August 1, 2024 to July 31, 2025 FCC EEO Program Outreach Initiatives State of Wisconsin – Educational Communications Board (ECB) Station Employment Unit WERN (ECB Headquarters)

I. First Initiative: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting

ECB is an active participant in, and supporter of, the Wisconsin Broadcasters Association (WBA) Foundation Broadcast Scholarship programs, including *Student Award for Excellence*, and *Student Leadership Award*. Marta Bechtol, Executive Director, registered with the WBA's annual scholarship program on behalf of the agency on August 27, 2024. Marta Bechtol and Adam Hargrove, Director of Engineering, assisted WBA in reviewing scholarship applications in November 2024.

- II. Second Initiative: Provision of training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
 Adam Hargrove participated in EEO Session: Are You on Top of All of Your FCC Obligations on September 11, 2024.
- III. Third Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
 ECB hired an intern through the State of Wisconsin Student Diversity Internship Program for the summer of 2025. Jennifer Dargan is the internship administrator and Ed Snow is the supervisor. The intern is currently working in our Engineering Division on a variety of projects related to cybersecurity and our broadcast networks.
- IV. Fourth Initiative: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

ECB recruited a Compliance Officer in the Engineering Division. We listed the job Urban League of Greater Madison and the Society of Women Engineers.

V. Fifth Initiative: Participation in at least four job fairs (over a two-year period) by station personnel who have substantial responsibility in the making of hiring decisions
 On September 13, 2024, Jennifer Dargan participated in a job fair sponsored by the Wisconsin Broadcasters Association in Madison, Wisconsin.
 On February 22, 2025, Marcus Kruse attended a job fair sponsored by the Wisconsin Broadcasters Association in Green Bay, Wisconsin.

Recruitments Filled August 1, 2024, through July 31, 2025 and Recruitment Sources

Position		Date open	Date filled	Recruitment Source
IS Network Services Specialist		6/17/24	11/3/24	wpr.org
	Contact			Interviewed
Wisc.Jobs	_	becker, HR Specialist Sertion (608) 266-0534	nior WI Dept. of	6
Indeed.com	_	becker, HR Specialist Sel tion (608) 266-0534	nior WI Dept. of	
Handshake	_	becker, HR Specialist Sertion (608) 266-0534	nior WI Dept. of	
LinkedIn	_	becker, HR Specialist Sertion (608) 266-0534	nior WI Dept. of	1
Facebook	_	becker, HR Specialist Sertion (608) 266-0534	nior WI Dept. of	
Twitter	_	becker, HR Specialist Sertion (608) 266-0534	nior WI Dept. of	
Constant Contact List (BMRS)	_	becker, HR Specialist Seltion (608) 266-0534	nior WI Dept. of	
Wisconsin Broadcasters Association	https://ww	er, WBA (608) 255-2600 ww.wi-broadcasters.org/ jobs-available/		
Society of Broadcast Engineers	Scott Jones	s, kjones@sbe.org vw.sbe.org/sections/jl_s	ubmit.php	
DWD Office of Veterans Employment Services	David Walt (608) 242-4	ers <u>david.walters@dwo</u> 4906	l.wisconsin.gov	
ECB.org	_	lini, Executive Staff Assis lini@ecb.org	tant, ECB	
WPR.org and PBSWisconsin.	Fred Schul	ze hr@wpm.wisc.edu		
Personal contacts by ECB/WPR/PBS W staff	Emailed W	PR & PBS WI email lists		1
Corporation for Public Broadcasting	cpb.org			
Ourlives.org Urban League of Greater Madison	Patrick Far https://ulg	abaugh, <u>patrick@ourlive</u> m.org/	eswisconsin.com	

Position		Date open	Date filled	Recruitment Source	
Compliance Officer		9/26/2024	1/12/2025	PBS Wisconsin list	
Recruitment Resource	Contact			Interviewed	
Wisc.Jobs	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of	6	
Indeed.com	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of	1	
Handshake	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of		
LinkedIn	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of	1	
Facebook	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of		
Twitter	_	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of		
Constant Contact List (BMRS)	1	becker, HR Specialist ation (608) 266-0534	Senior WI Dept. of		
Wisconsin	Kyle Geissl	er, WBA (608) 255-20	500		
Broadcasters	https://www.wi-broadcasters.org/members-only/job-				
Association	bank/post	bank/post-jobs-available/			
Society of	Scott Jones, kjones@sbe.org				
Broadcast	https://www.sbe.org/sections/jl_submit.php				
Engineers					
DWD Office of Veterans Employment Services	David Wali (608) 242-	ters <u>david.walters@o</u> 4906	<u>dwd.wisconsin.gov</u>		
ECB.org	_	lini, Executive Staff A lini@ecb.org	ssistant, ECB		
WPR.org and PBSWisconsin. org	Fred Schul	ze hr@wpm.wisc.edu	1		
Personal contacts by ECB/WPR/PBS W staff	Emailed W	PR & PBS WI email lis	sts	1	
Corporation for Public Broadcasting	cpb.org				
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com				
National Educational Television Association		vw.netaonline.org/fo			

National Labor	https://jobs.usnlx.com/secure/emplogin.asp?redirect=https://	
Exchange for	jobs.usnlx.com/post.asp?	
Veterans		
Public Media	https://pmbaonline.mcjobboard.net/jobs	
Business		
Association		
TV jobs	http://jobs.tvjobs.com/	
Urban League	Fred Schulze hr@wpm.wisc.edu	
of Greater		
Madison		
Society of	Careers.swe.org	
Women		
Engineers		

