



WUWM -MILWAUKEEE'S NPR
UNIVERSITY OF WISCONSIN – MILWAUKEE

ANNUAL EEO PUBLIC FILE REPORT

2023
August 1, 2022 – July 31, 2023

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 rule on equal employment opportunities. This report has been prepared on behalf of the station and is on file, as required, in the station's public file and on its website.

The FCC's EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rules, which should be identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

EEO Contact Information For Unit:

Ann Piatt
WUWM-FM
111 East Wisconsin Avenue
Milwaukee, WI 53202

Section 1 – Vacancy Information

Vacancy No.	Job Title	Recruit Source of Hire	Number of Interviews	Number from Each Recruitment Source
1	Gen. Mgr.	Executive Search Firm	14	Indeed – 1 WUWM Website – 1 UWM Website – 1 Corporation for Public Broadcasting – 2 Personal Referral – 2 LinkedIn - 2 Executive Search Firm - 5
2	Eric Von Fellowship	Personal Referral	9	UW-Milwaukee Website – 3 Corporation for Public Broadcasting - 1 Personal Referral -1 LinkedIn- 1 Indeed -2
GlassDoor - 1				



EEO COMPLIANCE RECRUITMENT LIST

WUWM MILWAUKEE PUBLIC RADIO is in compliance with Section 73.2080(c) (6) of the Federal Communication Commission's 2002 rule on equal employment opportunities. The FCC's EEO Rules require that broadcast stations establish a recruitment source list which is utilized to fill full-time vacancies pursuant to Section 73.2080(c)(1)(ii) of the EEO Rules, which should be identified by name, address, and contact.

WUWM recruits by promoting each full-time vacancy with the following sources:

WUWM on-air
Contact: Lauri Jones
111 E. Wisconsin Avenue, Suite 700
Milwaukee, WI 53202
(414)227-3355

WUWM website
Contact: Michelle Maternowski
111 E. Wisconsin Avenue, Suite 700
Milwaukee, WI 53202
(414)227-3355

UW-Milwaukee Job Website
<https://jobs.uwm.edu/>
Human Resources Department
UW-Milwaukee
PO Box 413
Milwaukee, WI 53201
Uwm-jobs@uwm.edu

Wisconsin Broadcasters Association
Kyle Geissler
44 E. Mifflin Street, Suite 900
Madison, WI 53703
(800)236-1922
kgeissler@wi-broadcasters.org

Corporation for Public Broadcasting
401 Ninth Street NW
Washington, DC 20004-2129
202-879-9600
Jobline@cpb.org Beloit College

Beloit College
Emily Sager
700 College Street
Beloit, WI 53511
sagere@beloit.edu

Cardinal Stritch University
Tom Kipp
6801 N. Yates Road
Milwaukee, WI 53217
tekipp@stritch.edu

Carroll University
Jennifer Manney
100 N. East Avenue
Waukesha, WI 532186
wyc@carrollu.edu

Carthage College
Amy Malczewski
2001 Alford Park Drive
Kenosha, WI 53140
amalczewski1@carthage.edu

Edgewood College
Kasey DeWitt
1000 Edgewood College Drive
Madison, WI 53711
careers@edgewood.edu

Fox Valley Technical College
Marty Bratz
1825 N. Bluemound Drive
Appleton, WI 54912
mbratz@fvtc.edu

Gateway Technical College
LeAnn Butwil
3820 30th Avenue
Kenosha, WI 53144
LeAnn Butwil
ces@gtc.edu

Goodwill Industries
Lisa Norman
6055 N. 91st Street
Milwaukee, WI 53225
Lisa.norman@goodwillsew.com

Illinois Media School
Don Clark
55 W. 22nd Street South
Lombard, IL 60145
dclark@beonair.com

LaCasa de Esperanza, Inc.
Vanessa Arenas
410 Arcadian Avenue
Waukesha, WI 53103
varenas@lacasadeesperanza.org

