

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2007 to July 31, 2008.

1) Employment Unit: WFRV and WJMN Television Station, Inc.

2) Unit Members (Stations and Communities of License): WFRV-TV Green Bay, WI, WJMN-TV Escanaba, Mi.

3) EEO Contact Information for Unit Member:

Mailing Address: 1181 E Mason Green Bay, WI 54301	Telephone Number: 920-437-5411
	Contact Person: David Stewart
	E-mail Address: david.stewart@wfrv.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Production Assistant
2. Tape Editor
3. Production Assistant
4. News Reporter
5. Executive Producer
6. Tape Editor
7. Sales Promotion Coordinator
8. News Reporter

5) Job Title: Production Assistant

Referral Source(s) of Hiree: Internal Referral

Vacancy# 1

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances "Candy Smith"	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes

UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod's Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: Tape Editor

Referral Source(s) of Hire: Internal Referral

Vacancy# 2

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes

Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: Production Assistant

Referral Source(s) of Hire: Internal Referral

Vacancy# 3

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes

Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes

Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: News Reporter

Referral Source(s) of Hire: TVJobs.com

Vacancy# 4

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes

UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: Executive Producer

Referral Source(s) of Hire: WFRV.com

Vacancy# 5

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes

Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: Tape Editor

Referral Source(s) of Hiree: Internal Referral

Vacancy# 6

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
---	----------------	----------	---------------	--

Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A

TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes

5) Job Title: Sales Promotion Coordinator

Referral Source(s) of Hire: Internal Referral

Vacancy# 7

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes
University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes

Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
Natl Sales Network Chapters		e-mail kmott1123@comcast.net		Yes

5) Job Title: News Reporter

Referral Source(s) of Hiree: Internal Referral

Vacancy# 8

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Marquette University	Kathleen A Hawkins	P.O. Box 1881 Milwaukee, WI 53201-1881		Yes
Menominee Indian Tribe of Wisconsin		Tribal Building Office P.O. Box 910 Keshena, WI 54135		Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075		Yes
Eastern New Mexico University	Susan Larsen	Career Services Station #34 Portales, NM 88130	575-562-2211	Yes
Lakeshore Technical College	Jane Bivkholz	1290 North Avenue Cleveland, WI 53015	888-468-6582	Yes
Wisconsin Broadcasters Association	Torrie Keneedy	44 E. Mifflin Street Suite 900 Madison, WI 53703	800-236-1922	Yes

University of Montana	Daphne Felker	Lommason Center 154 Missoula, Montana 59812-2088	406-243-6150	Yes
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008		Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison		Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523		Yes
Western Kentucky University	Dan Onitsuka	Career Services Center Bowling Green , KY 42101	270-745-3095	Yes
UW – Milwaukee	Linda Walker	Career Development Center P.O. Box 413 Milwaukee, WI 53201	414-229-4487	Yes
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	Yes
Arizona State University		Career Services P.O. Box 871312 Tempe, AZ 85287-1312	480-965-2355	Yes
Kewaunee County Job Center	Teal Metoxen	P.O. Box 184 Kewaunee, WI 54216		Yes
N.E.W. Curative Rehabilitation, Inc.		P.O. Box 8027 Green Bay, WI		Yes
Oneida JTPA Program		Career Development P.O. Box 365 Oneida, WI 54155		Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh		Placement/Career Planning Dept Oshkosh, WI 54901		Yes
St Norbert College		Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point		Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College		Placement/Career Planning 1825 Bluemound Rd Appleton, WI 54914	920-735-5627	Yes
United Amerindian Center	Fances “Candy Smith”	407 Dousman St P.O. Box 2248 Green Bay, WI 54306-6630		Yes
UW – Green Bay		Placement/Career Planning 2420 Nicolet Drive Green Bay, WI 54301	920-465-2163	Yes
St Willebrod’s Church	Father Ken DeGroot	209 S Adams St Green Bay, WI 54301	920-435-2016	Yes
Edgewood College		Website careers@edgewood.edu		Yes
WFRV Website	Tom Swigert	1181 E Mason St Green Bay Wi	920-437-5411	N/A
TV Jobs	Mark Holloway	P.O. Box 4116 Oceanside, CA 92052	760-754-8177	Yes
Wisconsin Job Center	Roy Koeller	325 N Roosevelt St Green Bay, WI 54301	920-448-6460	Yes
Wisconsin TechConnect		e-mail	920-735-5627	Yes
Menasha Job Openings		Via fax		Yes
Appleton Police Liaison	Mito Kudaka	e-mail		Yes

