

EEO Public File Report

WHA-TV, WHA(AM), Madison, WI

August 1, 2016 to July 31, 2017

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Interv'd	Number Hired
1	LE News Flw	03/16/16	08/08/16	65 College and University Journalism Pgm		
	16033	75% for 9 mo		Colleague Outreach - internal	2	1
				CPB Jobline - cpb.org	2	
				Current		
				Emma L. Bowen Foundation Alumni		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Journalism Job Bank		
				Minnesota Broadcasters Assn		
				National Assn of Lesbian, Gay Journalists		
				Portal Wisconsin		
				Unity: Journalists for Diversity		
				UW Madison Comm Arts Dept		
				UW Madison Journalism School		
				UW Madison People Program		
				UWEX Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Jobs for Wisconsin Grads		
				WPR Web Site	3	
				WPT Web site		
2	ATC Host	05/16/16	09/01/16	Capital Newspapers		
	16049			Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media		
				Alliance of Women in Media -Minneapolis Chapter		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	2	
				Craigslist.org		
				Current Newspaper		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				Monster.com		
				National Lesbian &Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				Newslink Digest		
				Out Professional and Executive Network		
				Public Radio News Directors Incorporated		
				Social Media	2	1
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Journalism School		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
3	2nd Cent New 16039	04/22/16	08/08/16	65 College and University Journalism Pgm Capital Newspapers - Madison, WI		
				colleague outreach	2	1
				CPB Jobline - cpb.org	3	
				HigherEd Jobs Online		
				11 Historically Black Colleges and Univ		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalism Job Bank		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Minnesota Broadcasters Assn		
				National Assn of Lesbian, Gay Journalists		
				Portal Wisconsin		
				UW Madison People Program		
				UWEX Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Jobs for Wisconsin Grads		
				WPR Web Site		
				WPT Web site		
4	Online News 16042 and	05/05/16	07/25/16	Alliance for Women in Media -Chicago Chapter Alliance for Women in Media -MilwaukeeArea Media		
5	16045		08/15/16	Alliance for Women in Media -Minnesota Chapter		
				Campus Communicators Group UW madison		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
	two hires from one pool			Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	3	1
				Columbia University		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	3	
				Craigslist.org		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin	1	
				Journalism Job Bank - Berkeley		
				Journalism Jobs	1	
				Linked In		
				Madison Writers Network		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				National Lesbian & Gay Journalists Assn		
				Other	1	
				OurLivesMadison.com		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Communication Arts Dept		
				UW Madison Journalism School		
				UW Madison People Program		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network		
6	Reg. Sales Mgr 16044	05/20/16	09/01/16	Assn of Fundr Prof. NE Wis-Green Bay		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Capital Newspapers - Madison, WI		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Devel & Philanthropy; St. Mary's Univ. Minn		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				Linked In		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Madison.com {Madison newspapers online }		
				Milwaukee Journal/Sentinel Newspaper		
				Monster.com	1	
				PBMA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Foundation		
				UW Madison Arts Administration		
				UW Madison Business School MBA Prog		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network		
7	Engr, SpecPr 16050	06/10/16	08/22/16	Capital Newspapers		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Engineering Career Services-UW Madison		
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin	1	
				Madison.com {Madison newspapers online }		
				Monster.com		
				Minnesota Broadcasters Assn		
				Society of Broadcast Engineers-jobline	1	
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Technical College System		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	1
8	Ttbook Dig prc 16053	6/16/16	11/07/16	Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -MilwaukeeArea		
				Alliance for Women in Media -Minnesota Chapter		
				Campus Communicators Group UW madison		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	4	1
				Community Resource Groups mailing list		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Corporation for Public Broadcasting Jobline	1	
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online	1	
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed.com	2	
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				National Lesbian & Gay Journalists Assn		
				OurLivesMadison.com		
				Social media	1	
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Communication Arts Dept		
				UW Madison Journalism School		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	2	
				WPT Web site - Wisconsin Public Television		
9	Sales/Undwr	07/12/16	09/19/16	Capital Newspapers - Madison, WI		
	12026			Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				HigherEd Jobs Online		
				Indeed.com	1	
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Monster.com		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison People Program		
				WPR Web Site - Wisconsin Public Radio	6	

