baraboo, WI 53913	608-356-6988		
Branch County Social Service Department	Connie Dykman	Human Services Building 809 Marshall Road, Suite B Coldwater, MI 49036	517-279-4200		
Buffalo County Human Services Department	Paula Stansbury	407 South 2nd Street PO Box 517 Alma, WI 54610	608-685-4412		
Catholic Charities, La Crosse	Darcie Manning	3710 East Ave La Crosse, WI 54601	608-782-0710		
Catholic Charities, Prairie du Chien	Sandy Marx	129 East Blackhawk # 3 Prairie du Chien, WI 53821			
Catholic Charities, Stevens Point	Jeniffer Johnson	1317 College Court Suite 1 Stevens Point, WI 54481			
City Wide Community Services	Yolanda Garth	6252 South Martin Luther Kind Drive Chicago, IL 60637			
Civic Works	Peter Aron	2701 Saint Lo Drive Baltimore, MD 21213			
Clark County Job Center	Jody Conner	501 Hewett Street Neillsville, WI 54456	107		
College-Capri College, Dubuque		PO Box 873 Dubuque, IA 52001			
College-Clarke College-Career Services	Kristi Gimmel Becker	1550 Clarke Drive Mary Frances Hall-Stoltz Student Life Wing Dubuque, IA 52001	563-588-6302		
College-Clarke College-Communication Department	Abdul Sinno	1550 Clarke Drive 215 EKH Dubuque, IA 52001	563-588-6335		
College-Emmaus Bible College	Janelle Flanagan	2570 Asblury Road Dubuque, IA 52001	263-588-8000		
College-Luther College-KWLC 1240AM/KLSE 91.7 FM	Jennifer Cantine	700 College Drive Decorah, IA 52101	563-387-1240		
College-Northeast Iowa Community College-Calmar Campus	Kelli Smutzler	Student Center 160 1625 Highway 150 Calmor, IA 52132	563-562-3263		
College-Western Wisconsin Technical College	Bernard Black	304 North 6th Street La Crosse, WI 54602	608-785-9200		
College-Western Wisconsin Technical College	Karol Parr	304 Sixth Street, North La Crosse, WI 54601	608-785-9200		
College-Winona State College		Winona, MN 55987	507-457-5000		
College-Winona State College- SE Tech		1250 Homer Road PO Box 409 Winona, MN 55987	507-453-2700		
Community Action Program Services, Inc.	Karl Pnazek	5499 Highway 10 East Suite A Stevens Point, WI 54481	715-343-7500		
Couleecap, Inc.	Grace Jones	201 Melby Street Westby, WI 54667	608-634-3104		
Crawford County Family Resource Center	Tonya Millard	800 East Taylor Street Prairie du Chien, WI 53821	608-357-2135		
Crawford County Human Services	John Weyrough	111 West Dunn Street Prairie du Chien, WI 53821	608-326-0248		

