

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	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		6
Indeed.com	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		
Handshake	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		
LinkedIn	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		1
Facebook	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		
Twitter	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		
Constant Contact List (BMRS)	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534		
Wisconsin Broadcasters Association	Kyle Geissler, WBA (608) 255-2600 https://www.wi-broadcasters.org/members-only/job-bank/post-jobs-available/		
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 david.walters@dwd.wisconsin.gov (608) 242-4906		
ECB.org	Megan Bellini, Executive Staff Assistant, ECB megan.bellini@ecb.org		
WPR.org and PBSWisconsin.org	Fred Schulze hr@wpm.wisc.edu		
Personal contacts by ECB/WPR/PBS W staff	Emailed WPR & PBS WI email lists		1
Corporation for Public Broadcasting	cpb.org		
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com		
Urban League of Greater Madison	https://ulgm.org/		

Position		Date open	Date filled	Recruitment Source
Compliance Officer		9/26/2024	1/12/2025	PBS Wisconsin list
Recruitment Resource	Contact			Interviewed
Wisc.Jobs	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			6
Indeed.com	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			1
Handshake	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			
LinkedIn	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			1
Facebook	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			
Twitter	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			
Constant Contact List (BMRS)	Paula Langbecker, HR Specialist Senior WI Dept. of Administration (608) 266-0534			
Wisconsin Broadcasters Association	Kyle Geissler, WBA (608) 255-2600 https://www.wi-broadcasters.org/members-only/job-bank/post-jobs-available/			
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 david.walters@dwd.wisconsin.gov (608) 242-4906			
ECB.org	Megan Bellini, Executive Staff Assistant, ECB megan.bellini@ecb.org			
WPR.org and PBSWisconsin.org	Fred Schulze hr@wpm.wisc.edu			
Personal contacts by ECB/WPR/PBS W staff	Emailed WPR & PBS WI email lists			1
Corporation for Public Broadcasting	cpb.org			
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com			
National Educational Television Association	https://www.netaonline.org/form/job-listing			

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

Position		Date open	Date filled	Recruitment Source
Broadcast Engineer		1/14/2025	3/10/25	WiscJobs
Recruitment Resource	Contact			Interviewed
Wisc.Jobs	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			3
Indeed.com	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			1
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	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			
Twitter	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			
Wisconsin Broadcasters Association	Kyle Geissler, WBA (608) 255-2600 https://www.wi-broadcasters.org/members-only/job-bank/post-jobs-available/			2
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 david.walters@dwd.wisconsin.gov (608) 242-4906			
ECB.org	Megan Bellini, Executive Staff Assistant, ECB megan.bellini@ecb.org			

WPR.org and PBSWisconsin.org	Fred Schulze hr@wpm.wisc.edu	
Personal contacts by ECB/WPR/PBS WI staff	Emailed WPR & PBS WI email lists	1
Corporation for Public Broadcasting	cpb.org	
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	
National Educational Television Association	https://www.netaonline.org/form/job-listing	
National Labor Exchange for Veterans	https://jobs.usnlx.com/secure/emplogin.asp?redirect=https://jobs.usnlx.com/post.asp?	
Public Media Business Association	https://pmbaonline.mcjobboard.net/jobs	
TV jobs	http://jobs.tvjobs.com/	
Urban League of Greater Madison	Megan Bellini, Executive Staff Assistant, ECB megan.bellini@ecb.org	

Position		Date open	Date filled	Recruitment Source
IS Network Services Consultant Administrator		3/7/25	5/5/25	ECB list
Recruitment Resource	Contact			Interviewed
Wisc.Jobs	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			1
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	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534			
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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 david.walters@dwd.wisconsin.gov (608) 242-4906	
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	Paula Langbecker, HR Specialist Senior – Dept of Administration (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	Paula Langbecker, HR Specialist Senior – Dept of Administration (608) 266-0534		
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Society of Broadcast Engineers	Scott Jones, kjones@sbe.org https://www.sbe.org/sections/jl_submit.php		
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Personal contacts by ECB/WPR/PBSW staff	Emailed WPR & PBS WI email lists	
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	