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				WPT Web site - Wisconsin Public Television	1	
				Young Non_Profit Professional Network-Msn		
10	Educ/Eval	06/10/16	08/15/16	Capital Newspapers		
	16052			Centro Hispano of Dane County		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed.com		
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Monster.com	1	
				Nat'l Educational Telecommunications Assn	1	
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Jobs for Wisconsin Grads		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	3	1
				Young Non_Profit Professional Network-Msn		
11	Educ Spec	07/12/16	11/01/16	Capital Newspapers		
	17001			Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed.com	1	
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Monster.com	1	1
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				UW Extension Jobs page		
				Wisconsin Broadcasters Association	1	
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	
12	HR Specialist	07/21/16	09/20/16	Capital Newspapers		
	17001			careerbuilder.com	1	
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online	1	
				Hmong Assn job board S. Wis		
				indeed.com	3	1
				Job Center of Wisconsin	1	
				Madison.com {Madison newspapers online }		
				madison365.com		
				Monster.com		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Jobs for Wisconsin Grads		
				Wisconsin Society for Human Resources Management		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
13	MM Prod WL	08/12/16	12/01/16	Alliance for Women in Media -Chicago Chapter		
	17004			Alliance for Women in Media -MilwaukeeArea Media		
				Alliance for Women in Media -Minnesota Chapter		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	3	1
				Columbia University		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Current Newspaper		
				HigherEd Jobs Online		
				Indeed.com	3	
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				Monster.com		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Mypbs.com		
				Portal Wisconsin.org		
				University of Illinois Media Career Services,		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Communication Arts Dept		
				UW Madison Journalism School		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
14	Online Editor	08/11/16	11/16/16	Capital Newspapers - Madison, WI		
	17007			Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				HigherEd Jobs Online	2	1
				indeed.com	2	
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				Portal Wisconsin.org		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Buckynet job board		
				Wisconsin Arts Board		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	
15	Aud Svc Mgr	08/26/16	11/28/16	Capital Newspapers		
	17009			Centro Hispano of Dane County		
				Colleague Outreach - internal	7	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				Greater Public		
				HigherEd Jobs Online		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Hmong Assn job board S. Wis		
				Indeed.com	1	
				Job Center of Wisconsin		
				Linkedin		
				Madison.com {Madison newspapers online }		
				Monster.com	2	
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Social media	1	
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	7	1
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
16	Acct Exec	9/15/16	1/1/17	Assn of Fundr Prof Green Bay		
	17010			Capital Newspapers		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Devel & Philanthropy; St. Mary's Univ.		
				Greater Public		
				HigherEd Jobs Online		
				Indeed.com		
				Job Center of Wisconsin	1	
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				PBMA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Foundation		
				UW Madison Arts Administration		
				UW Madison Business School MBA Prog		
				WPR Web Site - Wisconsin Public Radio	4	1
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network		
17	Morn news pro	9/15/16	1/23/17	Capital Newspapers - Madison, WI		
	17011			Alliance for Women in Media -Chicago Chapter		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Alliance for Women in Media -MilwaukeeArea Media		
				Alliance for Women in Media -Minnesota Chapter		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	4	
				Columbia University		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	2	1
				Current Newspaper		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed.com		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				Monster.com		
				National Lesbian &Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Buckynet job board		
				UW Madison Communication Arts Dept		
				UW Madison Journalism School		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
18	Investg News	9/15/16	1/23/17	Capital Newspapers		
	17012			Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media		
				Alliance of Women in Media -Minneapolis Chapter		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	3	
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	4	1