Division of Vocational Rehabilitation--La Crosse	Amy Grotzke	333 Buchner Place Wing B La Crosse, WI 54603	608-785-9500		
Employee referral	Wanda Aird	E7601A County Rd SS, Viroqua, Wi 54665	608-637-7200		
Experience Works, Inc./Green Thumb, Inc.	Jan McCarron	P O Box 2 Plainfield, WI 54966	920-787-0484		
Family Crisis Center - Cap Services, Inc.	Mary Rowan	1616 West River Drive Stevens Point, WI 54481	715-343-7125		
Family Resources	Jodi Widuch	P O Box 1897 LaCrosse, WI 54602	608-784-8125		
Fillmore County Probation Office	Kristine Frisby	105 Fillmore Street East Preston, MN 55965	507-765-3667		
Goodwill Industries in Oelwein Iowa	Colleen Schoultz	13 South Frederick Avenue Oelwein, IA 50662	319-283-3012		
Goodwill Industries in Stevens Point Wisconsin	Tom Baldischwiler	5357 US Highway 10 East Stevens Point, WI 54481	715-345-0311		
Goodwill Industries of North Central Wisconsin, Inc.	Paula Egge	2334-36 Rose Street LaCrosse, WI 54603	608-783-2710		
Grant County Extension	Ted Bay	916 Elm Street Lancaster, WI 53813	608-723-2125		
Grant County Welfare Fraud	Lisa Riniker	130 West Maple Street Lancaster, WI 53813	608-723-4237		
Great Rivers 2-1-1	Teresa Halverson	P O Box 426 Onalaska, WI 54650	608-775-6336		
Green County Job Center	Dave Shaw	N3152 State Road 81 Monroe, WI 53566	608-328-9660		
Green Haven Family Advocates, Inc.	Ranele Connors	1811 11th Street Box 181 Monroe, WI 53566	608-325-6489		
Handishop Industries, Inc.	William J. Greene	1411 North Superior Avenue Tomah, WI 54660	608-372-3289		
High School, Boscobel	Rhonda Scallon	300 Brindley Street Boscobel, WI 53805	608-375-4161		
Hmong Mutual Assistance Association, La Crosse	Thai Vue	1815 Ward Avenue La Crosse, WI 54603	608-781-5744		
Ho Chunk Nation	Ralph Snake	PO Box 667 W9814 Airport Road Black River Falls, WI 54615	715-284-5877		
Hodan Center, Inc.	Tom Schraeder	941 West Fountain Street P O Box 212 Mineral Point, WI 53565	608-987-3336		
Iowa Workforce Development		517 West Water Street Decorah, IA 52101	319-382-4280		
Jeneau County Area Literacy Council	Deb Brooks	Hatch Public Library 111 West State Street Mauston, WI 53948	608-847-4454		
Jewish Social Services of Madison	Barbara Spierer, LCSW	Max Weinstein Jewish Community Building 6434 Enterprise Lane Madison, WI 53719	608-278-1808		
Job Service	Denise Stelpflug	Grant County Job Center 8820 Highways 35 and 61 South Lancaster, WI 53813	608-723- 2153x185		
Juneau County Aging Unit	Heidi Randall	Courthouse Annex, Room 6 220 East Lacrosse Street Mauston, WI 53948	608-847-9371		
Juneau County Human Services	Steve Ruff	220 East La Crosse Mauston, WI 53948	608-847-2400		
Juneau County Veterans Service Office	Teddy Duckworth	Veterans Service Office, Room 201 211 Hickory Street	608-847-9385		