Lakeland College
Rhonda Butler
P.O. Box 359
Sheboygan, WI 53082
careerservices@lakelandcollege.edu

Madison College
Megan Sievers
3550 Anderson Street
Madison, WI 53704
careersandemployment@madisoncollege.edu

Wisconsin Diversity
info@diversityjobs.com

MATC
Brian Welland
700 W. State Street
Milwaukee, WI 53233
careerhub@matc.edu

Michigan Association of Broadcasters
Sam Klemet
222 N. Chestnut Street
Lansing, MI 48906
sam@michmab.com

Milwaukee Institute of Art and Design
Christina WickHeiser
273 E. Erie Street
Milwaukee, WI 53202
christinawickheiser@miad.edu

Milwaukee School of Engineering
Julie Way
1025 Broadway
Milwaukee, WI 53202
way@msoe.edu

Milwaukee Urban League
Shirron Jude
sjude@tmul.org

Minnesota Broadcasters Association
Jim Dubois
408 St Peter Street
Saint Paul, MN 55102
jdubois@minnesotabroadcasters.com

Moraine Park Technical College
Michelle Sabel
235 N. National Avenue
Fond du Lac, WI 54935
msabel@morainepark.edu

NAACP – Milwaukee
Clarence Nicholas
2745 N. MLK Drive
Milwaukee, WI 53212
president@naacpmke.org

NAACP – Dane County
Gregory Jones
P.O. Box 44366
Madison, WI 53744
Naacpab36@gmail.com

National Organization of Women – WI
PO Box 45671
Madison, WI 53744
madtownnow@gmail.com

Nicolet College
Career Services
Lakeside Center- 2nd Floor
inquire@nicoletcollege.edu

Northland College
Julie Winter
1411 Ellis Street
Ashland, WI 54806
Internships@northland.edu

Oneida Tribe of Indians
Delia Smith
P.O. Box 365
Green Bay, WI 54303
dsmith@oneidanation.org

Ripon College
Mary Halten
300 Seward Street
Ripon, WI 54971
hatlenm@ripon.edu

SER-Jobs for Progress, Inc.
100 E. Royal Lane
Irving, TX 75039
info@ser-national.org

Society for Professional Journalists
Career Center
Jennifer Royer
P.O. Box 44178
Indianapolis, IN 46244

communications@spj.org

Saint Norbert College
Dustin Acker
100 Grant Street
De Pere, WI 54115
careers@snc.edu

UCLA Asian American Studies Center
Karen Umemoto
3230 Campbell Hall
Los Angeles, CA 90095
kumemoto@ucla.edu

UNITY: Journalists
John Kinney
1422 Rocket Drive
Minneapolis, Minnesota
JohnKinney@unityjournalists.org

University of Dubuque
Ellen Carr
2000 University Avenue
Dubuque, IA
ECarr@dbq.edu
careers@dbq.edu

University of Northern Iowa
Natalie Earnest
1227 W. 27th Street
Cedar Falls, IA 50614
Natalie.earnest@uni.edu

UW –Eau Claire
Stacie Heidtke
Department of Journalism
Eau Claire, WI 54702
heidtks@uwec.edu

UW-Fox Valley Careers
Jamie Page-Stadler
1478 Midway Road
Menasha, WI 54942
pagestad@uwosh.edu

UW-Green Bay Careers
Steven Newton
2420 Nicolet Drive
Green Bay, WI 54311
careers@uwgb.edu

UW-River Falls
Amber Ristow
1887 Rodi Hall
River Falls, WI 54022

Career.services@uwrf.edu

UW-Stout
Bryan Barts
103 Administration Building
Menomonie, WI 54751
bartsb@uwstout.edu

UW-LaCrosse
Rebecca Lee
1725 State Street
La Crosse, WI 54601
rlee@uwlax.edu
career@uwlax.edu

