

**EEO Public File Report**

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

**August 1, 2018 to July 31, 2019**

**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	Dir Pub Media 18052	2/27/18	8/1/2018	Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		
				Colleague Outreach - internal		
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline	2	
				Current Newspaper		
				HigherEd Jobs Online		
				indeed.com		
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison Network of Black Professionals Blacklist		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				Public Radio Assn of Development Officers		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
UW Career Portal	1	1				
Wisconsin Broadcasters Assn						
Wisconsin Women of Color Network						
WPR Web Site						
WPT Web site	1					
2	Plan Giv 18056	4/19/18	8/1/2018	Capital Newspapers		
				Monster.com		
				Madison.com {Madison newspapers online }		
				Assn of Fundr Prof. Madison chapter		
				AFP SE Wisconsin	1	
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	1
				Community Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
indeed.com	1					

				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				OurLivesMadison.com		
				Not indicated by applicant	1	
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Foundation		
				UW Madison Arts Administration		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site		
				WPT Web site		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
3	ME Host 18058	4/16/18	08/13/18	Capital Newspapers + Monster		
				Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	3	1
				Current Newspaper		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association	1	
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalism Job Bank - Berkeley		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Natl Lesbian &Gay Journalists Assn		
				Out Professional and Executive Network		

				Portal Wisconsin.org		
				Radio TV Digital News Assn		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
4	Mktg Mgr	5/11/18	08/13/18	Blacklist - Madison Network of Black Professionals		
	18064			Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				HigherEd Jobs Online	1	
				Hmong Assn job board S. Wis		
				indeed.com	2	1
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	1	
				Madison.com {Madison newspapers online }		
				Monster.com		
				Out Professional and Executive Network		
				Public Relations Society of America Madison Chapter		
				Social media (facebook, twitter)	1	
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				WPR Web Site - Wisconsin Public Radio	2	
				WPT Web site - Wisconsin Public Television		
5	Morn Prod	5/8/18	08/20/18	Capital Newspapers + Monster		
	18067			Alliance of Women in Media -Chicago Chapter		
6	and 18070	10/12/18	09/01/18	Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
7	19022	10/12/18	04/08/19	Blacklist - Madison Network of Black Professionals		
	three hires from one search			Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	5	
				Current Newspaper		
				Facebook (social media)	1	

				Glassdoor.com	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indeed	2	
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Natl Lesbian & Gay Journalists Assn		
				Not indicated		
				Out Professional and Executive Network		
				Public Media Millennials (FB)		
				Radio Television Digital News Assn		
				Society of Professional Journalists		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	2	
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	5	3
				WPT Web site - Wisconsin Public Television		
8	Investig jrnal 18051	2/9/18	09/01/18	65 College and University Journalism Pgm		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org	1	1
				Current Online	1	
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalism Job Bank		
				Journalismnext.com		
				Minnesota Broadcasters Assn careers page		
				National Assn of Lesbian, Gay Journalists e-mail ad copy		
				Portal Wisconsin		
				Social Media (Facebook, twitter, etc)	1	
				UW Career Portal		
				UW Madison People Program		
				UWEX Jobs page		
				WPR Web Site	2	
				WPT Web site		

9	Lee Ester News 18039	2/2/18	9/1/2018	83 College and University Journalism Pgm		
	75% job			Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach	1	
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org	4	1
				Higheredjobs		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalism Job Bank		
				Journalismnext.com		
				LGBT Chamber of Commerce		
				LinkedIn	1	
				Listserv (per applicant)	1	
				Minnesota Broadcasters Assn careers page		
				National Assn of Lesbian, Gay Journalists		
				Out Professional and Executive Network		
				Portal Wisconsin		
				Social Media	1	
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Madison People Program		
				UWEX Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Jobs for Wisconsin Grads		
				WPR Web Site		
				WPT Web site		
10	Chief Engr 18059	4/19/18	10/18/18	Badger Bridge (ALUMNI jobs page)		
				Broadcast Engineer Magazine	1	1
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LinkedIn	1	
				Madison.com {Madison newspapers online }		

				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				not indicated by applicant	2	
				indeed		
				Society of Broadcast Engineers-jobline		
				Society of Motion Picture and Television Engineers		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison-Engineering Career Services		
				Wisconsin Broadcasters Assn		
				WPT Web site - Wisconsin Public Television	1	
				WPT Web site(new) - Wisconsin Public Television		
11	Dir Prod	5/14/18	09/01/18	Capital Newspapers + Monster		
	18065			Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	
				Corporation for Public Broadcasting Jobline	1	
				Current Newspaper Online	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indeed		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	1

12	Prj Mgr Cult	6/4/18	10/08/18	Madison.com {Madison newspapers online }		
	18060			Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	2	
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Communication Arts Dept		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television	2	1
13	Early Lrn	6/14/18	10/1/2018	Badger Bridge (UW-ALUMNI jobs page)		
	18072			Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	1	
				HigherEd Jobs Online	2	
				Hmong Assn job board S. Wis		
				Indeed	3	
				Glassdoor.com	1	1
				Job Center of Wisconsin		
				Linked In		

				Madison.com {Madison newspapers online }		
				Monster.com		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page	1	
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	
14	HR Spec.	5/29/18	09/05/18	Capital Newspapers + Monster		
	18069			Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal uwex	1	
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	2	1
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Monster.com		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Indeed.com		
				Social media facebook, twitter, etc	1	
				Urban League of Greater Madison		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
15	Acct. Exec-Mil	7/12/18	10/01/18	Assn of Fundr Prof Green Bay		
	18074			Assn of Fundr Prof. SE Wis Chapter	1	
				Capital Newspapers		
				Colleague outreach	1	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				Greater Public		
				HigherEd Jobs Online		
				Indeed.com	1	1
				Job Center of Wisconsin		
				Linked In		



				Madison.com {Madison newspapers online }		
				Monster.com		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				PBMA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				social media, facebook, twitter, etc	1	
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
16	Fill-in Host/Pr 19001	7/27/18	11/27/2018	Capital Newspapers + Monster		
				Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	1	
				Current Newspaper		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Indeed.com	1	
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalismnext.com		
				Linked In		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Natl Lesbian & Gay Journalists Assn		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	1
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		

				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	2	
				WPT Web site - Wisconsin Public Television		
17	History Prod	7/27/18	11/01/18	Capital Newspapers		
	19002			Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	2	1
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Out Professional and Executive Network		
				Publication/Site		
				TVJobs.com		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
18	Video Prod	7/27/18	11/01/18	Capital Newspapers		
	19003			Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	1	
				HigherEd Jobs Online	1	

				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Out Professional and Executive Network		
				Publication/Site		
				TVJobs.com		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
19	Milw Rptr 19004	8/1/18	11/01/18	Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	3	
				Current Newspaper		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	2	1
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				National Lesbian &Gay Journalists Assn		
				Online News Organization		
				OurLivesMadison.com		
				Out Professional and Executive Network		