		Mauston, WI 53948			
Labor Ready	Adam Tolliver	2617 George Street La Crosse, WI 54601	608-779-4780		
Lafayette County Human Services	Troy Whiteman	627 North Main Street P O Box 206 Darlington, WI 53530	608-776-4800		
Lafayette County Job Center	Kate Chambers	Southwest Wisconsin Job Centers 627 Main Street Darlington, WI 53530	608-776-4900		
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Janes Van Haren	Bridgewood CBRF 810 16th Street South Wisconsin Rapids, WI 54494	715-423-3455		
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Tim Vadis	Immanuel Lutheran Church 310 West Main Street Mount Horeb, WI 53572	608-437-8733		
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Mr. Clark Nordberg	Bethel Home and Services, Inc. 614 South Rock Avenue Viroqua, WI 54665	608-6372171		
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Todd Wilson	Bethany Lutheran Homes, Inc. 2025 South Avenue, Suite 200 La Crosse, WI 54601	608-796-2300		
Madison Magazine	Cindy Morris	7025 Raymond Road Madison, WI 53719	608-270-3600		
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive Madison, WI 53719	608-663-2000		
Manpower	Ben Sadowski	1855 E. Main Street Ste B Onalaska, WI 54650	608-781-8899		
Marquette County Community Support Program	Jon Matthew	Marquette Guidance Center 161 Spring Street Westfield, WI 53964	608-296-2139		
Mid-State Technical College	Kate Kaz	Wisconsin Rapids Campus 500 32nd Street North Wisconsin Rapids, WI 54494	715-422- 5362x536		
Mid-State Technical College	Deb McDonald	Turnaround/New Challenges 500 32nd Street North Wisconsin Rapids, WI 54494	715-422-5450		
Minnesota State College Southeast Technical--Job Placement Cente	Cindy Kottke	1250 Homer Road P.O. Box 409 Winona, MN 55987	507-453-2736		
Minnesota Workforce Center-Winona	Mike Haney	1250 Homer Road Suite 200 Winona, MN 55987	507-453-2920		
Monroe County Department of Human Services	Sue Rettler	14301 County Highway B A-19 Sparta, WI 54656	608-269-8600		
North Crawford High School	Daniel M. Davies, Ed.D.	47050 County Road X Soldiers Grove, WI 54655	608-735-4311		
Oelwein Workforce Development	Sandy	400 South Frederick Avenue Oelwein, IA 50662	319-283-2751		
On-Air Announcement	Jeff Robinson	E7601A County Rd SS, Viroqua, Wi 54665	608-637-7200		
ORC Industries, Incorporated	Aaron Czappa	2700 Commerce Street La Crosse, WI 54603	608-781-7727		
Passages: A Program for Survivors of Domestic Violence & Sexual	Joanne Rausch	P O Box 546 Richland Center, WI 53581	608-647-8775		
Portage County Community Support Program	Ray Przybelski	817 Whiting Avenue Stevens Point, WI 54481	715-345-5350		
Prairie du Sac Public Library	Jennifer Endres	560 Park Avenue Prairie du Sac, WI 53578	608-643-8318		
Probation & Parole Division of, - Crawford County Unit 809		1500 East Lessard Street Prairie du Chien, WI 53821	608-326-8357		

Probation & Parole Office - Green County Unit 117	Bill Lazar	1015 18th Avenue, Suite B 122 Suite B 122 Monroe, WI 53566	608-325-9168		
Probation & Parole Office - Iowa County Unit 812		1109 Professional Drive Dodgeville, WI 53533	608-935-3014		
Probation & Parole Office - Jackson County Unit 507		4 East Main Street Black River Falls, WI 54615	715-284-4747		
Probation & Parole- Division of, Region 1, Unit 104	Mary Troia	5706 Odana Road 2nd Floor Madison, WI 53719	608-273-5800		
ProLiteracy America - Wisconsin Institutions	Peggy Meyers	113 Fillmore26 South 2nd Street Black River Falls, WI 54615	715-644-3770		
Queen B Radio Wisconsin	Judy Boldt	206 South Sheridan Lancaster, WI 53813	608- 349-2000		
Richland County Health and Human Services	Karee Gander	Children and Families 221 West Seminary Street Richland Center, WI 53581	608-647-8821		
Richland County Job Center	Kari Oates	221 West Seminary Street Richland Center, WI 53581	608-647-8821		
Richland County Literacy Council	Barbara Kennedy	385 East Seventh Street Richland Center, WI 53581	608-647- 8821x305		
Richland County Production Services	Dennis Behl	1000 Highway 14 West Richland Center, WI 53581	608-647-6384		
Saint Mary's Ridge Church	Shannon Leis	26400 CTHU Cashton, WI 54619	608-823-7906		
Salvation Army-Iowa-Dubuque Corps and Community Center	Captains Thomas and Kay Mason	1099 Iowa Street Dubuque, IA 52001	319-556-1573		
Salvation Army-Wisconsin in Stevens Point	Dan Gardner	1600 Briggs Street Stevens Point, WI 54481	715-341-2437		
Salvation Army-Wisconsin-La Crosse Corps Community Ceen	Wendy Frankie	223 North Eighth Street La Crosse, WI 54601	608-782-6126		
Sauk County Job Center	Jolene Gruber	1000 Log Lodge Court Baraboo, WI 53913	608-355- 3151x314		
Southwest Community Action Program	Walter Orzechowski	149 North Iowa Street Dodgeville, WI 53533	608-935-2326		
Southwest Literacy Coalition	Chris Foley & Kathy Korb	1800 Bronson Boulevard Fennimore, WI 53809	608-822-3262		
Southwest Opportunities Center, Inc. (Grant County)	Audrey Gaio-Johnson	1600 Industrial Park Road P O Box 207 Lancaster, WI 53813	608-723-6659		
Southwest Tech Job Center	Kathie Edge	1800 Bronson Boulevard Fennimore, WI 53809	800-333-9339		
Southwest Wisconsin Workforce Development Board, Inc.	Robert Borremans	Iowa County Job Center 319 Elanines Court Dodgeville, WI 53533	608-935-3116		
University of Dubuque	Amy Baus, Psy.D	2000 University Avenue 2nd Floor of Peters Commons-Room 213 Dubuque, IA 52001	319-589-3000		
University of Wisconsin-La Crosse-Career Services	Karla Stanek	1725 State Street Cartwright Center-Room 54 La Crosse, WI 54601	608-785-8514		
University of Wisconsin-La Crosse-WLSU 88.9 FM	John Gaddo	1725 State Street La Crosse, WI 54601	608-785-8380		
University of Wisconsin-La Crosse-WMCM-TV	Dr. Patricia Turner	1725 State Street 253 Wing Technology Center La Crosse, WI 54601	608-785-8379		
University of Wisconsin-LaCrosse-Multicultural Student Services	Dr. Ned Reese	1725 State Street La Crosse, WI 54601	608-785-8225		
University of Wisconsin-Platteville	Diana Trendt	1 University Plaza Ullsvik Hall-	608-342-1183		

