

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2008 to July 31, 2009.

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. News Producer
2. Account Executive
3. Production Assistant
4. Digital Media Account Executive
5. Master Control Operator

5) Job Title: News Producer

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	414-288-7423	Yes
Menominee Indian Tribe of Wisconsin	Ben Kaquatosh	Tribal Building Office P.O. Box 910 Keshena, WI 54135	715-756-2319	Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075	248-358-9000	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
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowll Road Suite 107 Phoenix, AZ 85008	602-267-8001	Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison	Leslie Kohlberg	Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523	608-262-3921	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	Scott Berren	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	920-388-5755	Yes
N.E.W. Curative Rehabilitation, Inc.	Kim Chong	P.O. Box 8027 Green Bay, WI	920-468-9129	Yes
Oneida JTPA Program	Karen Skenadore	Career Development P.O. Box 365 Oneida, WI 54155	920-496-7900	Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh	Ted Balsler	Placement/Career Planning Dept Oshkosh, WI 54901	920-424-2181	Yes
St Norbert College	Jerry Donahue	Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point	John Zach	Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College	Cindy Stoeger	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	920-436-6630	Yes
UW – Green Bay	Pam Suster	Direct to Website www.myinterfase.com/uwgb/employer	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	Kasey DeWitt	Website careers@edgewood.edu	608-663-2281	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 TechConnect	Cindy Stoeger	e-mail	920-735-5627	Yes
Menasha Job Openings	Mary Fritz	Via fax	920-448-6460 x279	Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
City of Appleton, WI	Nicole Lemke	Nicole.lemke@appleton.org	920-832-1564	Yes
SilverLake College	Jan Algozine	anis@silver.sl.edu	920-684-7082	Yes
American Intercultural Center	Diana Borrero-Lowe	borrerod@uwgb.com	920-465-2720	Yes
UW Fox Valley Placement Office	Tammy Brunette	Tammy.brunette@uwc.edu	920-735-5600	Yes
College of Menominee Nation Student Services	Tammy Wauenascum	P.O. Box 1179 Keshena, WI 54135 twaubanascum@menominee.edu	715-799-6226 x 3154	Yes
Lincoln Park Community Center	Ruth Varnado	1301 W Hampton Ave Milwaukee, WI 53209	414-963-6407	Yes
Council for Spanish Speaking	Karen	614 W National Ave Milwaukee, WI 53204	414-384-7292	Yes
Concordia University	Via website	www.myinterfase.com/concordia-wisconsin/employer	262-243-5700	Yes
Wisconsin Jobnet Call Center	Via website	WIJobOrders@dwd.state.wi.us	920-448-6460 x277	Yes

5) Job Title: Account Executive

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	414-288-7423	Yes
Menominee Indian Tribe of Wisconsin	Ben Kaquatosh	Tribal Building Office P.O. Box 910 Keshena, WI 54135	715-756-2319	Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075	248-358-9000	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

Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowl Road Suite 107 Phoenix, AX 85008	602-267-8001	Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison	Leslie Kohlberg	Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523	608-262-3921	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	Scott Berren	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	920-388-5755	Yes
N.E.W. Curative Rehabilitation, Inc.	Kim Chong	P.O. Box 8027 Green Bay, WI	920-468-9129	Yes
Oneida JTPA Program	Karen Skenadore	Career Development P.O. Box 365 Oneida, WI 54155	920-496-7900	Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh	Ted Balsar	Placement/Career Planning Dept Oshkosh, WI 54901	920-424-2181	Yes
St Norbert College	Jerry Donahue	Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point	John Zach	Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College	Cindy Stoeger	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	920-436-6630	Yes
UW – Green Bay	Pam Suster	Direct to Website www.myinterfase.com/uwgb/employer	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	Kasey DeWitt	Website careers@edgewood.edu	608-663-2281	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 TechConnect	Cindy Stoeger	e-mail	920-735-5627	Yes
Menasha Job Openings	Mary Fritz	Via fax	920-448-6460 x279	Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
City of Appleton, WI	Nicole Lemke	Nicole.lemke@appleton.org	920-832-1564	Yes
SilverLake College	Jan Algozine	anis@silver.sl.edu	920-684-7082	Yes
American Intercultural Center	Diana Borrero-Lowe	borrerod@uwgb.com	920-465-2720	Yes

UW Fox Valley Placement Office	Tammy Brunette	Tammy.brunette@uwc.edu	920-735-5600	Yes
College of Menominee Nation Student Services	Tammy Wauenascum	P.O. Box 1179 Keshena, WI 54135 twaubanascum@menominee.edu	715-799-6226 x 3154	Yes
Lincoln Park Community Center	Ruth Varnado	1301 W Hampton Ave Milwaukee, WI 53209	414-963-6407	Yes
Council for Spanish Speaking	Karen	614 W National Ave Milwaukee, WI 53204	414-384-7292	Yes
Concordia University	Via website	www.myinterfase.com/concordia-wisconsin/employer	262-243-5700	Yes
Wisconsin Jobnet Call Center	Via website	WIJobOrders@dwd.state.wi.us	920-448-6460 x277	Yes
National Sales Network Chapters	Via E-mail	Kmott1123@comcast.net	678-910-0919	Yes