				Radio/TV Digital News Assn Job Bltn		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
20	Wau P&P Asst	8/15/18	10/22/18	Colleague Outreach - internal	3	1
	19005			Community Resource Groups mailing list		
				HigherEd Jobs Online		
				Indeed	1	
				Other	1	
				UW Career Portal		
				UW Extension Jobs page		
				Wausau Region Chamber of Commerce		
				Wausau/Merrill Daily Hr		
				Wisconsin Jobs for Wisconsin Grads		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
21	Plan Giv Asc	8/15/18	10/22/18	Assn of Fundr Prof. Madison chapter	2	1
	19006			Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline	1	
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online	1	
				Hmong Assn job board S. Wis		
				indeed.com	1	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Nat'l Educational Telecommunications Assn		
				Madison.com {Madison newspapers online }		
				Monster.com		
				OurLivesMadison.com		
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		

				UW Extension Jobs page		
				UW Foundation		
				UW Madison Arts Administration		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site		
				WPT Web site		
22	TTBOOK Prod	8/15/18	11/14/18	Alliance of Women in Media -Chicago Chapter		
	19007			Alliance of Women in Media -MilwaukeeArea Media		
				Alliance of Women in Media -Minneapolis Chapter		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	3	1
				Current Newspaper		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				HotPod Newsletter		
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				List Serv	2	
				Linked In		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Nat'l Educational Telecommunications Assn		
				Natl Lesbian &Gay Journalists Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Society of Professional Journalists (SPJ)		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board (free)		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	2	
				WPT Web site - Wisconsin Public Television		

23	Wiscontext	8/28/18	1/7/19	Alliance for Women in Media -Chicago Chapter		
	19008			Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				Glassdoor	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed	1	
				Job Center of Wisconsin		
				Journalism Jobs	3	
				Journalismnext.com		
				Linked In	1	1
				Madison.com {Madison newspapers online }		
				Monster.com	1	
				National Lesbian &Gay Journalists Assn e-mail ad copy		
				Other or no source cited	1	
				OurLivesMadison.com online LGBT magazine		
				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 Communication Arts Dept		
				UW Madison Journalism School		
				Wisconsin Arts Board (free)		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
24	Pledge Spec	8/21/18	1/1/19	Assn of Fundr Prof. Madison chapter		
	19009			Assn of Fundr Prof. Upper Miss. La Crosse		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	3	
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline		
				Current	1	
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		

				Indeed		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				Linked In	2	1
				Madison.com {Madison newspapers online }		
				Monster.com (7 day incl w/WSJ ad)		
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				Public Radio Assn of Development Officers		
				Social Media	1	
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				UW Foundation		
				UW Madison Arts Administration		
				UW Madison Business School MBA Prog		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
25	Memb TV	9/10/18	11/12/18	Assn of Fundr Prof. Madison chapter		
	19010			Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Idealist.org		
				indeed.com	3	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				OurLivesMadison.com		
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	2	1
				UW Extension Jobs page		
				UW Foundation		

				UW Madison Arts Administration		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site		
				WPT Web site	1	
26	Vid/Ed	9/14/18	1/1/19	Badger Bridge (UW-ALUMNI jobs page)		
	19011			Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	3	1
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				HigherEd Jobs Online	1	
				Illinois Broadcasters Association		
				Indeed.com	1	
				Indiana Broadcasters Association		
				Job Fair	1	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Linked In		
				Madison.com {Madison newspapers online }		
				Media Match		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Mypbs.com		
				Natl Press Photographers Association		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				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		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
27	Motion Gfx	9/14/18	11/26/18	Badger Bridge (UW-ALUMNI jobs page)		
	19012	two hires from		Blacklist - Madison Network of Black Professionals		
28	19019	one pool	12/1/18	Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	1
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				HigherEd Jobs Online		



				Illinois Broadcasters Association		
				indeed	2	
				Indiana Broadcasters Association		
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Linked In		
				Madison.com {Madison newspapers online }		
				Media Match		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Mypbs.com		
				Natl Press Photographers Association		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Production Hub (TV production)		
				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	2	1
29	Exec Asst 19015	9/25/18	12/1/18	American Society of Administrative Professionals		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				indeed.com	3	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In	1	
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	

				UW Extension Jobs page		
				Wisconsin Women of Color Network		
				WPR Web Site	2	
				WPT Web site	1	1
30	Ed Outr Spec 19017	10/15/18	1/1/19	Capital Newspapers - Madison, WI		
				Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				HigherEd Jobs Online	1	
				Hmong Assn job board S. Wis		
				Indeed	4	
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Personal Referral	2	
				Nat'l Educational Telecommunications Assn		
				Online - generic	1	
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Buckynet job board- L&S		
				Wiscjobs.com	1	
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	3	
31	Board Op 19018	10/24/18	01/22/19	Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -Milwaukee		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline - cpb.org		
				Handshake		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		

				Illinois Broadcasters Association		
				Indeed	3	
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison Media Institute		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Multicultural Student Center - UW Madison		
				Natl Alliance of State Broadcasters Associations.		
				Other/left blank	1	
				Publication/Site		
				Radio Guide, online magazine		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison-Engineering Career Services		
				Wisconsin Broadcasters Assn	2	
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television		
32	Creative Dir.	10/5/18	3/1/19	Big Shoes Network		
	19020			Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Creative Hot List		
				Current Newspaper online		
				Glassdoor.com	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	1	1
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				Linked In	2	
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				OurLivesMadison.com		
				Out Professional and Executive Network		

				Portal Wisconsin.org		
				Public Relations Society of America Madison Chapter		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
33	Admn coord	11/12/18	2/11/19	Admin Careers		
	19025			Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Facebook	1	
				Handshake		
				HigherEd Jobs Online		
				Hmong Globe newspaper		
				indeed.com	2	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Multicultural Student Center - UW Madison		
				OurLivesMadison.com		
				Personal Referral	1	
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	3	1
				UW Extension Jobs page		
				UW Systems Website	1	
				Wisconsin Women of Color Network		
				WPR Web Site	1	
				WPT Web site	1	
34	Educ Prod	11/28/18	02/18/19	Capital Newspapers - Madison, WI		
	19026			Assoc for Educational Comm and Technology		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		

				Corporation for Public Broadcasting Jobline		
				Handshake		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Indeed.com	3	
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Personal Referral	1	1
				Production Hub	2	
				TVJobs.com		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	1	
35	DataRptMgr	12/18/18	4/1/2019	Assn of Fundr Prof Green Bay		
	19027			Assn of Fundr Prof. Madison chapter		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Facebook	1	
				Glassdoor.com	2	1
				Greater Public		
				HigherEd Jobs Online		
				Indeed.colm		
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com (7 day incl w/WSJ ad)		
				My PBS.org (formerly PBS Connect)		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com online LGBT magazine		