		Room 0200 Platteville, WI 53818			
University of Wisconsin-Platteville	Rick Morgan	Continuing Education Platteville, WI 53818	608-342-1314		
University of Wisconsin-Platteville-Comm	Rob Snyder, Ph.D.	Department of Communication Technologies 1 University Plaza- 307 Pioneer Tower Platteville, WI 53818	608-342-1630		
University of Wisconsin-Richland	Kari Bartels	Student Services, Melvill Hall 1200 Highway 14 West Richland Center, WI 53581	608-647-8422		
University of Wisconsin-Stevens Point	C.Y. Allen	Department of Communication 134 Old Main Building Stevens Point, WI 54481	715-346-3030		
University of Wisconsin-Stevens Point-Career Services	Mary Mosier	134 Old Main Building Stevens Point, WI 54481	715-346-3226		
University-Upper Iowa University	Laurie Kirkpatrick	605 Washington Street-PO Box 1857 Garbee Hall Fayette, IA 52142	563-425-5229		
University-Viterbo University	Lisa Mohr	900 Viterbo Drive La Crosse, WI 54601	608-796-3828		
Vernon County Community Support Program	Kathy Rohr-Ninmer	Family and Childrens Center 1321 North Main Viroqua, WI 54665	608-637-7052		
Vocational Rehabilitation, Monroe County	Roxanne Powell	14305 County Highway B Sparta, WI 54656	608-269-8910		
Vocational Rehabilitation, Clark County	Kurt Kann	501 Hewett Street Neillsville, WI 54456	715-743-4638		
Vocational Rehabilitation, Portage County	Mary Dahm	1001 Maple Bluff Road Suite 1 Stevens Point, WI 54481	715-343-2424		
Vocational Rehabilitation, Prairie du Chien	Allan Hein	225 North Beaumont Road Suite 124 Prairie du Chien, WI 53821	608-326-1129		
Vocational Rehabilitation, Vernon County	Anthony Shay	220 South Main Street Room 120 Viroqua, WI 54665	608-637-6873		
Vocational Rehabilitation, Wisconsin Rapids	Karla Jo Miess	2810 9th Street South Wisconsin Rapids, WI 54494	715-422-5050		
Wabasha County Social Service Department	Terry Smith	411 Hiawatha Drive East Wabasha, MN 55981	651-565-3351		
Wabasha Public Library	Judith Schierts	168 Alleghany Avenue Wabasha, MN 55981	612-565-3927		
Welfare to Work Program	Kristi Brockway	134 West Green Street Box 219 Postville, IA 52162	319-864-7554		
Western Technical College	Karen Gleason	304 6th Street North La Crosse, WI 54601	608-785-9200		
Western Technical College					
Western Wisconsin Job Center-Lacrosse County	Ron Stigler	Veterans Employment Services 402 North 8th Street La Crosse, WI 54602	608-785-9813		
Western Wisconsin Literacy Services, Incorporated	Leigh Kinyon	113 Fillmore Black River Falls, WI 54615	715-284-3361		
Winona O.R.C. Industries, Incorporated	Mona Young	1053 East Mark Street Winona, MN 55987	507-452-1855		
Wisconsin Job Center	Supervisor	402 North 8th Street La Crosse, WI 54601	608-789-5627		
Wisconsin Job Center - Crawford County	Dewey Christoph	Crawford County Administration Building 225 North Beaumont Road, Suite 124	608-326-1100		