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Current Newspaper		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed.com		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalismjobs.com	1	
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				Monster.com		
				National Lesbian & Gay Journalists Assn		
				Out Professional and Executive Network		
				Public Radio News Directors Incorporated		
				Social Media	2	
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Buckynet job board		
				UW Madison Communication Arts Dept		
				UW Madison Journalism School		
				Wisconsin Broadcasters Assn		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
19	Regional Mgr	9/22/16	12/5/16	Alliance for Women in Media -Chicago Chapter		
	17013			Alliance for Women in Media -MilwaukeeArea		
				Alliance for Women in Media -Minnesota Chapter		
				Ashland Times Newspaper		
				Capital Newspapers - Madison, WI		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	1	
				Craigslist.org		
				Duluth News Tribune		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online	1	
				Job Center of Wisconsin		
				Indeed.com	1	
				Madison.com {Madison newspapers online }		
				Milwaukee Journal/Sentinel Newspaper		
				Monster.com		
				Nat'l Educational Telecommunications Assn		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				PBMA Public Media Business Association		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Arts Administration		
				UW Superior jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	4	1
				WPT Web site - Wisconsin Public Television		
				Wisconsin Jobs for Wisconsin Grads		
20	Aud Svc Rep	10/6/16	12/27/16	Capital Newspapers - Madison, WI	2	
	17014			Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Groups mailing list		
				Craigslist.org	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com		
				Job Center of Wisconsin	1	
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		
				Urban League of Greater Madison		
				UW Career Portal	1	
				Madison.com {Madison newspapers online }		
				Monster.com	1	
				UW Extension Jobs page		
				UW Madison Buckynet job board		
				UW Madison People Program		
				Wisconsin Broadcasters assn	1	1
				Wisconsin Private Colleges Career consortium		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site	1	
				WPT Web site	1	
21	Mktg Mgr	10/21/16	1/17/17	Capital Newspapers		
	17016			Campus Communicators Group UW madison		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed		
				Job Center of Wisconsin		
				Linked In		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Madison Writers Network		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				PBMA Public Media Business Association		
				Public Relations Society of America Milwaukee Chapter		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				UW Madison Communication Arts Dept		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	3	
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
22	Devel Coord	10/26/16	1/17/17	Assn of Fundr Prof. Madison chapter	1	
	17017			Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	1	
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Social Media		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				UW Madison People Program		
				Wisconsin Jobs for Wisconsin Grads		
				Wisconsin Private Colleges Career consortium		
				Wisconsin Women of Color Network		
				WPR Web Site	4	1
				WPT Web site		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
23	TV Engineer	two positions filled		Capital Newspapers - Madison, WI		
	17019	11/7/16	3/13/17	Chicagoland Radio & Media		
24	17037	11/7/16	5/8/17	Colleague Outreach - internal		
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Engineering Career Services-UW Madison		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indeed	5	1
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LinkedIn	1	
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				monster.com		
				My PBS		
				Society of Broadcast Engineers-jobline		
				UW Career Portal	2	
				UW Extension Jobs page	1	
				UW Madison-Engineering Career Services		
				Wisconsin Broadcasters Assn		
				Wisconsin Technical College System		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	1
				Ziprecruiter.com	1	
25	Technical Dir	11/21/16	2/20/17	Capital Newspapers - Madison, WI		
	17020			Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indeed		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn	1	
				monster.com		
				OurLivesMadison.com		
				Society of Broadcast Engineers-jobline		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison-Engineering Career Services		
				Wisconsin Broadcasters Assn		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Wisconsin Technical College System		
				WPR Web Site - Wisconsin Public Radio	3	1
				WPT Web site - Wisconsin Public Television		
26	Exec Prod Rad 17008	08/12/16	04/17/17	Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -MilwaukeeArea		
				Alliance for Women in Media -Minnesota Chapter		
				Campus Communicators Group UW madison		
				Capital Newspapers - Madison, WI	1	
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	1	
				Craigslist.org		
				Current Newspaper	1	
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				indeed.com		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalismnext.com		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn		
				Monster.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				University of Illinois - Director, Media Career Services,		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
27	Mktg-Milw 17023	1/12/17	3/21/17	Capital Newspapers		
				Colleague Outreach - internal	2	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Graeme Newell marketing ideanet		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed.com	1	
				Job Center of Wisconsin		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Job Fair	1	
				Linkedin.com		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Milwaukee		
				UW - Milwaukee, career ctr		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Buckynet job board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
28	MM Prod-Milw	two openings filled		Alliance of Women in Media -Chicago Chapter		
	17022	1/12/17	4/1/17	Alliance of Women in Media -MilwaukeeArea Media		
29	17034	1/12/17	4/17/17	Chicagoland Radio & Media		
				Colleague Outreach	1	
				Columbia's Graduate School of Journalism		
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline	2	
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Linkedin.com		
				Milwaukee Journal/Sentinel Newspaper		
				Minnesota Broadcasters Assn		
				National Lesbian &Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				Portal Wisconsin.org		
				PRPD - Public Radio Program Directors		
				South Asian Journalists Assn.		
				University of Wisconsin - Milwaukee, career ctr		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				WORT FM		
				WPR Web Site - Wisconsin Public Radio	4	2
				WPT Web site - Wisconsin Public Television		
30	Contracts Spec	2/28/17	6/5/17	Centro Hispano of Dane County		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
	17032	50%		Colleague Outreach - internal		
				Community Groups mailing list		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				Monster.com	1	
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	2	
				UW Extension Jobs page		
				UW Madison People Program		
				Wisconsin Private Colleges Career consortium		
				Wisconsin Women of Color Network		
				WPR Web Site		
				WPT Web site	1	1
31	Fin Spec	2/28/17	6/18/17	Capital Newspapers		
	17031	50%		Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Groups Outreach		
				Craigslist.com	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }	1	1
				Monster.com		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Private Colleges Career consortium		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
32	Comm Ed Spec	2/28/17	5/22/17	Centro Hispano of Dane County		
	17033			Colleague Outreach - internal		
				Community Groups mailing list		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	1	
				Job Center of Wisconsin		
				Linked In		
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison People Program		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television	2	
				WUWM - student Radio UW Madison	1	
33	EP Culture	04/05/17	07/01/17	Alliance for Women in Media -Chicago Chapter		
	17035			Alliance for Women in Media -MilwaukeeArea		
				Alliance for Women in Media -Minnesota Chapter		
				Campus Communicators Group UW madison		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	3	1
				Columbia University		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Craigslist.org		
				Current Newspaper	2	
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed.com		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin	1	
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn	1	
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Radio/TV Digital News Assn Job Bltn	1	
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television	1	

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
34	Talk Prod-fill	4/21/2017	7/1/2017	Alliance of Women in Media -Chicago Chapter		
	17040			Alliance of Women in Media -MilwaukeeArea		
				Alliance of Women in Media -Minneapolis Chapter		
35	Talk Prod-fill	4/21/2017	07/24/17	Centro Hispano of Dane County		
	17048			Chicagoland Radio & Media		
				Colleague Outreach - internal	2	1
	two hires from one recruitment			Corporation for Public Broadcasting Jobline	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Job Center of Wisconsin		
				Linked In		
				Minnesota Broadcasters Assn careers page		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Madison Journalism School		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television		
36	MM Prod Educ	4/26/2017	7/24/2017	Alliance of Women in Media -Chicago Chapter		
	17041			Alliance of Women in Media -MilwaukeeArea		
				Alliance of Women in Media -Minneapolis Chapter		
				Capital Newspapers - Madison, WI		
				Chicagoland Radio & Media		
				Colleague Outreach	1	
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	2	
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				National Lesbian &Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		

No.	Title	Open	Filled	Recruitment source	# Interv'd	Hired
				Portal Wisconsin.org		
				University of Wisconsin - Milwaukee, career ctr		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	5	1
				Totals	225	36