Position		Date open	Date filled	Recruitment Source
Broadcast Engineer		1/14/2025	3/10/25	WiscJobs
Recruitment Resource	Contact			Interviewed
Wisc.Jobs	Paula Langbecker, F (608) 266-0534	IR Specialist Senior -	- Dept of Administration	3
Indeed.com	Paula Langbecker, F (608) 266-0534	HR Specialist Senior -	- Dept of Administration	1
Handshake	Paula Langbecker, F (608) 266-0534	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534		
LinkedIn	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			
Facebook	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			1
Twitter	Paula Langbecker, F (608) 266-0534	HR Specialist Senior -	- Dept of Administration	1
Wisconsin Broadcasters Association	Kyle Geissler, WBA (608) 255-2600 https://www.wi-broadcasters.org/members-only/job-bank/post-jobs-available/			2 <u>t-</u>
Society of Broadcast Engineers	Scott Jones, kjones@sbe.org https://www.sbe.org/sections/jl_submit.php			
DWD Office of Veterans Employment Services	David Walters <u>david</u> (608) 242-4906	d.walters@dwd.wisc	consin.gov	
ECB.org	Megan Bellini, Exec megan.bellini@ecb	utive Staff Assistant, .org	ECB	

WPR.org and	Fred Schulze hr@wpm.wisc.edu	
PBSWisconsin.	red stridize in a wpiniwist.edd	
org		
Personal	Emailed WPR & PBS WI email lists	1
contacts by		
ECB/WPR/PBS		
W staff		
	cpb.org	
for Public		
Broadcasting		
	Patrick Farabaugh, <u>patrick@ourliveswisconsin.com</u>	
	https://www.netaonline.org/form/job-listing	
Educational		
Television		
Association		
	https://jobs.usnlx.com/secure/emplogin.asp?redirect=https://jobs.	
_	usnlx.com/post.asp?	
Veterans	https://www.haaadigaaaadigaaadigahaa	
Public Media Business	https://pmbaonline.mcjobboard.net/jobs	
Association		
	http://jobs.tvjobs.com/	
	Megan Bellini, Executive Staff Assistant, ECB	
of Greater Madison	megan.bellini@ecb.org	
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Position		Date open	Date filled	Recruitment Source
IS Network Services Co	IS Network Services Consultant		5/5/25	ECB list
Administrator				
Recruitment	Contact			Interviewed
Resource				
Wisc.Jobs	_	er, HR Specialist Senior	– Dept of	1
	Administration	(608) 266-0534		
Handshake	Paula Langbeck	er, HR Specialist Senior	– Dept of	
	Administration	(608) 266-0534		
LinkedIn	Paula Langbeck	er, HR Specialist Senior	– Dept of	
	Administration			
Facebook	Paula Langbecker, HR Specialist Senior – Dept of			
	Administration	(608) 266-0534		
Twitter	Paula Langbeck	er, HR Specialist Senior	– Dept of	
	Administration	(608) 266-0534		
Constant Contact List	Paula Langbeck	er, HR Specialist Senior	– Dept of	
(BMRS)	Administration (608) 266-0534			
Wisconsin	Kyle Geissler, W	'BA (608) 255-2600		
Broadcasters	https://www.wi-broadcasters.org/members-only/job-			
Association	bank/post-jobs-	available/		
Society of Broadcast	Scott Jones, kjo	nes@sbe.org		
Engineers	https://www.sb	e.org/sections/jl_subm	it.php	

DWD Office of Veterans Employment	David Walters david.walters@dwd.wisconsin.gov (608) 242-4906	
Services		
ECB.org	Jennifer Dargan jennifer.dargan@ecb.org	
Personal contacts by ECB/WPR/PBSW staff	Emailed WPR & PBS WI email lists	1
Corporation for Public Broadcasting	cpb.org	
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	
Society of Women Engineers	https://careers.swe.org/	
Urban League of Greater Madison	ulgm.org	

Position:		Date open:	Date filled:		Recruitment Source	
Executive Staff Assistant		3/31/25	6/16/25	Wisc.Jobs		
Recruitment Resource	Contact				Interviewed	
Wisc.Jobs		Langbecker, HR Specialis nistration (608) 266-0534	·		4	
Indeed.com		Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534				
Handshake		Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534				
LinkedIn	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534					
Facebook		Langbecker, HR Specialis nistration (608) 266-0534	·			
Twitter		Langbecker, HR Specialis nistration (608) 266-0534	·			
Wisconsin Broadcasters Association	https	Geissler, WBA (608) 255-2 ://www.wi-broadcasters. /post-jobs-available/		ob-		
Society of Broadcast Engineers		Jones, kjones@sbe.org ://www.sbe.org/sections	/jl_submit.php			
DWD Office of Veterans Employment Services	David	d Walters <u>david.walters@</u> 242-4906				
ECB.org	1	gan Bellini, Executive Staff gan.bellini@ecb.org	Assistant, ECB			

WPR.org and	Fred Schulze hr@wpm.wisc.edu	
PBSWisconsin.org		
Personal contacts by	Emailed WPR & PBS WI email lists	
ECB/WPR/PBSW		
staff		
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	