

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2007 to July 22, 2008.

1) **Employment Unit:** Good Karma Broadcasting, LLC - Wisconsin

2) **Unit Members (Stations and Communities of License):**

WTLX(FM)	Columbus, WI
WWHG(FM)	Evansville, WI
WTJK(AM)	South Beloit, IL
WTTN(AM)	Watertown, WI
WBEV(AM)	Beaver Dam, WI
WXRO(FM)	Beaver Dam, WI
WAUK(AM)	Jackson, WI
WRRD(AM)	Waukesha, WI

3) **EEO Contact Information for Employment Unit:**

Mailing Address: PO Box 902 100 Stoddart Street Beaver Dam, WI 53916	Telephone Number: (920) 885-4442
	Contact Person/Title: Kelli L. Gabel/ Human Resources
	E-mail Address: kgabel@gkbradio.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Traffic Coordinator	Capital Newspapers
2. Morning Show Host - WXRO	AllAccess.com
3. News Reporter - WXRO/WBEV	Wisconsin Broadcasters Association Website
4. Account Executive - WBEV/WXRO	Advertisements on WBEV/WXRO
5. Account Executive - WBEV/WXRO	Advertisements on WBEV/WXRO
6. Account Executive - WWHG/WTJK	Employee Referral
7. Account Executive - WTLX	Industry Referral
8. Account Executive - WAUK/WRRD	Milwaukee Bucks' Job Fair
9. Account Executive - WAUK/WRRD	Employee Referral
10. Account Executive - WAUK/WRRD	Employee Referral

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5) Job Title: Traffic Coordinator

Referral Source(s) of Hiree: Capital Newspapers

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	0	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	1	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	0	No
Industry Referral	N/A	N/A	N/A	0	No
WBEV Station Website	Webmaster	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	1	No
Capital Newspapers	Melissa Nauertz	1901 Fish Hatchery Road, Madison, WI	(608) 252-6200	10	No

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5) Job Title: Morning Show Host

Referral Source(s) of Hiree: AllAccess.com

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	3	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	1	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Darnetta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	0	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	0	No
Industry Referral	N/A	N/A	N/A	0	No

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5) Job Title: News Reporter

Referral Source(s) of Hiree: Wisconsin Broadcasters Association Website

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	6	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	2	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametia	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	1	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	0	No
Industry Referral	N/A	N/A	N/A	0	No
MassMediaJobs.com	Webmaster	www.massmediajobs.com	N/A	1	No

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5) Job Title: Account Representative

Referral Source(s) of Hiree: Advertisements on WBEV/WXRO

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametia	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
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Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	0	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	3	No
Industry Referral	N/A	N/A	N/A	0	No
WBEV Station Website	Webmaster	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	3	No
Capital Newspapers	Melissa Nauertz	1901 Fish Hatchery Road, Madison, WI	(608) 252-6200	6	No
Advertisements on WBEV/WXRO	N/A	N/A	N/A	1	No

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5) Job Title: Account Executive

Referral Source(s) of Hiree: Advertisements on WBEV/WXRO

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Darnetta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	0	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	3	No
Industry Referral	N/A	N/A	N/A	0	No
WBEV Station Website	Webmaster	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	3	No
Capital Newspapers	Melissa Nauertz	1901 Fish Hatchery Road, Madison, WI	(608) 252-6200	5	No
Advertisements on WBEV/WXRO	N/A	N/A	N/A	1	No

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5) Job Title: Account Executive

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	0	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	1	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	0	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	1	No
Industry Referral	N/A	N/A	N/A	0	No

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5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	1	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	2	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	1	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	0	No
Industry Referral	N/A	N/A	N/A	1	No

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5) **Job Title: Account Executive**
Job Title: Account Executive
Job Title: Account Executive