Recruitment Resources
WHA-TV, WHA Radio
8/1/16 - 7/31/17

No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
No.	Recruitment Source	Contact	Interv'd	Req Notification?
1	Alliance for Women in Media - Chicago Chapter, 26 North Halstead Chicago, IL 60661	www.awrtchicago.org		
2	Alliance for Women in Media-Minneapolis, P.O. Box 50369, Minneapolis, MN 55405	http://www.awrt-mn.org		
3	Alliance for Women in Media-MilwArea Media Ntwk	Pamm D Foran, PFORAN@hearst.com		
4	Ashland Daily Press 122 West 3rd Street, Ashland, WI 54806	715-682-2313		
5	Assn of Fundraising Professionals Madison chap, 403 W Washington Avenue, Madison, WI 53703	admin@madisonafp.com, Connie Beam Memb	1	
6	Assn of Fundraising Professionals NE Wis-Green Bay	michael.frohna@thedacare.org, 920 729-3352		
7	Assn of Fundraising Professionals Upper Miss. La Crosse	JABlokhu@gundersenhealth.org		
8	Capital Newspapers, 1901 Fish Hatchery Rd, Madison, WI 53713	Sheryl Barry 608-252-6379	3	
9	Careerbuilder.com 200 N. LaSalle St, Ste 1100, Chicago, IL 60601	www.careerbuilder.com	1	
10	Centro Hispano of Dane County	yoana@micentro.org, 255-3018		
11	Chicagoland radio and Media	chicagolandrm@yahoo.com		
12	Colleague Outreach - WPR/WPT staff	wpt-list and wpr-list	53	
13	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.		
14	CPB Jobline 401 9th St, Washington, DC 20001	http://stations.cpb.org/jobline	22	
15	Craig's List Internet classifieds P.O. Box 225159, San Francisco CA 94122-5159	www.craigslist.com	2	
16	Current Newspaper 1612 K St. NW Suite 704, Washington DC 20006	Emily Lowery 877-745-8776 X.1	3	
17	Devel & Philanthropy; St. Mary's University of Minnesota	ispitzer@smumn.edu		
18	Duluth News Tribune 424 W. First St. Duluth, MN 55802	218-723-5281		
19	Emma Bowen Alumni, Emma L. Bowen Foundation, 4024 Radford Avenue, Studio City, CA 91604	Rita.Torres@mptp.com 818-655-5708		
20	UW Madison Engineering Career Services 1550 Engineering Drive, rm M1002, Madison, WI	http://ecs.engr.wisc.edu		
21	Graeme Newells Marketing Ideanet 4349 E. Colter Street, Phoenix, AZ 85018	gnewell@602communications.com		
22	Greater Public, 401 North 3rd Street, Suite 370, Minneapolis, MN 55401	www.greaterpublic.org, 1-888-454-2314		
23	HigherEd Jobs Online 200 Innovation Boulevard, Ste 205 State College, PA 16803	www.higheredjobs.com	5	
24	Hmong Assn job board S. Wis , hmongmadison.com	webmaster@hmongmadison.com		
25	Illinois Broadcasters Association 200 Missouri Avenue, Carterville, IL 62918	iba@ilba.org		
26	Illinois News Broadcasters Assn, c/o WIUM-FM News, 1 University Circle, Macomb, IL 61455	Bob Roberts BoRoWMAQ@aol.com		
27	Indeed, 470 West Avenue, Suite 2002, Stamford CT, 06902	www.indeed.com	24	
28	Indiana Broadcasters Assn 3003 E. 98th Street, Ste.161, Indianapolis, IN 46280	317-573-0119		
29	Iowa Broadcast News Assn, P. O. Box 131 Waverly, IA 50677-0131	www.ibna.org, (319) 352-8534		
30	Job Center of Wisconsin 201 E. Washington Avenue, Madison WI 53702	https://jobcenterofwisconsin.com/	6	
31	Job Fair (as cited by applicant)		1	
32	Journalism Job Bank, School of Journalism, UC Berkeley, 121 North Gate Hall, Berkeley, CA 94720	journalism.berkeley.edu/jobs		
33	Journalism Jobs 510-524-2007 -- California	www.journalismjobs.com	2	