UW-Stevens Point
Lee Burke
134 Old Main
Stevens Point, WI 54481
lburke@uwsp.edu
acac@uwsp.edu

Success Works
UW Madison
Emily Pomykalski
Successworks@wisc.edu
emily.pomykalski@wisc.edu

UW-Platteville
Jane Laufenberg
0200 Ulksuik Hall
Platteville, WI 53818
laufenja@uwplatt.edu

UW-Whitewater
Career Services
Sarah Stolberg
800 W. Main Street
Whitewater, WI 53190
stolberg@uww.edu

Milwaukee Office of Veteran's Services
Rick Flowers
6401 W. Greenfield Avenue
Milwaukee, WI 53214
flowers@milwaukeecountywi.gov

Western Kentucky University
Ashely Brown
Career Services Center
Bowling Green, KY 42101
careerhelp@wku.edu

Winona State

DeAnna Goddard
dgaoddard@winnon.edu

Wisconsin AFSCME Headquarters
Paul Smith
33 Nob Hill Road
Madison, WI 53717
Council32@afscme32.org

Wisconsin Employment and Training Association
Dave Skattum
1213 N. Sherman
Madison, WI 53704
ds kattum@eata.org

Wisconsin Lutheran College
Careers
Thad Jahns
8800 W. Bluemound Road
Milwaukee, WI 53226
Thad.johns@wlc.edu

Wisconsin Association of Independent Colleges
and Universities
Jennifer Dehart
122 W. Washington Avenue, Suite 700
Madison, WI 53703
Jennifer.dehart@waicu.org

Wisconsin Women's Network
Kathryn Garr
P.O. Box 65
Madison, WI 53701
info@wiwomensnetwork.org

Wisconsin Regional Training Partnership
Milwaukee Office
3841 W. Wisconsin Avenue
Milwaukee, WI 53208
milwaukee@wrtpr.org

Wisconsin Regional Training Partnership
South Central
2829 Perry Street, #206
Madison, WI 53713
southcentral@wrtpr.org

Wisconsin Regional Training Partnership
South East
1001 S. Main, Room 119
Racine, WI 53403
Souteast@wrtpr.org

The following sources were NOT used in ALL WUWM recruitments. They were used only in specified recruitments.

National Association of Black Journalists – (Eric Von Fellowship)

1100 Knight Hall, Suite 3101
College Park, MD 20742
(301)405-0248
<https://www.nabicareers.org>

National Association of Hispanic Journalists – (Eric Von Fellowship)

NAHJ Career Center
PO Box 117
Windsor, CA 95942
(626)792-3846
<https://www.nahjcareers.org>

Asian American Journalists Association (Eric Von Fellowship)

(202)729-8383
<https://www.aaja.org/>

Native American Journalists Association (Eric Von Fellowship)

Justine Medina
Navajo, Ho-Chunk, Menominee
Program Manager
jmedina@naja.com
<https://najanewsroom.com/>

South Asian Journalists Association (Eric Von Fellowship)

Sabrina Malhi
<https://saja.org/>
president@saja.org

Arab and Middle Eastern Journalists Association (Eric Von Fellowship)

Mahdis Keshavarz
mahdis@themakeagency.com
board@ameja.org

Northwestern University School of Journalism (Eric Von Fellowship)

Medill Career Services
1845 Sheridan Road
Evanston, IL 60208-2101

(847)491-2049

medillcareerservices@northwestern.edu
medill.dean.office@northwestern.edu

Public Media Jobs.org (Eric Von Fellowship)

(860)437-5700
<https://jobs.current.org>

HBCU – Career Services Email List (Eric Von Fellowship)

DRI Waterstone – Executive Search Firm (General Manager)

Nancy Racette - COO
3033 Wilson Blvd Suite E-537
Arlington, VA 22201
racette@driwaterstonehc.com

LinkedIn- Please note that WUWM did not post directly with this source; it reposted the vacancy information obtained from another source.

