

**Appendix 1**  
**Annual EEO Public File Report**

Station(s) Comprising Station Employment Unit:

**WDOR(AM), Sturgeon Bay, Wisconsin, FAC ID 17307**  
**WDOR-FM, Sturgeon Bay, Wisconsin, FAC ID 17308**

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): WDOR(AM) and WDOR-FM, Sturgeon Bay, Wisconsin 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, 2019 – July 31, 2020 (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 EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree 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 hiree accepted the job offer.

Covering the Period from August 1, 2019 – July 31, 2020

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**Section 1: Vacancy Information**

	Full-time Positions Filed by Job Title	Recruitment Source of Hiree
1	On-Air	Facebook
1	News Director	WDOR On-Air

Total Number of Persons Interviewed During Applicable Period:

On-Air: 5

News Director: 4

**Appendix 2**  
**Annual EEO Public File Report Form**

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**Section 2: Recruitment Source Information**

On-air advertising on WDOR, Peninsula Pulse classified ad, Facebook, and, Jobsindoorcounty.com were used for both openings during the period. The Wisconsin Broadcasters Association Job posting was also used for the News Director position.

**Recruitment Sources for Interviewees**

On-air position: Facebook 3, Peninsula Pulse 2

News Director: WDOR 3, WBA 1,

**Appendix 3**  
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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by WDOR(AM) and WDOR-FM**

Following the Stations' usual and customary practices, the principal owner and President of the licensee, Edward D. Allen III, continued to talk about the Stations and their service to the community at the Historical Society.

The Stations continued to provide station tours to children in the community, describing the various staff positions at the Stations.

The Stations continued to air program material that promoted a variety of school programs, including their scholarship programs.

With help from FCC counsel, the licensee plans to expand its non-vacancy specific recruitment outreach efforts.