Recruitment Resources
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
34	Journalismnext.com P.O. Box 30846 Bethesda, MD 20824	Eric Wee (703) 629-0178		
35	LinkedIn Corporation 2029 Stierlin Court, Mountain View, CA 94043	www.linkedin.com	1	
36	madison365.com	news@madison365.org		
37	Madison Writers Network email update	http://www.madisonwritersnetwork.org/		
38	Madison.com (Capital Newspapers on-line)P.O. Box 8056, Madison, WI 53708-8056	www.madison.com	1	
39	Milwaukee Jnl/Sent P.O. Box 661, Milwaukee, WI 53201-0661	jody medinger 414-225-5037		
40	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	Linda Lasere 612.926.8123	1	
41	Monster.com (comes with Milw journ/Sentinel ad)	www.monster.com, 1-800-MONSTER(666-7837)	7	
42	Multicultural Student Center (UW Madison), 716 Langdon St., Madison, WI 53706	atraore@studentlife.wisc.edu		
43	MyPBS, 1320 Braddock Place, Alexandria, VA 22314	http://mypbs.org		
44	National Educational Telecommunications Assn. PO Box 50008 Columbia, SC 29250	803-978-1579 Maryanne Schuessler	2	
45	National Lesbian&Gay Journ Assn 1420 K Street NW Ste 910, Washington, DC 20005	info@nlgja.org, 202-588-9888		
46	Newslink Digest e-mail List Serv	newslink@mpr.org		
47	Other (cited by applicant)		1	
48	OurLivesMadison. Com LGBT magazine	emills@ourlivesmadison.com>		
49	Out Professional and Executive Network, P.O. Box 1646, Madison, WI 53701-1646	info@OPENmadison.org; 608-561-3849		
50	Portal Wisconsin PO Box 8690, Madison, Wisconsin 53708-8690	www.portalwisconsin.org, 608-266-0190		
51	Public Media Business Assn 1760 Old Meadow Road, Suite 500 McLean, VA 22102	www.pbma.org , (703) 506-3292		
52	Public Radio Assn of Development Officers (PRADO) list serv, Syracuse, NY 13244	prado@listserv.syr.edu		
53	Public Radio News Directors Incorporated P.O. Box 838, Sturgis, SD 57785	Michael Leland, WPR, Member		
54	Public Radio Program Dir Assn 517 Ocean Front Walk Ste 10 Venice, CA 90291	www.prpd.org		
55	Public Relations Society of America Milwaukee Chapter	www.prsawis.org; (414) 287-4253		
56	RTNDA Job Bltn 1600 K St. NW, Ste 700, Washington DC 20006	www.rtna.org	1	
57	Social Media (as cited by applicant)		6	
58	Society of Broadcast Engrs, 9247 North Meridian St, Ste 305, Indianapolis, IN 46260	www.sbe.org	1	
59	South Asian Journalists Assn. New York, NY	saja@columbia.edu		
60	Unity: Journalists for DiversityPO Box 511783 Milwaukee, WI, 53203	414-335-1478		
61	Urban League of Chicago 4510 South Michigan Avenue Chicago , IL 60653	careers@thechicagourbanleague.org		
62	Urban League of Greater Madison, 2222 S Park St #200 Madison, WI 53713	608-729-1200; jobs@ulgm.org		
63	Urban League of Milwaukee 435 W North Ave Milwaukee, WI 53212	ttaylor1@tmul.org		
64	UW Career Portal 1220 Linden Drive Madison, WI 53706	www.careers.wisconsin.edu	9	
65	UW Extension Jobs Page 432 N. Lake Street , Madison, WI 53706	www1.uwex.edu	1	
66	UW Foundation, 1848 University Ave.,P.O. Box 8860, Madison, WI 53708-8860	john.mueller@supportuw.org		
67	UW Madison Arts Administration, 975 University Avenue, Madison, WI 53706	rbuckman@bus.wisc.edu		
68	UW Madison Buckynet job board	https://ls-wisc-csm.symplicity.com		

Recruitment Resources
WHA-TV, WHA Radio
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
69	UW Madison Business School MBA Prog, 975 University Avenue, Madison, WI 53706	jmarsh@bus.wisc.edu.		
70	UW Madison Business School, 975 University Avenue, Madison, WI 53706	https://bus-wisc-csm.symplicity.com/employers/		
71	UW Madison Campus communicators Listserv	communicators@lists.wisc.edu		
72	UW Madison Communication Arts Dept, 821 University Avenue, Rm 6117, Madison, WI 53706	jrjrichard2@wisc.edu, (608) 262-2543		
73	UW Madison People Program 1305 Linden Drive, Suite 240 Madison, WI 53706	peoplecollegescholars@cdo.wisc.edu		
74	UW Madison-Badger Bridge Wisconsin Alumni Association, 650 N. Lake Street, Madison, WI 53706	608-262-2551		
75	UW Madison Journalism School, 821 University Avenue, Madison, WI 53706	advising@journalism.wisc.edu		
76	UW Milwaukee Career devel. Ctr Mellencamp 128, P.O. Box 413 Milwaukee, WI 53201	cdc@uwm.edu		
77	UW Superior Swenson Hall 1061 Belknap and Catlin Ave P.O. Box 2000, Superior, WI 54880	715-394-8024		
78	Wisconsin Alumni Assn-Badger Bridge 650 N Lake St Madison, WI 53706	608-262-2551		
79	Wisconsin Arts Board (free) 101 E Wilson St Madison, WI 53703	akatz@artswisconsin.org (608) 266-0190		
80	Wisconsin Broadcasters Assn 44 E. Mifflin St. Ste 900, Madison, WI 53703	http://www.wi-broadcasters.org/	2	
81	Wisconsin Jobs for Wisconsin Grads, Career Services UW-Green Bay 54311	wijobs4wigrads@uwgb.edu 920-465-2163		
82	Wisconsin Private Colleges Career Consortium, http://www.wipccc.org/employers.shtml	info@wipccc.org		
83	Wisconsin Society for Human Resources Management 2830 Agriculture Drive, Madison, WI 53718	608-204-9827		
84	Wisconsin State Journal see: Capital Newspapers			
85	Wisconsin Technical College System, P.O. Box 7874, Madison, WI 53707-7874	608-266-1207		
86	Wisconsin Women of Color Network, 4529 Surrey Cir, Madison, Wisconsin 53704	wwocntwk@gmail.com		
87	W.O.R.T-FM Community Radio, 118 S. Bedford St. Madison WI 53703	Molly Stenz 608.256.2001		
88	WPR Wisconsin Public Radio Jobs page 821 University Avenue, Madison, WI 53706	www.wpr.org	49	
89	WPT Wisconsin Public TV Jobs page 821 University Avenue, Madison, WI 53706	www.wpt.org	18	
90	WUWM - student Radio UW Madison, 333 E. Campus Mall, Madison, WI 53706	Dave Black, (608) 262-9542	1	
91	Young Non_Profit Professional Network	ynpnmad@gmail.com		
92	Ziprecruiter.com (as cited by applicant)	(877) 252-1062	1	
	COMMUNITY GROUPS			
93	Beloit College, Ofc of Field & Career Svc, 700 College St., Beloit, WI 53511	jobpostings@beloit.edu		
94	Columbia University, 2950 Broadway , New York, NY, 10027	Izabela Rutkowski ir2273@columbia.edu		yes
95	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.musk@wisconsin.gov		yes
96	Edgewood College, 1000 Edgewood College Drive, Madison, WI 53711	Bonnie Sierlecki, bsierlecki@edgewood.edu		
97	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202		
98	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189		
99	Hmong American Friendship 3824 W. Vliet St., Milwaukee, WI 53208	A.C. , axiong@hmongamer.org 414-344-6575		
100	La Crosse Area Development Corporation, 712 Main St. , La Crosse, WI 54601	Jennifer Kiderer, 608-784-5488		
101	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Heather Ferarro, 414-277-7120		