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

- (1) Internal Referral
- (2) Internal Referral
- (3) Internal Referral
- (4) TVJobs.com
- (5) wfrv.com
- (6) Internal Referral
- (7) Internal Referral
- (8) Internal Referral

7) Total # of Interviewees Referred by Each Source: For the period from August 1, 2007 to July 31, 2008, this Employment Unit interviewed 93 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) wfrv.com	43
(2) Internal Referral	20
(3) TVJobs.com	12
(4) Unknown Source	7
(5) External Referral	3
(6) Internships	2
(7) WFRV Job Fair Participation	1
(8) inba.net	1
(9) WFRV-TV	1
(10) Medialine	1
(11) Wisconsin Jobnet	1
(12) UW-Stevens Point	1

(8) Supplemental Recruitment Measures

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
University of Wisconsin – Oshkosh Career Fair on the Fox Oshkosh, WI	9/26/07	Stacey Baldwin – Executive Producer Julie Buck – Production Director
University of Wisconsin – Green Bay Career Fair Green Bay, WI	10/3/07	Stacey Baldwin – Executive Producer Julie Buck – Production Director

University of Wisconsin – Green Bay Job Fair Green Bay, WI	2/27/08	Kristen Kent – Marketing Coordinator David Malm – Managing News Director
University of Wisconsin – Oshkosh Job Fair Oshkosh, WI	3/19/08	Kristen Kent – Marketing Coordinator David Malm – Managing News Director
Wisconsin Broadcasters Job Fair Sturgeon Bay, WI	6/18/08	Carmyln Daley – Executive Producer

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Natasha Lark St Norbert– Sports Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
2. Tom Hager UW-Madison– Sports Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
3. Ashley Kaster UWGB– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
4. Julie Edler UW-Madison– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
5. Katie Shields UWGB– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
6. Libby Ertmer St Norbert– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
7. Kari Merchant UWGB– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer
8. Lindsey Geier UWGB– News Intern	5/23/08-8/15/08	Carmelyn Daley – Executive Producer

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WBA Essay Contest	November 2007	Perry Kidder – President/GM
2. Red Smith Elementary School Spoke at School Event Green Bay, WI	2/13/08	David Miller – Meteorologist
3. Station Tours: Daycare center school age kids St. Pat's Daycare Center (2 groups) Touchmark Senior Center Tiger Cub den Edison Middle School special ed class Tiger Cub den Tiger Cub den Brillion Elementary 3 rd graders Brillion Elementary 3 rd graders Brillion Elementary 3 rd graders 7 th and 8 th graders YMCA Teen Adventure Program YMCA Teen Adventure Program KinderCare Day Care Center	8/7/07 8/15/07 8/17/07 1/22/08 2/28/08 3/11/08 3/21/08 3/27/08 4/3/08 4/10/08 5/15/08 6/26/08 7/7/08 7/22/08	Kristin Kent – Creative Services Conducted Tours, assisted by Newsroom staff and talent on hand to answer questions
4. Wisconsin Broadcasters 2008 Student Seminar Winter Job/Career Fair Madison, WI	2/16/08	Perry Kidder – President/General Manager
5. Lawrence University Spoke to Career Class Appleton, WI	4/24/08	Angenette Levy – Reporter

6. Oneida Nation Elementary School Spoke to Grades 1-5	4/29/08	Justin Steinbrinck – Meteorologist
7. Fox Valley Technical College Career Group Discussion Rock Garden Supper Club Green bay, WI	5/6/08	David Miller – Meteorologist Kirk Parker – Reporter David Vanderbloomen – Photographer
8. Grant Elementary School Science Fair Sheboygan, WI	5/16/08	David Miller – Meteorologist
9. Green Bay YMCA Career Fair Green Bay, WI Station representatives as Presenters	7/15/08	Chelly Boutott – News Anchor David Duchan – News Photographer

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
Corporate Conduct online training all employees certified 12/31/07 Ongoing New Employees	All WFRV Employees	Online Business Conduct Training Through Liberty Media Corporation
WBA Winter Convention Seminar	R Perry Kidder President/General Manager	Hiring Practices Seminar. Discrimination Training.