Referral Source(s) of Hire: Milwaukee Bucks Job Fair
Referral Source(s) of Hire: Employee Referral
Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AllAccess.com	Webmaster	www.allaccess.com	N/A	0	No
AMFMJobs.com	Webmaster	www.amfmjobs.com	N/A	1	No
TVandRadioJobs.com	Webmaster	www.tvandradiojobs.com	N/A	0	No
Craig's List	Webmaster	www.craigslist.com	N/A	0	No
American Women in Radio and Television	Kate O'Donnell	1595 Spring Hill Road, Vienna, VA	(703) 506-3266	0	No
Asian American Journalists Assoc.	Rene Astudillo	1182 Market Street, San Francisco, CA	(415) 346-2051	0	No
National Association of Black Journalists	Angela White	8701A Adelphia Road, Adelphia, MD	(301) 445-7100	0	No
National Association of Hispanic Journalists	Marco Botero	1000 National Press Building, Washington, DC	(888) 346-6242	0	No
National Lesbian & Gay Journalists Association	Jason Clement	2120 L Street, NW Suite 840, Washington, DC	(202) 588-9888	0	No
National Organization for Women	Tizzy Hyatt	122 State Street, #403, Madison, WI	(608) 255-3911	0	No
NAACP	Dametta	35 Pinckney Street, #5, Madison, WI	(608) 255-3911	0	No
Native American Journalist Association	Ron Evans	3359 36th Avenue South, Minneapolis, MN	(612) 729-9244	0	No
Radio and Television News Directors Association	Thomas Corcoran	1000 Connecticut Avenue NW, Suite 615 Washington, DC	(202) 223-4007	0	No
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin, Madison, WI	(608) 255-2600	1	No
Postings at all Good Karma Broadcasting, LLC stations	Kelli Gabel	100 Stoddart Street, Beaver Dam, WI	(920) 885-4442	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Eau Claire	Webmaster	105 Garfield Avenue, Eau Claire, WI	(715) 836-2637	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Green Bay	Webmaster	2420 Nicolet Drive, Green Bay, WI	(920) 465-2000	0	No
Wisconsin Jobs for Wisconsin Grads: UW-La Crosse	Webmaster	1725 State Street, La Crosse, WI	(608) 785-8000	2	No
Wisconsin Jobs for Wisconsin Grads: UW-Madison	Webmaster	University Avenue, Madison, WI	(608) 263-2400	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Milwaukee	Webmaster	2200 East Kenwood Avenue, Milwaukee, WI	(414) 229-1122	1	No
Wisconsin Jobs for Wisconsin Grads: UW-Oshkosh	Webmaster	800 Algoma Boulevard, Oshkosh, WI	(920) 424-1234	0	No

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wisconsin Jobs for Wisconsin Grads: UW-Parkside	Webmaster	900 Wood Road, Kenosha, WI	(262) 595-2345	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Platteville	Webmaster	1 University Plaza, Platteville, WI	(800) 362-5515	0	No
Wisconsin Jobs for Wisconsin Grads: UW-River Falls	Webmaster	410 South Third Street, River Falls, WI	(715) 425-3911	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stevens Point	Webmaster	2100 Main Street, Stevens Point, WI	(715) 346-0123	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Stout	Webmaster	712 South Broadway Street, Menomonie, WI	(715) 232-1122	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Superior	Webmaster	Belknap & Catlin, Superior, WI	(715) 394-8101	0	No
Wisconsin Jobs for Wisconsin Grads: UW-Whitewater	Webmaster	800 West Maim Street, Whitewater, WI	(262) 472-1234	0	No
Madison Media Institute	Bill Mallinson	2702 Agriculture Drive, Madison, WI	(608) 663-2000	0	No
Employee Referral	N/A	N/A	N/A	8	No
Industry Referral	N/A	N/A	N/A	0	No
WAUK/WRRD Station Website	Webmaster	www.espnmilwaukee.com	N/A	0	No
WAUK/WRRD On-Air Station Advertisement	Eric Davidson	770 N Jefferson Street, Milwaukee, WI	(414) 273-3776	3	No
Milwaukee Bucks Career Fair	Lisa Urdiales	1001 North Fourth Street, Milwaukee, WI	(414) 227-0400	5	No

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6) Total # of Interviewees Referred: For the period from **July 23, 2007 to July 22, 2008**, this Employment Unit interviewed 79 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this report.