Recruitment Resources
WHA-TV, WHA Radio
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
102	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Aundra McMurtry amcmurtry@tmul.org		
103	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powless 414-329-4101		
104	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	info@spottedeagle.us 414-342-0700		
105	UW LaCrosse Career Services, 1725 State-2nd fl. Wilder Hall, La Crosse, WI 54601	Karolyn Bald, career@uwlax.edu 608-785-8514		
106	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, 608-263-6960		yes
107	UW Madison Office For Equity and Diversity, 500 Lincoln Drive, Rm 179-A, Madison, WI 53706	Kathryn O'Connor 608-263-5562		
108	Winona State University Mass Communication , P.O. Box 5838, Winona, MN 55987	career@winona.edu		yes
109	Womens Center, Inc, 505 N. East Avenue, Waukesha, WI 53186	krystald@twcwaukesha.org 262-522-3816		
110	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell 608-257-1436		
	UNIVERSITY AND COLLEGE JOURNALISM PROGRAMS	Updated 3/2017		
1	Alverno College, 3400 South 43rd St , P.O. Box 343922, Milwaukee, WI, 53234	susan.leister@alverno.edu, 414.382.6019		
2	Beloit College, 700 College St, Beloit, WI, 53511	gillens@beloit.edu, 608.363.2309		
3	Cardinal Stritch College, 6801 N. Yates Road, Milwaukee, WI, 53217	micarson@stritch.edu, 414.410.4175		
4	Carroll University, 100 N. East Ave., Waukesha, WI, 53186	rimes@carrollu.edu, 262-951.3011		
5	Carthage College, 2001 Alford Park Drive, Kenosha, WI, 53140	jbruning@carthage.edu, 262.551.5881		
6	Concordia University - Wisconsin, 12800 N. Lake Shore Drive, Mequon, WI, 53097	career.services@cuw.edu 262-243-4401		
7	Edgewood College, 1000 Edgewood College Drive, Madison, WI, 53711	Kmella@edgewood.edu, 608-663-2266		
8	Lakeland University, P.O. Box 359 , Sheboygan, WI, 53082	stephanm@lakeland.edu, 920.565.1255		
9	Lawrence University, P.O. Box 599 , Appleton, WI, 54912	careerservices@lawrence.edu		
10	Maranatha Baptist Bible College, 745 W. Main Street, Watertown, WI, 53094	careerservices@mbbc.edu, 920.206.4046		
11	Marian University Wisconsin, 45 S. National Ave, Fond du Lac, WI, 54935	careerservices@marianuniversity.edu, (920) 923-8799		
12	Marquette University, P.O. Box 1881, Milwaukee, WI, 53201	william.thorn@mu.edu, 414.288.3447		
13	Mount Mary College, 2900 N. Menomonee River Parkway, Milwaukee, WI, 53222	mmu-adcardev@mtmary.edu, 414.256.1243		
14	Northland College, 1411 Ellis Avenue, Ashland, WI, 54806	internships@northland.edu		
15	Ripon College, 300 Seward Street, Ripon, WI, 54971	gerretsen@ripon.edu, 920-748-8353		
16	St. Norbert College, 100 Grant Street, De Pere, WI, 54115	careers@snc.edu		
17	Silver Lake College, 2406 S. Alverno Rd, Manitowoc, WI, 54220	Jan.Algozine@sl.edu, 920.686.6192		
18	University of Wisconsin - Eau Claire, 105 Garfield Avenue, Eau Claire, WI, 54702	larsoja@uwec.edu,		
19	University of Wisconsin - Green Bay , 2420 Nicolet Dr, Green Bay, WI, 54311	peacockl@uwgb.edu, 920.465.2163		
20	University of Wisconsin - LaCrosse, 1725 State Street, La Crosse , WI, 54601	career@uwlax.edu, 608.785.8570		
21	University of Wisconsin - Madison, 821 University Avenue, Madison, WI, 53706	baughman@wisc.edu, 608.263.3691		
22	University of Wisconsin - Milwaukee, P.O. Box 413, Milwaukee, WI, 53201	jsmith@uwm.edu, 414.229.6851		
23	University of Wisconsin - Oshkosh, 800 Algoma Blvd, Oshkosh, WI, 54901	benish@uwosh.edu, 920.424.7145		