				PBMA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				Tech partners - UW		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Arts Board (free)		
				WPR Web Site - Wisconsin Public Radio	2	
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
36	Graphic Des	12/18/18	4/8/2019	Blacklist - Madison Network of Black Professionals		
	19028			Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	4	1
				Job Center of Wisconsin		
				Jobs for Wisconsin Grads		
				Linked In		
				Madison Advertising Federation		
				Madison.com {Madison newspapers online }		
				Monster.com (7 day incl w/WSJ ad)		
				OurLivesMadison.com online LGBT magazine		
				Out Professional & Executive Network		
				Portal Wisconsin.org		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board (free)		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
37	Dig Prod mgr	12/14/18	04/01/19	Blacklist - Madison Network of Black Professionals		
	19029			Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				Drupal.org		

				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed	2	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com (7 day incl w/WSJ ad)		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Tech partners - UW		
				UW Career Portal		
				UW Drupal Developers ListServ		
				UW Extension Jobs page		
				Wisconsin Jobs for Wisconsin Grads		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
38	TTB Prod	2/6/19	4/1/2019	Capital Newspapers		
	19030			Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	1	
				Current Newspaper		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				Linked In		
				Listserv	1	
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Native American Journalists Association		
				National Association of Black Journalists		
				National Association of Hispanic Journalists		
				Nat'l Educational Telecommunications Assn		
				Natl Lesbian &Gay Journalists Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Indeed		
				Social Media	1	
				South Asian Journalists Association		

				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				Wisconsin Arts Board (free)		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television		
39	B-cast Engr	1/14/19	05/01/19	Capital Newspapers		
	19031			Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Indeed	2	
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LinkedIn	2	1
				madison.com		
				Minnesota Broadcasters Assn careers page		
				monster.com		
				My PBS		
				Society of Broadcast Engineers-jobline		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	2	
				UW Extension Jobs page		
				UW Madison-Engineering Career Services		
				Wisconsin Broadcasters Assn		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television	2	
40	Ed storyteller	1/11/19	6/1/2019	Assoc for Educational Comm and Technology		
	19033			Assoc of Science-Technology Centers (ATSC)		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	3	1
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		



				Facebook		
				HigherEd Jobs Online		
				Job Center of Wisconsin	1	
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Madison365		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Production Hub (TV production)		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
41	Ed Engr	1/11/19	6/1/2019	Assoc for Educational Comm and Technology		
	19034			Assoc of Science-Technology Centers (ATSC)	1	
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Facebook		
				Google.com	1	
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Madison365		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				No Source supplied	1	1
				OurLivesMadison.com		

				Out Professional and Executive Network		
				Production Hub (TV production)		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal	1	
				UW Extension Jobs page		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
42	Vid Promo Mgt 19035	1/10/19	4/1/2019	Blacklist - Madison Network of Black Professionals		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline	1	
				Emma L. Bowen Foundation Alumni		
				Colleague Outreach - internal	2	1
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Indeed.com	1	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				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		
43	CT Prod 19036	1/17/19	04/29/19	Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		

				Corporation for Public Broadcasting Jobline		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Job Center of Wisconsin		
				Journalismjobs.com	1	
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				<b>Publication/Site</b>		
				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	5	1
				WPT Web site - Wisconsin Public Television		
44	2nd Century	1/24/19	7/1/2019	<b>83 College and University Journalism Pgm</b>		
	19037			Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital News Diversity Sources + Monster.com		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				CPB Jobline - cpb.org	4	
				Facebook - Radio Women Rule the World	1	
				HigherEdJobs.com		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalism Job Bank		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				National Association of Black Journalists		
				National Assn of Hispanic Journalists		
				National Assn of Lesbian, Gay Journalists e-mail ad copy		
				Native American Journalists Association		
				Personal Referral	3	1
				South Asian Journalists Assn.		
				Urban League of Chicago		
				Urban League of Greater Madison		

				Urban League of Milwaukee		
				UW Career Portal		
				UW Madison People Program		
				UWEX Jobs page		
				Wisconsin Broadcasters Assn		
				WPR Web Site		
				WPT Web site		
45	Wausau Rptr	1/24/19	4/22/2019	Alliance of Women in Media -Chicago Chapter		
	19038			Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	1
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	3	
				Emma L. Bowen Foundation Alumni		
				Facebook (Social Media)	1	
				HigherEd Jobs Online		
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Indeed		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Madison.com {Madison newspapers online }		
				Medill Journ. School		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				National Lesbian &Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				Radio/TV Digital News Assn Job Bltn		
				University of Missouri (mizzou)		
				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		
				Wausau Merrill daily Herald?		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		

46	Indiv. Gifts	2/4/19	05/06/19	Assn of Fundr Prof. Madison chapter		
	19041			Assn of Fundr Prof. NE Wis-Green Bay		
				Assn of Fundr Prof. SE Wis Chapter		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Badger Bridge (UW-ALUMNI jobs page)		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				Emma L. Bowen Foundation Alumni		
				Greater Public		
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				Linked In		
				Madison 365		
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Personal Referral	1	1
				PBMA Public Media Business Association		
				Planned Giving Council - Madison chapter		
				Public Radio Assn of Development Officers		
				Publication/Site		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				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-Msn		
47	Multimedia pr	2/11/19	5/6/2019	Alliance for Women in Media -Chicago Chapter		
	19042			Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		

				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	2	
				Handshake		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed.com	1	
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Multicultural Student Center - UW Madison		
				National Lesbian & Gay Journalists Assn e-mail ad copy		
				OurLivesMadison.com		
				Personal Referral	1	1
				Portal Wisconsin.org		
				TVJOBS .com		
				Urban League of Chicago		
				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 Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	2	
				YWCA Milwaukee		
48	Pledge Spec	3/1/19	05/01/19	AFP Southeast		
	19045			Assn of Fundr Prof Green Bay		
				Assn of Fundr Prof. Madison chapter Connie Beam member		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Badger Bridge (UW-ALUMNI jobs page)		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	1
				Community Resource Groups mailing list		

				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline	1	
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn		
				Madison.com {Madison newspapers online }		
				Monster.com (7 day incl w/WSJ ad)		
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				UW Extension Jobs page		
				UW Madison Arts Administration		
				UW Madison People Program		
				Wisconsin Arts Board (free)		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	6	
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
49	LE News Flw	3/29/19	9/1/2019	83 College and University Journalism Pgm	1	
	19046			CPB Jobline - cpb.org	4	1
				Colleague Outreach - internal	4	
				Emma L. Bowen Foundation Alumni		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Journalismjobs.com		
				Journalism Job Bank		
				Journalismnext.com		
				Minnesota Broadcasters Assn careers page		
				National Assn of Hispanic Journalists 65 word max.		
				National Assn of Lesbian, Gay Journalists e-mail ad copy		
				Portal Wisconsin		
				South Asian Journalists Assn.		
				UW Career Portal		
				UW Madison People Program		
				Wisconsin Broadcasters Assn		
				Wisconsin Jobs for Wisconsin Grads (post to all UW schools)		
				WPR Web Site	1	
				WPT Web site		
50	Radio Host	3/15/19	6/1/2019	Alliance for Women in Media -Chicago Chapter		

