

SEEHAFER BROADCASTING CORP. MANITOWOC (WOMT/ WQTC/ WEMP/ WLTU/ WLKN/ WCUB)

Annual EEO Public File Report

Prepared by: Jim Medley

The purpose of this EEO Public File 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 station(s):

SEEHAFER BROADCASTING, MANITOWOC, WI

And is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in the Report covers the period beginning **August 1, 2023 and ending July 31, 2024.**

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 Station(s) comprising the Station Employment Unit 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 (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 hire 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.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules. Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the letters listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix.

*For purposes of the Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone or via Zoom.

**Appendix 1:
Annual EEO Public File Report Form
Covering the Period from August 1, 2023 to July 31, 2024
Station(s) Comprising Station Employment Unit:**

WOMT/ WQTC/ WEMP/ WLTU/ WLKN/ WCUB

Vacancy Information

Full-Time Positions Filled *News Reporter (start date; 8/23/23)*

Means of Announcing Job Vacancy A, E, F, G, H, I, J

Total Number of Interviewees *8* *(1-H, 2-G, 1-F, 4-K)*

Source of Hired Person. *H*

Vacancy Information

Full-Time Positions Filled *News Reporter (start date 6/3/24)*

Means of Announcing Job Vacancy A, E, F, G, H, I, J

Total Number of Interviewees *2* *(2-G)*

Source of Hired Person. *G* *(part-time to full-time)*

Appendix 2:

Annual EEO Public File Report Form

Covering the Period from August 1, 2023 to July 31, 2024

Station(s) Comprising Station Employment Unit:

WOMT/ WQTC/ WEMP/ WLTU/ WLKN/ WCUB

Section 2: Recruitment Source Information

A. Wisconsin Broadcasters Association

44 E Mifflin St

Madison WI 53703

<http://www.wi-broadcasters.org/careers/post-available/>

608-255-2600

B. University of Green Bay – Manitowoc

705 Viebahn St

Manitowoc WI 54220

<http://manitowoc.uwc.edu/>

920-683-4600

C. Lakeshore Technical College - Cleveland

1290 North Ave

Cleveland, WI 53015-1412

<http://www.gotoltc.edu/>

920-693-1000

D. On-Air Seehafer Broadcasting

WOMT-AM, WCUB-AM, WEMP-FM, WLKN-FM, WLTU-FM, WQTC-FM

3730 Mangin St

Manitowoc WI 54221

<http://www.seehaferbroadcasting.com/>

920-682-0351

E. Manitowoc Chamber of Commerce

1515 Memorial Dr

Manitowoc, WI 54220

<http://chambermanitowoccounty.org/>

920-684-5575

F. Indeed.com

G. Personal Reference

H. All Seehafer Broadcasting websites.

I. Ziprecruiter.com

J. LinkedIn

K. radio-online.com

Appendix 3:
Annual EEO Public File Report Form
Covering the Period from August 1, 2023 to July 31, 2024
Station(s) Comprising Station Employment Unit:

WOMT/ WQTC/ WEMP/ WLTU/ WLKN/ WCUB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Seehafer Broadcasting

1. S.F., a student at UW Milwaukee, joined the news team as an intern learning news writing and production of stories. This term was June – August 2023.
2. 10/23/2023, Jim Medley represented Seehafer Broadcasting during the “**WBA Careers in Broadcasting Virtual Mixer**”. During this event, 4 candidates were interviewed for careers in broadcasting.
3. 07/03/23 A.F., a High School Junior started as an Intern for the News Department. Through the **CESA 6 Youth Apprenticeship Program**. A.F. is working as a reporter at the stations learning every facet of the carrier while earning High School class credit. A.F. is interested in pursuing a carrier in Journalism at UW Madison.
4. 06/26/2023, Z.K., a Junior from Lincoln High school, . started working through the **CESA 6 Youth Apprenticeship program** as a news intern at the stations. Z.K. is pursuing a carrier in broadcast journalism and will complete a minimum of 425 hours for high school credit.
5. 1/1/24 – 2/23/24, aired announcements for the 2024 **WBA Job/ Career fair** scheduled for 2/24/24 at Lambeau Field in Green Bay. A total of 1944 announcements were aired on all Seehafer stations. Employees of Seehafer Broadcasting were in attendance and accepted applications from those in attendance.
6. 2/24/24, 12p – 2p, attended **WBA student seminar** in Green Bay interacted with dozens on applicant seeking carriers in radio. We have contacted several applicants for summer internships or future employment after graduation.
7. 5/1/24, 1-4p, attended the “**Community Job Fair**” hosted by Ascend services. Talked with over 30 people about careers in the radio industry.
8. 5/9/24, 9a-1p, participated in group interviews for 10 high school students in the **Young Apprenticeship program through CESA 6**. Presented an intern employment offer to one

student, S.H., and he will start employment through this High School Program in August 2024.

9. 06/19/24, Business Manager, Brenda Schultz attended the **EEO Session: “Looking beyond the right places”** at the WBA Summer Conference in Fon du Lac. Brenda shared this information with other management.