Recruitment Resources
WHA-TV, WHA Radio
8/1/16 - 7/31/17

No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
24	University of Wisconsin - Parkside, P.O. Box 2000, Kenosha, WI, 54141	joann.goodyear@uwp.edu, 262.595.2515		
25	University of Wisconsin - Platteville, 1 University Plaza, Platteville, WI, 53818	ranneya@uwplatt.edu, 608.342.1619		
26	University of Wisconsin - River Falls, 410 South Third Street, River Falls, WI, 54022	career.services@uwrf.edu , 715-425-3572		
27	University of Wisconsin - Stevens Point, 1101 Reserve St. , Stevens Point, WI, 54481	acac@uwsp.edu,715.346.3226		
28	University of Wisconsin - Stout, 103 Administration Building, Menomonie, WI, 54751	bartsb@uwstout.edu, 715-232-1469		
29	University of Wisconsin - Superior, P.O. Box 2000, Superior, WI, 54880	meinerso@uwsuper.edu,		
30	University of Wisconsin - Whitewater, 800 West Main St, Whitewater, WI, 53190	career@uwv.edu, 262.472-1472		
31	Viterbo University, 900 Viterbo Dr, La Crosse , WI, 54601	careers@viterbo.edu, 608.796.3828		
32	Wisconsin Lutheran College, 8800 West Bluemound Road, Milwaukee, WI, 53226	mary.heins@wlc.edu, 414.443.8832		
33	New York University, 20 Cooper Square, Room 647, New York, NY, 10003	craigh.barboza@nyu.edu, 212-998-3837		
34	Ohio University, Park Place & Court Street, Athens , OH, 45701	hodson@ohio.edu, 740.593.2590		
35	Indiana University, 940 E. Seventh St, Bloomington, IN, 47405	lfonseca@indiana.edu, 812.855.1704		
36	Columbia University, 2950 Broadway , New York, NY, 10027	jh548@columbia.edu, 212.854.9198		
37	University of Maryland, 1117 Journalism Building, College Park, MD, 20742	charvey@jmail.umd.edu		
38	University of Kansas, 1435 Jayhawk Boulevard, Lawrence, KS, 66045	Steve_rottinghaus@ku.edu, 785.864.7630		
39	University of Missouri, 76 Gannett Hall, Columbia, MO, 65211	career@missouri.edu		
40	Michigan State University, 343 Communication Arts & Sci Building, East Lansing, MI, 48824	dicker22@msu.edu, 517.353.5110		
41	Northwestern University, 1845 Sheridan Road, Evanston, IL, 60208	j-obrien@northwestern.edu, 847.497.5634		
42	Syracuse University, 215 University Place, Syracuse , NY, 13244	belichti@syr.edu, 315.443.1209		
43	University of Florida, P.O. Box 118400 , Gainesville, FL, 32611	charris@jou.ufl.edu, 352.392.0289		
44	University of Minnesota, 206 Church Street S.E., Minneapolis, MN, 55455	lindh001@umn.edu, 612.625.3340		
45	University of North Carolina - Chapel Hill, CB 3365, Chapel Hill, NC, 27599	jeubank@email.unc.edu, 919.962.4518		
46	University of California - Berkeley, 121 North Gate Hall #5860, Berkeley, CA, 94720	journalism.berkeley.edu/contact/jobs , 510.643.2678		
47	Minnesota State University - Moorhead, 1104 7th Ave. S., Moorhead, MN, 56563	hansonc@mnstate.edu, 218.477.4036		
48	Minnesota State University - Mankato, 136 Nelson Hall, Mankato, MN, 56001	charles.lewis@mnsu.edu, 507.389.5524		
49	Saint Cloud State University, 720 4th Ave. S. As209, St. Cloud, MN, 56301	ramurphy@stcloudstate.edu, 320-308-3753		
50	Winona State University, P.O. Box 5868, Winona , MN, 55987	vdecker@winona.edu, 507.457.5340		
51	Columbia College of Chicago, 600 South Michigan, Chicago, IL, 60605	jhalperin@colum.edu, 312.344.8994		
52	DePaul University, 1 E. Jackson, Chicago, IL, 60604	melias@depaul.edu, 312.362.8437		
53	Eastern Illinois University, 600 Lincoln Avenue, Charleston, IL, 61920	llmoore@eiu.edu, (217) 581-2412		
54	Illinois State University, 100 University Street , Normal, IL, 61761	janavic@ilstu.edu, 309.438.7578		
55	Northern Illinois University, 1425 West Lincoln Hwy, Dekalb, IL, 60115	jbaldwin@niu.edu, 815.753.7104		
56	University of Illinois at Urbana-Champaign, 810 S. Wright St, Urbana, IL, 61801	lholley@uiuc.edu, 217.333.1508		
57	Western Illinois University, 1 University Circle, Macomb, IL, 61455	e-poulter@wiu.edu, 309.298.2189		
58	Drake University, 2507 University Ave, Des Moines, IA, 50311	carlyn.crowe@drake.edu, 515.271.2033		

***Description of longer-term outreach initiatives for the period
August 1, 2016 through July 31, 2017***

Specify First Initiative:

Establishment of internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe activities undertaken to fulfill that initiative:

WHA-Radio and WHA-TV participated in the Summer Affirmative Action Internship Program [SAAIP] through UW-Extension. From May through August 2017 three interns are working for WHA-TV and one intern is working for WHA-Radio.