	19047			Alliance for Women in Media -Milwaukee		
				Alliance for Women in Media -Minnesota Chapter		
				Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org	1	
				HigherEd Jobs Online	1	
				Hmong Assn job board S. Wis		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	3	
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Linked In		
				Madison.com {Madison newspapers online }		
				Minnesota Broadcasters Assn careers page		
				Monster.com		
				Natl Lesbian & Gay Journalists Assn		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio	2	1
				WPT Web site - Wisconsin Public Television		
				WUWM 89.7 FM - Milwaukee Public Radio		
51	Captioner	4/1/19	06/24/19	Blacklist - Madison Network of Black Professionals		
	19048			Capital Newspapers + Monster		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal email		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Emma L. Bowen Foundation Alumni		
				Glassdoor.com	1	
				HigherEd Jobs Online		
				Indeed.com	5	1
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		



				Linked In		
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Otner (no source listed)	1	
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Career Portal		
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Technical College System	1	
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television	4	
52	Web Dsnr UX 19044	3/18/19	6/1/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				Drupal.org		
				Glassdoor.com	2	1
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin- Wis Dept of Workforce Dev.		
				Jobnet	1	
				LGBT Chamber of Commerce		
				Linked In	5	
				Madison 365		
				Madison.com {Madison newspapers online }		
				MNBP Blacklist		
				Monster.com		
				Nat'l Educational Telecommunications Assn		
				UW Career Portal		
				Wis Private Colleges Career consortium		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
53	Bcast SysAdm 19049	4/1/19	6/1/2019	Badger Bridge		
				Blacklist - Madison Network of Black Professionals		
				Capital Newspapers		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		

				Community Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Indiana Broadcasters Association		
				Job Center of Wisconsin		
				LinkedIn		
				madison.com		
				Minnesota Broadcasters Assn careers page		
				monster.com		
				My PBS		
				Personal Referral	1	1
				Society of Broadcast Engineers-jobline		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				UW Career Portal		
				Wisconsin Broadcasters Assn		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio	1	
				WPT Web site - Wisconsin Public Television		
54	Music/Memb	5/20/19	06/24/19	Colleague Outreach - internal	1	1
	19055			UW Madison Jobs		
				Totals	358	54

**Recruitment Resources**  
**WHA-TV, WHA Radio**  
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
1	Admin careers.com Int'l Assn Admin Prof. 10502 N Ambassador Dr, Ste 100 Kansas City, MO 64153	Admin Careers.com		
2	Alliance for Women in Media - Chicago Chapter, 26 North Halstead Chicago, IL 60661	www.awrtchicago.org		
3	Alliance for Women in Media-MilwArea Media Ntwk	Pamm D Foran, PFORAN@hearst.com		
4	Alliance for Women in Media-Minneapolis, P.O. Box 50369, Minneapolis, MN 55405	http://www.awrt-mn.org		
5	American Society of Administrative Professionals 121 Free StreetPortland, ME 04112	<a href="https://asaporg-jobs.careerwebsite.com">https://asaporg-jobs.careerwebsite.com</a>		
6	Assn of Fundraising Professionals Madison chap, 403 W Washington Avenue, Madison, WI 53703	admin@madisonafp.com	2	
7	Assn of Fundraising Professionals Milwaukee Chapter	Eloisa Altoro,	2	
8	Assn of Fundraising Professionals NE Wis-Green Bay	michael.frohna@thedacare.org, 920 729-3352		
9	Assn of Fundraising Professionals Upper Miss. La Crosse	Blokhuis, Jill A <JABlokh@undersenhealth.org>		
10	Assn for Educ comms and technology 320 West, 8th Street, Suite 101 Bloomington, IN 47404	<a href="http://aect-jobs.careerwebsite.com">http://aect-jobs.careerwebsite.com</a>		
11	Assn of Science-Technology Centers 818 Connecticut Ave, NW 7th Fl Washington, DC 20006	<a href="https://www.astc.org/job-bank/">https://www.astc.org/job-bank/</a>	1	
12	Badger Bridge Wisconsin Alumni Association 650 N. Lake Street Madison, WI 53706	608-262-2551		
13	Big Shoes Network, P.O. Box 11725 Milwaukee, WI 53211	Jeff Carrigan, 414-962-4222		
14	Blacklist - Madison Network of Black Professionals P.O. Box 1313, Madison, WI 53701	MNBP-BlackList@yahoogroups.com (608) 285-2627		
15	Broadcast Engineer Magazine, Penton Media, NY, NY		1	
16	Capital Newspapers, 1901 Fish Hatchery Rd, Madison, WI 53713	Sheryl Barry 608-252-6379		
17	Centro Hispano of Dane County	yoana@micentro.org, 255-3018		
18	Chicagoland radio and Media	chicagolandrm@yahoo.com		
19	Colleague Outreach - WPR/WPT staff	wpt-list and wpr-list	66	
20	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.		Y
21	ConNEXTions 5201 Old Middleton Rd MadisonWI 53705	<a href="mailto:saranouk@uwalumni.com">saranouk@uwalumni.com</a> 608.215.4651		
22	CPB Jobline 401 9th St, Washington, DC 20001	<a href="http://stations.cpb.org/jobline">http://stations.cpb.org/jobline</a>	43	
23	Creative Hot List, Coyne & Blanchard, Inc. 110 Constitution Drive, Menlo Park, CA 94025	<a href="http://www.creativehotlist.com">http://www.creativehotlist.com</a> V(650) 326-6040		
24	Current Newspaper 1612 K St. NW Suite 704, Washington DC 20006	Emily Lowery 877-745-8776 X.1	3	
25	Devel & Philanthropy; St. Mary's University of Minnesota	<a href="mailto:jspitzer@smumn.edu">jspitzer@smumn.edu</a>		
26	Drupal.org , The Drupal Association 3439 NE Sandy Blvd # 269 Portland, OR 97232	<a href="https://www.drupal.org">https://www.drupal.org</a>		
27	Emma Bowen Alumni, Emma L. Bowen Foundation, 4024 Radford Avenue, Studio City, CA 91604	Rita.Torres@mptp.com 818-655-5708		
28	Glassdoor, Inc., Mill Valley, California	Glassdoor.com	9	
29	Google.com	www.google.com	1	
30	Greater Public, 401 North 3rd Street, Suite 370, Minneapolis, MN 55401	www.greaterpublic.org, 1-888-454-2314		
31	Handshake - Stryder Corp P.O. Box 40770 San Francisco, CA 94140	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>		
32	HigherEd Jobs Online 200 Innovation Boulevard, Ste 205 State College, PA 16803	www.higheredjobs.com	8	
33	Hmong Assn job board S. Wis , hmongmadison.com	webmaster@hmongmadison.com		Y
34	Hmong Globe newspaper	hmongglobe@gmail.com		
35	HotPod Newsletter	Nick Quah <hotpodnewsletter@gmail.com>		
36	Idealist.org 389 5th Ave, 9th Floor, New York, NY 10016	www.idealist.org		