		Prairie du Chien, WI 53821			
Wisconsin Job Center - Trempealeau County	Pam Taylor	36084 Walnut Street Independence, WI 54747	715-985-2118		
Wisconsin Job Service Employment Office	Joan Kilian-Ikeler	Southwest Wisconsin Job Center 221 West Seminary Street Richland Center, WI 53581	608-647-2992		
Wisconsin Rapids Job Center	Dorothy Miller	2821 Eighth Street South Wisconsin Rapids, WI 54494	715-422-5000		
Wood County Department of Social Services	John Chrest	Courthouse Building, 400 Market Street PO Box8095 Wisconsin Rapids, WI 54495	715-421-8600		
Workforce Connections, Incorporated	Chris Magnuson	402 North 8th Street 3rd Floor La Crosse, WI 54602	608-789-5608		
Workforce Development		590 Iowa Street Dubuque, IA 52001	319-556-5800		
Working Partnerships, LLC	Wayne Engelbert	6333 Odana Road Madison, WI 53719	608-278-8400		

### **Appendix 3:** Recruitment source of Hiree:

J022934 On-air announcer: Radio 1 Broadcast School 700 3rd St N, La Crosse, WI 54601 800-889-2221

J023828 Traffic-receptionist: On-air announcements on WKPO, WVRQ-FM/AM

### **Appendix 4:** Total number of persons interviewed for full-time vacancy:

Total Interviewed :

J022934 On-air announcer total interviewed : 4

All Access: 1, Radio 1 Broadcast School 1, Wisconsin Broadcasters Association Job Bank 1, Wisconsin Broadcasters Association Job Fair 1.

J023828 Traffic-receptionist total interviewed : 2

Western Technical College 1, On-air announcements on WKPO/WVRQ-AM/FM 1.

### **Appendix 5:**

Station management personnel participated in two job fairs. One was held January 27, 2016 at the Concourse Hotel in Madison, Wisconsin. Another job fair was held June 22, 2012 at the Radisson Hotel, La Crosse, Wisconsin.

SEU management participated in two Nondiscrimination & Outreach in Hiring Workshops sponsored by the Wisconsin Broadcasters Association. The first was held January 27, 2016 presented by M. Scott LeBlanc and Rufino Gaytan III, both of Godfrey & Kahn, S.C. An “EEO Webinar: Legal Issues and Effective Strategies To Prevent Unlawful Discrimination During The Employment Relationship” online seminar was held Wednesday June 15, 2016. The webinar was presented by Rebeca M. Lopez,

Attorney, Godfrey & Kahn, S.C.

The stations participated in the Wisconsin Broadcasters Association [WBA] Foundation's Scholarship Program, which extends scholarships to worthy students on an annual basis. The stations contribute to the scholarship, promote the availability of the scholarship program on the air, provide blank applications upon request, are available to answer questions about the program, and make an initial evaluation of the candidates for the evaluation committee.