From May-August 2017 WPR is sponsoring a paid internship in their Eau Claire, Wisconsin office. This internship is designed to recruit college students from underrepresented groups and it provides solid training in the basics of broadcast journalism and public affairs call-in talk show production. The intern is developing a portfolio of materials, scripts and possibly audio examples of their work at WPR.

From August 2016 through May 2017 WPR sponsored the Lee Ester News Fellowship, designed for a recent graduate or someone in the early years of his or her career as a radio news reporter. The fellow worked as a reporter in Wisconsin Public Radio's Madison newsroom.

From September 2016 through August 2017 WPR sponsored the Second Century Fellowship, designed for a recent graduate or early career reporter and is meant to prepare journalists of color, and those from other groups underrepresented in the media industry, for successful news careers. The fellow worked as a reporter in Wisconsin Public Radio's Milwaukee bureau.

Specify Second Initiative:

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Describe activities undertaken to fulfill that initiative:

WHA-TV and WHA-Radio participate in the UW Extension and Colleges Academy for Leadership and Innovation, a formal leadership development program for individual contributors and managers. The 2016 class (which concluded in December 2016) included two persons from WHA-Radio and one person from WHA-TV.

Specify Third Initiative:

Listing of each upper-level category job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe activities undertaken to fulfill that initiative.

Three upper-level jobs were filled during this period: Executive Producer, Mornings, WHA-Radio; Executive Producer, Cultural Programming, WHA-TV; and Audience Services Manager, WHA-Radio and WHA-TV.

For the Executive Producer, Mornings, WHA-Radio contacted the following organizations: Alliance for Women in Media –Chicago, Milwaukee Area and Minnesota Chapters; Centro Hispano Dane County; Out Professional and Executive Network; Urban League of Chicago, Greater Madison, and Milwaukee.

For the Executive Producer, Cultural Programming, WHA-TV contacted the following organizations: Alliance for Women in Media –Chicago, Milwaukee Area and Minnesota Chapters; Centro Hispano Dane County; Out Professional and Executive Network; Urban League of Chicago, Greater Madison, and Milwaukee; Emma L. Bowen Foundation Alumni.

For the Audience Services Manager, WHA-Radio and TV contacted the following organizations: Centro Hispano Dane County; Emma L. Bowen Foundation Alumni; Hmong Association of Southern Wisconsin; Urban League of Madison and Milwaukee; Wisconsin Women of Color Network.

Specify Fourth Initiative:

Participation in at least four job fairs over two years by station personnel who have substantial responsibility in the making of hiring decisions.

Describe activities undertaken to fulfill that initiative:

WHA-Radio and WHA-TV were each represented by a hiring manager at the Wisconsin Broadcasters Association Winter Job/Career Fair on January 25, 2017.

WHA-Radio and WHA-TV were represented by an HR recruiter at the UW Madison Spring Career and Internship Fair on February 2, 2017.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager at the UW-Eau Claire Career Fair on February 15, 2017.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager at the UW-River Falls Career Fair on February 22, 2017.

WHA-Radio and WHA-TV were represented by an HR recruiter, a Radio Producer, and a TV Engineering Supervisor at the Wisconsin Broadcasters Association Student Seminar on March 4, 2017.

WHA-Radio and WHA-TV were represented by an HR recruiter and a TV Executive Producer at the Heymiss Progress Job Fair on July 22, 2017.

Specify Fifth Initiative:

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Describe activities undertaken to fulfill that initiative:

Five management level personnel from WHA-Radio and WHA-TV attended the YWCA's Racial Justice Summit in Madison, WI on September 29 and 30, 2016.

Fourteen senior managers from WHA-TV and WHA-Radio attended a two-day training "Deep Diversity Leadership Training" on October 3 and 4, 2016 facilitated by Shakil Choudhury of Anima Leadership.

Seventeen senior managers from WHA-TV and WHA-Radio attended a one day training "Developing Courageous Conversations Skills" in the context of equity, diversity and inclusion facilitated by Shakil Choudhury of Anima Leadership on April 10, 2017.

Since August, 2016 two WHA-Radio and one WHA-TV management level employees have attended the two-day University of Wisconsin Extension and Colleges-sponsored Multicultural Awareness Program.

WHA-Radio and WHA-TV are sponsoring a quarterly workshop series for all employees facilitated by the YWCA Madison. The two, 4-hour workshops are Deconstructing Racism and Exploring Privilege. In February 2017, one manager from WHA-Radio and four managers from WHA-TV attended the workshops. In June 2017, three managers from WHA-Radio and one manager from WHA-TV attended the workshops.

Formal orientations were given for all recruitment committee chairs and all recruitment committee members on University of Wisconsin-Extension anti-discrimination guidelines and FCC-EEO anti-discrimination guidelines during the reporting period, August 1, 2016 through July 31, 2017.