**Recruitment Resources**  
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
37	Illinois Broadcasters Association 200 Missouri Avenue, Carterville, IL 62918	iba@ilba.org	1	
38	Illinois News Broadcasters Assn, c/o WIUM-FM News, 1 University Circle, Macomb, IL 61455	Bob Roberts BoRoWMAQ@aol.com		
39	Indeed, 470 West Avenue, Suite 2002, Stamford CT, 06902	www.indeed.com	64	
40	Indiana Broadcasters Assn 3003 E. 98th Street, Ste. 161, Indianapolis, IN 46280	http://www.indianabroadcasters.org 317-573-0119		
41	Iowa Broadcast News Assn, P. O. Box 131 Waverly, IA 50677-0131	www.ibna.org, (319) 352-8534		
42	Job Center of Wisconsin 201 E. Washington Avenue, Madison WI 53702	https://jobcenterofwisconsin.com/	2	
43	Job Fair (as cited by applicant)		1	
44	Jobs for Wisconsin Grads, Career Services UW-Green Bay 54311	https://app.joinhandshake.com/jobs/new		
45	Journalism Job Bank, School of Journalism, UC Berkeley, 121 North Gate Hall, Berkeley, CA 94720	journalism.berkeley.edu/jobs		
46	Journalism Jobs 510-524-2007 -- California	www.journalismjobs.com	4	
47	Journalismnext.com P.O. Box 30846 Bethesda, MD 20824	Eric Wee (703) 629-0178 www.journalismnext.com		
48	Latino Chamber of Commerce P.O. Box 259851, Madison, WI 53725	jana.moore@lccmadison.org 608-712-3522		
49	LGBT chamber of commerce (Wisconsin)	Jason Rae jason@wislgbtchamber.com (715) 790-4334.		
50	LinkedIn Corporation 2029 Stierlin Court, Mountain View, CA 94043	www.linkedin.com	16	
51	Listserv (as cited by applicant)		4	
52	Madison Advertising Federation, P.O. Box 5663, Madison, WI 53705-0663	http://www.madadfed.com/		
53	Madison Media Institute, 2702 Agriculture Dr Madison, WI 53718	http://www.mediainstitute.edu/800) 236-4997		
54	Madison.com (Capital Newspapers on-line)P.O. Box 8056, Madison, WI 53708-8056	www.madison.com		
55	madison365.com	news@madison365.org		
56	Media Match inc. P.O. Box 48220 Los Angeles, CA 90048	www.media-match.com		
57	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440   Minneapolis, MN 55416	612.926.8123 www.minnesotabroadcasters.com		
58	Monster.com (comes with Milw journ/Sentinel ad)	www.monster.com, 1-800-MONSTER(666-7837)	1	
59	Multicultural Student Center (UW Madison), 716 Langdon St., Madison, WI 53706	atraore@studentlife.wisc.edu		
60	MyPBS, 1320 Braddock Place, Alexandria, VA 22314	http://mypbs.org		
61	Native American Journalist Assn 555 Dakota St. Vermillion, SD 57069	www.naja.com		
62	National Assn of Black Journalists, U. of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783-1716	www.nabj.org, 301-445-7100		
63	National Assn of Hispanic Journalists 1000 National Press Bldg, Washington DC 20045	www.nahj.org		
64	National Educational Telecommunications Assn. PO Box 50008 Columbia, SC 29250	803-978-1579 Maryanne Schuessler		
65	National Lesbian&Gay Journ Assn 1420 K Street NW Ste 910, Washington, DC 20005	info@nlgja.org. 202-588-9888		
66	National Press Photographers Association	http://www.nppa.org/		
67	Online source (as cited by applicant)		1	
68	Other (cited by applicant) or no source indicated		8	
69	OurLivesMadison. Com LGBT magazine	Emily Mills emills@ourlivesmadison.com		
70	Out Professional and Executive Network, P.O. Box 1646, Madison, WI 53701-1646	info@OPENmadison.org; 608-561-3849		
71	Planned Giving - Madison group	kristis@uwdc.org, Kristi Shepard		
72	Pledge Chat	PBS connect listserv, Emma Starzewski memb.		
73	Portal Wisconsin PO Box 8690, Madison, Wisconsin 53708-8690	www.portalwisconsin.org, 608-266-0190		
74	Production Hub.com (TV production) 1809 E. Winter Park Rd. Orlando, FL 32803	http://www.productionhub.com/ 877.629.4122	2	
75	Public Media Millenials (Facebook)	www.facebook.com		

**Recruitment Resources**  
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
76	Public Media Business Assn 1760 Old Meadow Road, Suite 500 McLean, VA 22102	www.pbma.org , (703) 506-3292		
77	Public Radio Assn of Development Officers (PRADO) list serv, Syracuse, NY 13244	prado@listserv.syr.edu		
78	Public Relations Society of America Madison Chapter	<a href="http://www.prsamadison.org/employment.html">www.prsamadison.org/employment.html</a>		
79	Radio Guide, PO Box 20975, Sedona, AZ 86341	http://www.radio-guide.com/ 928-284-3700		
80	RTDNA Job Bltn 1600 K St. NW, Ste 700, Washington DC 20006	www.rtdna.org		
81	Social Media (Facebook, twitter, etc)		13	
82	Society of Broadcast Engineers - Madison list serv	www.sbe24.org		
83	Society of Broadcast Engineers - Wisconsin List serv	http://www.sbe24.org/		
84	Society of Broadcast Engrs, 9247 North Meridian St, Ste 305, Indianapolis, IN 46260	www.sbe.org		
85	Society of Professional Journalists (SPJ) 3909 N. Meridian St., Indianapolis, IN 46208	http://jobs.spj.org/		
86	South Asian Journalists Assn. New York, NY	saja@columbia.edu		
87	Tech partners - UW	list serv		
88	TVJobs.com P.O. Box 4116 Oceanside, CA 92052	www.tvjobs.com		
89	Urban League of Chicago 4510 South Michigan Avenue Chicago , IL 60653	careers@thechicagourbanleague.org		
90	Urban League of Greater Madison, 2222 S Park St #200 Madison, WI 53713	608-729-1200; jobs@ulgm.org		
91	Urban League of Milwaukee 435 W North Ave Milwaukee, WI 53212	ttaylor1@tmul.org		
92	UW Career Portal 1220 Linden Drive Madison, WI 53706	www.careers.wisconsin.edu	21	
93	UW Extension Jobs Page 432 N. Lake Street , Madison, WI 53706	www1.uwex.edu	1	
94	UW Foundation, 1848 University Ave.,P.O. Box 8860, Madison, WI 53708-8860	mia.kahl@supportuw.org		
95	UW Madison Arts Administration, 975 University Avenue, Madison, WI 53706	rbuckman@bus.wisc.edu		
96	UW Madison Buckynet job board	https://ls-wisc-csm.symplicity.com/employers/		
97	UW Madison Business School MBA Progv 975 University Avenue, Madison, WI 53706	jmarsh@bus.wisc.edu.		
98	UW Madison Communication Arts Dept, 821 University Avenue, Rm 6117, Madison, WI 53706	pgarciariver@wisc.edu		
99	UW Madison Drupal Users Group	Drupal-list@wisc.edu		
100	UW Madison Engineering Career Services 1550 Engineering Drive, rm M1002, Madison, WI	http://ecs.engr.wisc.edu		
101	UW Madison Jobs 21 N. Park Street, Suite 5101 Madison, WI 53715-1218	https://jobs.wisc.edu		
102	UW Madison People Program 1305 Linden Drive, Suite 240 Madison, WI 53706	peoplecollegescholars@cdo.wisc.edu		
103	UW Madison Journalism School, 821 University Avenue, Rm 5115 , Madison, WI 53706	Jennifer Hart, 263-4080		
104	UW System Jobs Page 1220 Linden DriveMadison, WI 53706	www.uwsa.edu	1	
105	Washington Post Newspaper (on-line) 1150 15th St NW Washington, DC 20071	www.washingtonpost.com		
106	Wausau Merrill Daily Herald, P.O. Box 1286, Wausau, WI 54402-12865	715-842-2100		
107	Wausau Region Chamber of Commerce	https://wausauchamber.chambermaster.com/		
108	Wisconsin Arts Board (free) 101 E Wilson St Madison, WI 53703	akatz@artswisconsin.org (608) 266-0190		
109	Wisconsin Broadcasters Assn 44 E. Mifflin St. Ste 900, Madison, WI 53703	http://www.wi-broadcasters.org/	2	
110	Wisconsin Office of State Empl Relations 101 East Wilson Street Madison, WI 53707	www.wiscjobs.state.wi.us	1	
111	Wisconsin Private Colleges Career Consortium, http://www.wipccc.org/employers.shtml	info@wipccc.org		
112	Wisconsin State Journal see: Capital Newspapers			
113	Wisconsin Technical College System, P.O. Box 7874, Madison, WI 53707-7874	www.wisconsintechconnect.com/ 608-266-1207	1	
114	Wisconsin Women of Color Network, 4529 Surrey Cir, Madison, Wisconsin 53704	wwocntwk@gmail.com		