GlassDoor- Please note that WUWM did not post directly with this source; it reposted the vacancy information obtained from another source.

Indeed - Please note that WUWM did not post directly with this source; it reposted the vacancy information obtained from another source.



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MILWAUKEE**

**EEO INITIATIVES
August 1, 2022 – July 31, 2023**

Outreach Activity – Menu Options/Outreach Activities

The FCC requires that WUWM (based on its total number of employees), to complete four additional recruitment initiatives over a two-year period.

INTERNSHIP PROGRAM

WUWM maintains an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Regular internships are posted on WUWM’s web site and distributed to area academic institutions.

COMPLIANCE:

Due to the Covid-19 Pandemic, WUWM did not have opportunities for this year. Although efforts continue to ensure all interns will be paid when the program returns.

SCHOLARSHIP PROGRAM

WUWM participates in a scholarship program designed to assist students interested in pursuing a career in public broadcasting.

COMPLIANCE:

WUWM participates in the annual scholarship program operated by the Wisconsin Broadcasters Association.

EEO TRAINING

Training will be provided to all WUWM personnel on methods of ensuring equal employment opportunity and preventing discrimination.

COMPLIANCE:

Cheryl Locher participated in the EEO Seminar: *A Review of the FCC's EEO Requirements for Broadcasters on April 13, 2023*

All WUWM employees completed the Corporation for Public Broadcasting's – Harassment & Bias Prevention Training (May – June 2023)

All members of the WUWM Staff that are involved in the hiring process receive periodic briefings from UW-Milwaukee legal counsel on compliance issues. (Ongoing)

OUTREACH EVENTS WITH COMMUNITY ORGANIZATIONS

WUWM will participate in events relating to career opportunities in broadcasting.

COMPLIANCE:

On April 30, 2023, Maayan Silver gave a talk, about radio broadcasting, to a Jewish Women's Group at Congregation Sinai Synagogue in Milwaukee.

On June 1, 2023, Maayan Silver and Ann-Elise Henzl gave a presentation on audio gathering to the 21st Century Fellows at UW- Milwaukee.

On October 27, 2022, Emily Files, Education Reporter moderated Wisconsin-focused panel for Education Writers Association webinar on ESSER funding.

On February 23, 2023, Emily Files, Education Reporter spoke to Doug Struck's journalism class at Emerson College (virtual)

On May 24, 2023, Becky Mortensen networked with recent grads and helped them review their resume and work samples. It was called *Resumes and Reels*, hosted by BEA, NAB, Jacobs Media and RTDNA.

On June 1, 2023, General Manager, David Lee moderated the *60 Years in 60 Minutes panel discussion* put on by the Social Development Commission at Bader Philanthropies. The panel discussion was with SDC CEO George Hinton and Social Development Foundation Board Chair Alicia Smith McCants about the 60 years that SDC has operated in Milwaukee fighting poverty and helping tens of thousands of Milwaukeeans every year find pathways to success.

On June 19, 2023, WUWM Staff participated in a “Day of Service” for the Juneteenth Day Celebration in Milwaukee.

On June 28, 2023, Lina Tran, talked to 30 high schoolers for the World Affairs Seminar about climate journalism/storytelling.

PARTICIPATION IN JOB FAIRS:

WUWM staff participates in Job Fairs designed to share information about careers in broadcasting and to highlight vacancies.

COMPLIANCE:

WUWM’s Teran Powell (Race and Ethnicity Reporter) and Kobe Brown (Eric Von Fellow) participated in the Wisconsin Broadcasters Association Job Fair on February 25th 2023 Madison Marriott West- Middleton, WI,

INFORMATION DISSEMINATION

COMPLIANCE:

WUWM broadcasts EEO on-air announcements. A copy of the on- air announcement and airtime schedule is retained in the station’s files. Michelle Nobbe(Traffic Coordinator) can be contacted for more information.