

WOMT/ WQTC  
Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WOMT AND WQTC, MANITOWOC, WI

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning August 1<sup>st</sup>, 2006 to and including July 31<sup>st</sup>, 2007 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

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

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix

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

Appendix 1 to  
Annual EEO Public File Report Form  
Covering the Period from August 1<sup>st</sup>, 2006 to July 31<sup>st</sup>, 2007  
Station(s) Comprising Station Employment Unit: WOMT AND WQTC

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source Of Hire	Total Number of Interviewees From All Sources For This Position
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1 Advertising Sales Account Executive / Return of former Employee / 1

2 Chief Engineer/ WOMT Web Site / 1

3 Traffic Administrator/ Flex Staff Staffing Service / 10

Total Number of Persons Interviewed During Applicable Period: 12

Appendix 2 to  
 Annual EEO Public File Report Form  
 Covering the Period from August 1st, 2006 to July 31<sup>st</sup>, 2007  
 Station(s) Comprising Station Employment Unit: WOMT and WQTC

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions Which This Source Was Utilized
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- |   |     |                       |
|---|-----|-----------------------|
| A_ Wisconsin Broadcasters Association Internet Employment Service                                   | (2) | Traffic Administrator |
| B_ Wisconsin Job Service - Sandy Destres 3733 Dewey St. Manitowoc WI<br>920-683-2888                | (0) | Traffic Administrator |
| C_ WOMT/WQTC Radio ads Kent Reeves 3730 Mangin St. Manitowoc WI<br>920-682-0351                     | (6) | Traffic Administrator |
| D_ Flex Staff Staffing Service Beth Pieper 1100 S. 30 <sup>th</sup> St Manitowoc WI<br>920-683-3000 | (4) | Traffic Administrator |

\* Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report Form  
Covering the Period from August 1<sup>st</sup>, 2006 to July 31<sup>st</sup>, 2007  
Station(s) Comprising Station Employment Unit: WOMT and WQTC

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by WOMT and WQTC

[Description of the activities.]

1. September 8<sup>th</sup>, 2006 thru October 24<sup>th</sup>, 2006, we ran ads on both stations for the Wisconsin Broadcasters Association offering several scholarships. Don Seehafer is on the committee for these scholarships and assigned Terry Stevenson, one of the Sales Reps, to evaluate the essays of the scholarship entrants. We also kept applications on hand, and offered to help answer any questions for completing these forms.
  
2. In January 2007, our Salesman Terry Stevenson participated in a Job Fair. The Manitowoc-Two Rivers Area Chamber of Commerce sponsored this Job Fair, and brought in Manitowoc County High School sophomores. Terry Stevenson was part of a panel and was allotted 7 minutes to give a speech regarding radio broadcasting, and then participated in answering questions.
  
3. We have a Job Shadow program active. Students came and observed all of the departments here at the station including the on air staff, sales reps, and administrative. These "Shadows" were set up through the Guidance Counsels at their schools and came from at least three different Manitowoc County High Schools. One student even had a questionnaire to be filled out by them, but asked to each of the departments.
  
4. We have had group tours come through our radio stations. These tours were given by our Station Manager, Ben Jakel, or Sales Reps. Terry Stevenson & Kent Reeves. The tour groups included scout troops or high school students. The tour included introductions to the staff and allowed the staff to describe their jobs, history of stations, how radio works, and benefits of working at a radio station.

5. WOMT/WQTC Sales Representative, Terry Stevenson, participated in the 2007 Wisconsin Broadcasters Association Foundation scholarship program. Ads were aired on both WOMT & WQTC promoting the program. The stations also provided scholarship application blanks, and Terry Stevenson was available to answer questions. He was also available for evaluation of scholarship applicants.