**Recruitment Resources**  
**WHA-TV, WHA Radio**  
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No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
115	W.O.R.T-FM Community Radio, 118 S. Bedford St. Madison WI 53703	Molly Stenz 608.256.2001		
116	WPR Wisconsin Public Radio Jobs page 821 University Avenue, Madison, WI 53706	www.wpr.org	44	
117	WPT Wisconsin Public TV Jobs page 821 University Avenue, Madison, WI 53706	www.wpt.org	33	
118	WUWM 89.7 FM - 111 East Wisconsin Avenue, Suite 700 Milwaukee, Wisconsin 53202	414-227-3355   wuwm@uwm.edu		
119	Young Non_Profit Professional Network-Msn	ynpnmad@gmail.com, Megan Miller		
120	YWCA Milwaukee	Barry, Martha <mbarry@ywcawis.org>		
	<b>COMMUNITY GROUPS</b>			
121	Beloit College, Ofc of Field & Career Svc, 700 College St., Beloit, WI 53511	Heather McLean mcleanh@beloit.edu		
122	Centro Hispano Youth Pgms, 810 West Badger Road, Madison, WI	norma@micentro.org		yes
123	Columbia University, 2950 Broadway, New York, NY, 10027	Izabela Rutkowski ir2273@columbia.edu		yes
124	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Tim Macafee, Ph.D. 262-243-2098		yes
125	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.musk@wisconsin.gov		
126	Edgewood College, 1000 Edgewood College Drive, Madison, WI 53711	Bonnie Sierlecki, bsierlecki@edgewood.edu		
127	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org		
128	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunns@gram.edu		
129	Hmong American Friendship 3824 W. Vliet St., Milwaukee, WI 53208	A.C., axiong@hmongamer.org 414-344-6575		
130	La Crosse Area Development Corporation, 712 Main St., La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488		
131	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Heather Ferraro, ferraro@msoe.edu 414-277-7120		
132	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Aundra McMurtry amcmurtry@tmul.org		
133	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powless 414-329-4101		
134	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan brennan@spottedeagle.us 414-342-		
135	UW LaCrosse Career Services, 1725 State-2nd fl. Wilder Hall, La Crosse, WI 54601	Karolyn Bald, career@uwlax.edu 608-785-8514		yes
136	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, april.mchugh@wisc.edu, 608-263-6960		
137	UW Madison Office For Equity and Diversity, 500 Lincoln Drive, Rm 179-A, Madison, WI 53706	Kathryn O'Connor kate.oconnor@wisc.edu 608-263-5562		yes
138	Winona State University Mass Communication, P.O. Box 5838, Winona, MN 55987	career@winona.edu		
139	Womens Center, Inc, 505 N. East Avenue, Waukesha, WI 53186	johannas@twcwaukesha.org 262-522-3816		
140	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-		
1	<b>UNIVERSITY AND COLLEGE JOURNALISM PROGRAMS</b>		1	
2	Alverno College, 3400 South 43rd St, P.O. Box 343922, Milwaukee, WI, 53234	susan.leister@alverno.edu, 414.382.6019		
3	Beloit College, 700 College St, Beloit, WI, 53511	gillens@beloit.edu, 608.363.2309		
4	Cardinal Stritch College, 6801 N. Yates Road, Milwaukee, WI, 53217	micarson@stritch.edu, 414.410.4175		
5	Carroll University, 100 N. East Ave., Waukesha, WI, 53186	rimes@carrollu.edu, 262-951.3011		
6	Carthage College, 2001 Alford Park Drive, Kenosha, WI, 53140	jbruning@carthage.edu, 262.551.5881		
7	Concordia University - Wisconsin, 12800 N. Lake Shore Drive, Mequon, WI, 53097	career.services@cuw.edu 262-243-4401		
8	Edgewood College, 1000 Edgewood College Drive, Madison, WI, 53711	Kmella@edgewood.edu, 608-663-2266		
9	Lakeland University, P.O. Box 359, Sheboygan, WI, 53082	stephanlm@lakeland.edu, 920.565.1255		