(a) Initiative: Job & Career Fairs

Wisconsin Broadcasters Association Career Fair. Monona Terrace, Madison, WI. January 23, 2008 from 8:00 am – 10:30am. The Promotions Director and General Manager participated in the Job Fair, all of whom have substantial hiring responsibility. The Employment Unit solicited students interested in careers in broadcasting for open positions at the stations and for internships. Over 150 participants attended the Job Fair.

Cleveland Cavaliers Career Fair. Quicken Loans Arena, Cleveland, OH from 9:00 am – Noon. February 19, 2008. The Promotions Director, Assistant Promotions Director, and General Manager participated in the Job Fair, all of whom have substantial hiring responsibility. The Employment Unit solicited students interested in careers in broadcasting for open positions at the stations and for internships. Over 500 participants attended the Job Fair.

Cleveland State University Career Fair. Cleveland, State University on February 29, 2008 from 9:00 am - Noon. The General Manager, Promotions Director, and Assistant Promotions Director participated in the Job Fair, all of whom have substantial hiring responsibility. The Employment Unit solicited students interested in careers in broadcasting for open positions at the stations and for internships. Over 800 participants attended the Job Fair.

Milwaukee Bucks' Career Fair. Bradley Center, Milwaukee, WI from 3:00 pm-5:00 pm on Wednesday, March 5, 2008. The Promotions Director, Sales Manager, and Program Director participated in the Job Fair, all of whom have substantial hiring responsibility. The Employment Unit solicited students interested in careers in broadcasting for open positions at the stations and for internships. Over 500 participants attended the Job Fair.

Workforce Alliance Virtual Job Fair: February 14-29, 2008

<https://www.alliancevirtualjobfair.com/default.cfm>

Participating in online job fair in which 603 people seeking information regarding careers in broadcasting for open positions at the stations participated.

Northwood University Job Fair: March 19, 2008

The Promotions Director and Sales Manager participated in the Job Fair, all of whom have substantial hiring responsibility. The Employment Unit solicited students interested in careers in broadcasting for open positions at the stations and for internships. Over 200 participants attended the Job Fair.

(b) Initiative: Internship Program

The Employment Unit operates an internship program, which allows interns to gain experience in many areas of the radio industry. Internships are available year round. During the period covered by this report, 25 interns participated in the program and received college credit. Internships are available in the areas of programming, sales, promotions, and administration. Depending on the main focus of the internship, interns may report directly to a sales manager, general manager, program director, or promotions director. Interns learn a wide variety of skills, including but not limited to: writing on-air copy and promotional announcements, website maintenance, writing and sending out press releases, miscellaneous office responsibilities, assisting on-air talent with remote broadcasts including set-up and tear down, board-oping and help with show producing, and recapping events for clients. Interns are recruited from the many universities, colleges, and technical colleges around the area, including UW-Eau Claire, UW-LaCrosse, UW-Green Bay, UW-Whitewater, UW-Stevens Point, .

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(c) Initiative: Scholarship Program

Good Karma Broadcasting established and funds the Janice LeBeau Scholarship. The scholarship awards \$500 to a graduating senior at Beaver Dam High School who plans to pursue a degree in communications or journalism. The scholarship is in memory of a former employee's wife who tragically lost her life in an automobile accident. The scholarship is awarded annually. Scholarship winners are encouraged to return during their summers to participate in our internship program.

(d) Initiative: Job Shadowing Program

Good Karma Broadcasting instituted and provides a job shadowing program. In this program, students from area high school and colleges visit the station and shadow an Employment Unit employee for an entire day, giving them a feel for careers in the broadcasting industry. Several of these job shadows have entered our internship program, and one has become a full-time employee of ours.

(e) Initiative: Mentoring / Training Program

The Employment Unit has instituted a program whereby its employees have the opportunity to shadow other employees in the company to learn more about their positions and the skills required to do those jobs (for example, several of our receptionists have trained under the traffic department and received promotions into this department and a DJ/board-op has trained under our engineer). This program helps station personnel acquire skills that could qualify them for higher-level positions.