

EEO Public File Report

Group: Nicolet Broadcasting, Incorporated					
Stations: WBDK-FM, WRLU-FM, WRKU-FM, WSBW-FM					
A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.					
A. Job Vacancies Filled Between 2018-08-01 and 2019-07-31					
1. Job Title: News Sports Sales (P028229)	Date Submitted: 2018-08-01			Date Filled: 2018-12-10	
2. Job Title: News Sports Sales (P028233)	Date Submitted: 2018-10-08			Date Filled: 2018-12-03	
3. Job Title: Sales Manager (P028237)	Date Submitted: 2018-06-04			Date Filled: 2019-01-16	
4. Job Title: Account Executive (P028241)	Date Submitted: 2019-02-07			Date Filled: 2019-03-11	
5. Job Title: Office Staff (P028245)	Date Submitted: 2019-02-15			Date Filled: 2019-03-11	
6. Job Title: Office Staff (P028249)	Date Submitted: 2019-02-15			Date Filled: 2019-05-25	
7. Job Title: News Sales Sports (P028253)	Date Submitted: 2019-02-07			Date Filled: 2019-06-03 Date Filled: 2019-06-03 Date Filled: 2019-06-03 Date Filled: 2019-06-03	
8. Job Title: Account Executive (P028257)	Date Submitted: 2019-06-01			Date Filled: 2019-07-02	
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: News Sports Sales				Date Filled: 2018-12-10	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Illinois Center for Broadcasting	Don Clark	150 E Huron St, Chicago, IL 60611	312-884-8000	NO	NO
Indeed.com	Indeed.com	6433 Champion Grandview Way Building 1 Austin, T	800-462-5842	NO	NO
Sport Talent Association of America	Jon Chelensnik	26101 Del Rey Ste. A, Mission Viejo, California,	949-648-STAA (78	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Wisconsin Broadcasters Association	Kyle Geissler	44 E. Mifflin Street, Suite 900, Madison, WI 537	608-255-2600	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 8					

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2. Job Title: News Sports Sales				Date Filled: 2018-12-03	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Illinois Center for Broadcasting	Don Clark	150 E Huron St, Chicago, IL 60611	312-884-8000	NO	NO
Indeed.com	Indeed.com	6433 Champion Grandview Way Building 1 Austin, T	800-462-5842	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Wisconsin Broadcasters Association	Kyle Geissler	44 E. Mifflin Street, Suite 900, Madison, WI 537	608-255-2600	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 7					
3. Job Title: Sales Manager				Date Filled: 2019-01-16	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Illinois Center for Broadcasting	Don Clark	530 State Street, Chicago, IL	312-884-8000	NO	NO
Media Staffing Consultants	Patty Kincaid	150 E Huron St, Chicago, IL 60611	480-306-8930	YES	NO
Total Resources: 2					
4. Job Title: Account Executive				Date Filled: 2019-03-11	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Indeed.com	Indeed.com	6433 Champion Grandview Way Building 1 Austin, T	800-462-5842	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 5					
5. Job Title: Office Staff				Date Filled: 2019-03-11	

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Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
DoorCountyDailyNews.com	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 5					
6. Job Title: Office Staff			Date Filled: 2019-05-25		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
DoorCountyDailyNews.com	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	YES	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 5					
7. Job Title: News Sales Sports			Date Filled: 2019-06-03 Date Filled: 2019-06-03 Date Filled: 2019-06-03 Date Filled: 2019-06-03		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Indeed.com	Indeed.com	6433 Champion Grandview Way Building 1 Austin, T	800-462-5842	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	YES	NO
Wisconsin Broadcasters Association	Kyle Geissler	44 E. Mifflin Street, Suite 900, Madison, WI 537	608-255-2600	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO

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Total Resources: 6					
8. Job Title: Account Executive				Date Filled: 2019-07-02	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
DoorCountyDailyNews.com	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	YES	NO
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	NO	NO
Total Resources: 5					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2018-08-01 and 2019-07-31 (this will be a raw number):			31		
D. Total Number of Interviews For All Full-Time Vacancies Filled Between 2018-08-01 and 2019-07-31 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviews Referred?	
DoorCountyDailyNews.com	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	0	
Illinois Center for Broadcasting	Don Clark	150 E Huron St, Chicago, IL 60611	312-884-8000	0	
Indeed.com	Indeed.com	6433 Champion Grandview Way Building 1 Austin, T	800-462-5842	8	
Media Staffing Consultants	Patty Kincaid	150 E Huron St, Chicago, IL 60611	480-306-8930	8	
Sport Talent Association of America	Jon Chelesnik	26101 Del Rey Ste. A, Mission Viejo, California,	949-648-STAA (78)	2	
WBDK-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	5	
Wisconsin Broadcasters Association	Kyle Geissler	44 E. Mifflin Street, Suite 900, Madison, WI 537	608-255-2600	7	
WRKU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	1	
WRLU-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	0	
WSBW-FM	Roger Utnehmer	30 N 18th Avenue, Suite 8, Sturgeon Bay, WI 5423	920-746-9430	0	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			

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08/01/2018	Student Correspondent	Student Correspondent...We have offered a job-shadowing, training experience to a Southern Door High School student who reports on numerous events and activities in the Southern Door School District.
11/08/2018	Student Correspondent	Expansion of Student Correspondent Program...President and CEO Roger Utneher met with the board of directors of the Wisconsin Institute for Public Policy and Research about a state-wide expansion of the student correspondent program. WIPPS staff will work with DoorCountyDailyNews.com and create a pilot program in cooperation with Midwest Communications to recruit student correspondents at locations throughout Wisconsin patterned on the model used by DoorCountyDailyNews.com.
01/05/2019	Recruitment	Local Sales Recruitment On-line Course...Station management participated and completed an on-line course titled "Local Sales Recruitment" conducted by Media Staffing Associates.
01/30/2019	Job Fair	Job Fair...The Wisconsin Broadcasters Association...The Wisconsin Broadcasters Association conducted a job fair during the winter conference. All stations were represented at the event by station management.
01/30/2019	Training	EEO Training...The Wisconsin Broadcasters Association conducted a seminar titled "Effective Strategies to Address Legal Issues and Prevent Discrimination During the Employment Relationship." All stations were represented at the seminar by station management.
03/18/2019	Presentation	Outreach Activity...Station management presented to students participating in Providers And Teens Communicating for Health (PATH) in collaboration with the Medical College of Wisconsin regarding careers in broadcasting, how young people can interact with media and how to valuable and trust media sources.
06/12/2019	Job Fair	Job Fair...The Wisconsin Broadcasters Association conducted a job fair during the summer conference. All stations were represented by station management.
06/12/2019	Training	EEO Training...The Wisconsin Broadcasters Association conducted an EEO seminar titled "Keeping Up With the EEO at the FCC." All stations were represented at the seminar by station management.
07/19/2019	Outreach	Outreach...Station management met with a first-year medical student from the Medical College of Wisconsin interested in implementing their Physician in the Community program with the collaboration of radio station reporters. The program connects medical students with those working to solve community challenges. The purpose of DoorCountyDailyNews.com involvement is to provide stations access to issues to deal with in programming responsibilities, to educate medical students on the role of the media both reporting and working to solve community problems and provide at-risk youth the Physician in the Community program engages with access to career opportunities in broadcasting and to news coverage.