**Recruitment Resources**  
**WHA-TV, WHA Radio**  
**8/1/18 - 7/31/19**

No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
10	Lawrence University, P.O. Box 599 , Appleton, WI, 54912	careerservices@lawrence.edu		
11	Maranatha Baptist Bible College, 745 W. Main Street, Watertown, WI, 53094	careerservices@mbbc.edu, 920.206.4046		
12	Marian University Wisconsin, 45 S. National Ave, Fond du Lac, WI, 54935	careerservices@marianuniversity.edu, (920) 923-8799		
13	Marquette University, P.O. Box 1881, Milwaukee, WI, 53201	william.thorn@mu.edu, 414.288.3447		
14	Mount Mary College, 2900 N. Menomonee River Parkway, Milwaukee, WI, 53222	mmu-adcardev@mtmary.edu, 414.256.1243		
15	Northland College, 1411 Ellis Avenue, Ashland, WI, 54806	internships@northland.edu		
16	Ripon College, 300 Seward Street, Ripon, WI, 54971	gerretsena@ripon.edu, 920-748-8353		
17	St. Norbert College, 100 Grant Street, De Pere, WI, 54115	careers@snc.edu		
18	Silver Lake College, 2406 S. Alverno Rd, Manitowoc, WI, 54220	Jan.Algozine@sl.edu, 920.686.6192		
19	University of Wisconsin - Eau Claire, 105 Garfield Avenue, Eau Claire, WI, 54702	larsoja@uwec.edu,		
20	University of Wisconsin - Green Bay , 2420 Nicolet Dr, Green Bay, WI, 54311	peacockl@uwgb.edu, 920.465.2163		
21	University of Wisconsin - LaCrosse, 1725 State Street, La Crosse , WI, 54601	career@uwlax.edu, 608.785.8570		
22	University of Wisconsin - Madison, 821 University Avenue, Madison, WI, 53706	baughman@wisc.edu, 608.263.3691		
23	University of Wisconsin - Milwaukee, P.O. Box 413, Milwaukee, WI, 53201	jsmith@uwm.edu, 414.229.6851		
24	University of Wisconsin - Oshkosh, 800 Algoma Blvd, Oshkosh, WI, 54901	benish@uwosh.edu, 920.424.7145		
25	University of Wisconsin - Parkside, P.O. Box 2000, Kenosha, WI, 54141	joann.goodyear@uwp.edu, 262.595.2515		
26	University of Wisconsin - Platteville, 1 University Plaza, Platteville, WI, 53818	ranneya@uwplatt.edu, 608.342.1619		
27	University of Wisconsin - River Falls, 410 South Third Street, River Falls, WI, 54022	career.services@uwr.edu , 715-425-3572		
28	University of Wisconsin - Stevens Point, 1101 Reserve St. , Stevens Point, WI, 54481	acac@uwsp.edu,715.346.3226		
29	University of Wisconsin - Stout, 103 Administration Building, Menomonie, WI, 54751	bartsb@uwstout.edu, 715-232-1469		
30	University of Wisconsin - Superior, P.O. Box 2000, Superior, WI, 54880	meinerso@uwsuper.edu,		
31	University of Wisconsin - Whitewater, 800 West Main St, Whitewater, WI, 53190	career@uww.edu, 262.472-1472		
32	Viterbo University, 900 Viterbo Dr, La Crosse , WI, 54601	careers@viterbo.edu, 608.796.3828		
33	Wisconsin Lutheran College, 8800 West Bluemound Road, Milwaukee, WI, 53226	mary.heins@wlc.edu, 414.443.8832		
34	New York University, 20 Cooper Square, Room 647, New York, NY, 10003	craigh.barboza@nyu.edu, 212-998-3837		
35	Ohio University, Park Place & Court Street, Athens , OH, 45701	hodson@ohio.edu, 740.593.2590		
36	Indiana University, 940 E. Seventh St, Bloomington, IN, 47405	lfonseca@indiana.edu, 812.855.1704		
37	Columbia University, 2950 Broadway , New York, NY, 10027	jh548@columbia.edu, 212.854.9198		
38	University of Maryland, 1117 Journalism Building, College Park, MD, 20742	charvey@jmail.umd.edu		
39	University of Kansas, 1435 Jayhawk Boulevard, Lawrence, KS, 66045	Steve_rottinghaus@ku.edu, 785.864.7630		
40	University of Missouri, 76 Gannett Hall, Columbia, MO, 65211	career@missouri.edu		
41	Michigan State University, 343 Communication Arts & Sci Building, East Lansing, MI, 48824	dicker22@msu.edu, 517.353.5110		
42	Northwestern University, 1845 Sheridan Road, Evanston, IL, 60208	j-obrien@northwestern.edu, 847.497.5634		
43	Syracuse University, 215 University Place, Syracuse , NY, 13244	belichti@syr.edu, 315.443.1209		
44	University of Florida, P.O. Box 118400 , Gainesville, FL, 32611	charris@jou.ufl.edu, 352.392.0289		
45	University of Minnesota, 206 Church Street S.E., Minneapolis, MN, 55455	lindh001@umn.edu, 612.625.3340		
46	University of North Carolina - Chapel Hill, CB 3365, Chapel Hill, NC, 27599	jeubank@email.unc.edu, 919.962.4518		
47	University of California - Berkeley, 121 North Gate Hall #5860, Berkeley, CA, 94720	journalism.berkeley.edu/contact/jobs , 510.643.2678		
48	Minnesota State University - Moorhead, 1104 7th Ave. S., Moorhead, MN, 56563	hansonc@mnstate.edu, 218.477.4036		

**Recruitment Resources**  
**WHA-TV, WHA Radio**  
**8/1/18 - 7/31/19**

No.	Recruitment Source	Contact	# Interviewed	Entitled to notification?
49	Minnesota State University - Mankato, 136 Nelson Hall, Mankato, MN, 56001	charles.lewis@mnsu.edu, 507.389.5524		
50	Saint Cloud State University, 720 4th Ave. S. As209, St. Cloud, MN, 56301	ramurphy@stcloudstate.edu, 320-308-3753		
51	Winona State University, P.O. Box 5868, Winona, MN, 55987	vdecker@winona.edu, 507.457.5340		
52	Columbia College of Chicago, 600 South Michigan, Chicago, IL, 60605	jhalperin@colum.edu, 312.344.8994		
53	DePaul University, 1 E. Jackson, Chicago, IL, 60604	melias@depaul.edu, 312.362.8437		
54	Eastern Illinois University, 600 Lincoln Avenue, Charleston, IL, 61920	llmoore@eiu.edu, (217) 581-2412		
55	Illinois State University, 100 University Street, Normal, IL, 61761	janavic@ilstu.edu, 309.438.7578		
56	Northern Illinois University, 1425 West Lincoln Hwy, Dekalb, IL, 60115	jbaldwin@niu.edu, 815.753.7104		
57	University of Illinois at Urbana-Champaign, 810 S. Wright St, Urbana, IL, 61801	lholley@uiuc.edu, 217.333.1508		
58	Western Illinois University, 1 University Circle, Macomb, IL, 61455	e-poulter@wiu.edu, 309.298.2189		
59	Drake University, 2507 University Ave, Des Moines, IA, 50311	carlyn.crowe@drake.edu, 515.271.2033		
60	Iowa State University, 178 Hamilton Hall, Ames, IA, 50011	julip@iastate.edu, 515-294-4342		
61	University of Iowa, 100 Adler Journalism Building, Rm E342, Iowa City, IA, 52242	jmc-internships@uiowa.edu, 319.335.1406		
62	Central Michigan University, 215 Bovee University Center, Mt Plesant, MI, 48859	vando1rk@cmich.edu, 989.774.3068		
63	Eastern Michigan University, 200 McKenny Hall, Ypsilanti, MI, 48197	sotto@emich.edu, 734.487.0400		
64	Wayne State, 199 Manogian Hall, Detroit, MI, 48202	Jessica.greenwald@wayne.edu, 313-577-2943		
65	Western Michigan University, 1903 West Michigan Avenue, Kalamazoo, MI, 49008	ewa.l.urban@wmich.edu, 269.387.2750		
	University of Arizona School of Journalism, 845 N. Park Ave, Tucson, Arizona 85721	journal@email.arizona.edu		
66	<b>HISTORICALLY BLACK COLLEGES AND UNIVERSITIES CONTACTS</b>			
67	California State, Long Beach:, Contact: Emma Dougherty, department chair,	emma.daugherty@csulb.edu		
68	San Jose State University, Contact: JMC School Director, Bob Rucker,	Robert.Rucker@sjsu.edu		
69	Florida International University Contact: Internship coordinator, Prof. Lilliam Bustos	lmartin@fiu.edu		
70	University of New Mexico State Contact: Gregoria A. Cavazos - Program Advisement Coordinator,	<b>Loboachieve.unm.edu</b>		
71	University of Houston Contact: Interim Department Director, Temple Northup	ctnorthu@central.uh.edu		
72	Shaw University: <a href="http://www.shawu.edu/MassCommunications">http://www.shawu.edu/MassCommunications</a>	careerdevelopment@shawu.edu		
73	North Carolina A & T Contact: Department Chair, Yahya R. Kamalipour,	ykamalip@ncat.edu		
74	Florida A&M: <a href="http://sjgc.famu.edu/m/">http://sjgc.famu.edu/m/</a> , Contact: Internship & Career Services Coordinator:	ruthie.white@famu.edu		
75	Howard Contact: Carol Y. Dudley, Director of Office of Career Development,	cdudley@howard.edu		
76	<u>Morgan State Contact: Jacqueline Jones (Jacqueline.Jones@morgan.edu)</u>	(Jacqueline.Jones@morgan.edu)		
77	Bowie State Contact, Otis Thomas, department chair:	othomas@bowiestate.edu		
78	City University of New York, <a href="http://www.journalism.cuny.edu/">http://www.journalism.cuny.edu/</a> , Contact: Andrea Stone	andrea.stone@journalism.cuny.edu		



***Description of longer-term outreach initiatives for the period  
August 1, 2018-July 31, 2019***

Specify First Initiative:

Establishment of an 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 is participating in the Summer Affirmative Action Internship Program [SAAIP] through UW-Extension; from May through August 2019 two interns are working for WHA-Radio.

From May through August 2019 WHA-Radio 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.

Two additional interns are working for WHA-TV beginning in June 2018 and expected to work through May 2020.

From September 2018 through May 2019 WPR sponsored the Lee Ester News Fellowship, designed for a recent graduate or someone in the early years of their career as a radio news reporter. The fellow worked as a reporter in Wisconsin Public Radio's Madison newsroom.

From January 2018 through December 2018 WPR sponsored the Second Century Fellowship, designed for a recent graduate or early career reporter and 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 WPR's Milwaukee bureau. Another Second Century fellow started work as a reporter in WPR's Milwaukee bureau on July 1, 2019 and will work through June 30, 2020.

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:

On April 22, 2019, WPM Human Resources staff facilitated a workshop titled *Providing and Receiving Feedback*. Seventeen WHA-TV and five WHA-Radio employees attended the workshop.

Human Resources staff facilitated another *Providing and Receiving Feedback* workshop on July 11, 2019. Ten managers attended the workshop.

WHA-TV and WHA-Radio management encourage staff to attend training at UW Madison as well as from other professional development providers, but we do not currently have an accurate way to track attendance for these.

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:

Four upper-level jobs were filled during this period: Director, Wisconsin Public Media; Chief Engineer, WHA-TV; Chief Engineer, WHA-TV; Director of Production, WHA-TV; Creative Director, WHA-TV.

For the Director, Public Media WHA-Radio and WHA-TV contacted the following organizations: Central Hispano of Dane County, Urban Leagues of Chicago, Greater Madison and Milwaukee, Wisconsin Women of Color Network, Alliance for Women in Media Chicago, Milwaukee and Minnesota Chapter, Dane County Latino Chamber of Commerce, Dane County LGBT Chamber of Commerce, Madison Network of Black Professionals Blacklist.

For the Chief Engineer, WHA-TV contacted the following organization: Centro Hispano.

For the Director of Production, WHA-TV contacted the following organizations: Hmong Association Job board; Central Hispano of Dane County, Urban Leagues of Chicago, Greater Madison and Milwaukee, Wisconsin Women of Color Network, Alliance for Women in Media Chicago, Milwaukee and Minnesota Chapter, Dane County Latino Chamber of Commerce, Dane County LGBT Chamber of Commerce, Out Professional and Executive Network, Madison Network of Black Professionals Blacklist.

For the Creative Director, WHA-TV contacted the following organizations: For the Director of Production, WHA-TV contacted the following organizations: Hmong Association Job board; Central Hispano of Dane County, Urban Leagues of Chicago, Greater Madison and Milwaukee, Wisconsin Women of Color Network, Dane County LGBT Chamber of Commerce, Our Lives Madison, Madison Network of Black Professionals Blacklist.

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 an HR recruiter and a WHA Radio hiring manager at the UW Madison Multicultural Career/Job Fair on October 4, 2018.

WHA-Radio and WHA-TV were represented by an HR recruiter at the UW Madison Spring Career and Internship Fair on February 5, 2019.

WHA-Radio and WHA-TV were represented by an HR recruiter and a WHA-Radio hiring manager at the UW Madison Advertising and Communications Job Fair on February 12, 2019,

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager at the UW-Eau Claire Career Fair on February 13, 2019.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager at the UW-River Falls Career Fair on February 20, 2019.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager at the UW-Parkside Career Fair on February 20, 2019.

WHA-Radio and WHA-TV were represented by an HR recruiter at the UW Oshkosh Career Fair on March 6, 2019.

WHA-Radio and WHA-TV were represented by four WHA-Radio hiring managers at the Wisconsin Broadcasters Association Summer Job Fair on June 12, 2019.

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:

One WHA-Radio manager attended the YWCA's Racial Justice Summit in Madison, WI on October 2 and 3, 2018.

WHA-Radio and WHA-TV sponsored a series a quarterly workshop series for all employees, facilitated by the YWCA Madison. The two, 4-hour workshops are Deconstructing Racism and Exploring Privilege. On October 12 and 26, 2018 three managers from WHA-Radio attended the workshops.

One WHA-Radio and one WHA-TV manager attended the UW Extension's two-day Multi-cultural Awareness Program (MAP) January 11-12, 2019. One WHA-TV manager attended the program March 22-23, 2019.

WHA-Radio and WHA-TV attended a full day Creating Equitable Organizations Workshop sponsored by the YWCA Madison on June 19, 2019. Eight managers from WHA-Radio and nine managers from WHA-TV attended this training.

Formal orientations were given to all recruitment committee members for every recruitment conducted during the reporting period, August 1, 2018 through July 31, 2019. The orientation includes University of Wisconsin-Madison anti-discrimination guidelines and FCC-EEO anti-discrimination guidelines.