5) Job Title: Production Assistant

Referral Source(s) of Hire: Internal Referral

Vacancy# 3

(j) 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	414-288-7423	Yes
Menominee Indian Tribe of Wisconsin	Ben Kaquatosh	Tribal Building Office P.O. Box 910 Keshena, WI 54135	715-756-2319	Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075	248-358-9000	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
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008	602-267-8001	Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison	Leslie Kohlberg	Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523	608-262-3921	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	Scott Berren	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	920-388-5755	Yes
N.E.W. Curative Rehabilitation, Inc.	Kim Chong	P.O. Box 8027 Green Bay, WI	920-468-9129	Yes

Oneida JTPA Program	Karen Skenadore	Career Development P.O. Box 365 Oneida, WI 54155	920-496-7900	Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh	Ted Balsler	Placement/Career Planning Dept Oshkosh, WI 54901	920-424-2181	Yes
St Norbert College	Jerry Donahue	Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point	John Zach	Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College	Cindy Stoeger	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	920-436-6630	Yes
UW – Green Bay	Pam Suster	Direct to Website www.myinterfase.com/uwgb/employer	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	Kasey DeWitt	Website careers@edgewood.edu	608-663-2281	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 TechConnect	Cindy Stoeger	e-mail	920-735-5627	Yes
Menasha Job Openings	Mary Fritz	Via fax	920-448-6460 x279	Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
City of Appleton, WI	Nicole Lemke	Nicole.lemke@appleton.org	920-832-1564	Yes
SilverLake College	Jan Algozine	anis@silver.sl.edu	920-684-7082	Yes
American Intercultural Center	Diana Borrero-Lowe	borrerod@uwgb.com	920-465-2720	Yes
UW Fox Valley Placement Office	Tammy Brunette	Tammy.brunette@uwc.edu	920-735-5600	Yes
College of Menominee Nation Student Services	Tammy Wauenascum	P.O. Box 1179 Keshena, WI 54135 twaubanascum@menominee.edu	715-799-6226 x 3154	Yes
Lincoln Park Community Center	Ruth Varnado	1301 W Hampton Ave Milwaukee, WI 53209	414-963-6407	Yes
Council for Spanish Speaking	Karen	614 W National Ave Milwaukee, WI 53204	414-384-7292	Yes
Concordia University	Via website	www.myinterfase.com/concordia-wisconsin/employer	262-243-5700	Yes
Wisconsin Jobnet Call Center	Via website	WIJobOrders@dwd.state.wi.us	920-448-6460 x277	Yes

5) Job Title: Digital Media Account Executive

Referral Source(s) of Hire: TVJobs.com

Vacancy# 4

177863v1

(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	414-288-7423	Yes
Menominee Indian Tribe of Wisconsin	Ben Kaquatosh	Tribal Building Office P.O. Box 910 Keshena, WI 54135	715-756-2319	Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075	248-358-9000	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
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008	602-267-8001	Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
UW – Madison	Leslie Kohlberg	Career Planning/ Placement Office 1305 Lindon Dr Madison, WI 53706-1523	608-262-3921	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	Scott Berren	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	920-388-5755	Yes
N.E.W. Curative Rehabilitation, Inc.	Kim Chong	P.O. Box 8027 Green Bay, WI	920-468-9129	Yes
Oneida JTPA Program	Karen Skenadore	Career Development P.O. Box 365 Oneida, WI 54155	920-496-7900	Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh	Ted Balsler	Placement/Career Planning Dept Oshkosh, WI 54901	920-424-2181	Yes
St Norbert College	Jerry Donahue	Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point	John Zach	Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College	Cindy Stoeger	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	920-436-6630	Yes
UW – Green Bay	Pam Suster	Direct to Website www.myinterfase.com/uwgb/employer	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	Kasey DeWitt	Website careers@edgewood.edu	608-663-2281	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 TechConnect	Cindy Stoeger	e-mail	920-735-5627	Yes
Menasha Job Openings	Mary Fritz	Via fax	920-448-6460 x279	Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
City of Appleton, WI	Nicole Lemke	Nicole.Lemke@appleton.org	920-832-1564	Yes
SilverLake College	Jan Algozine	anis@silver.sl.edu	920-684-7082	Yes
American Intercultural Center	Diana Borrero-Lowe	borrerod@uwgb.com	920-465-2720	Yes
UW Fox Valley Placement Office	Tammy Brunette	Tammy.brunette@uwc.edu	920-735-5600	Yes
College of Menominee Nation Student Services	Tammy Wauenascum	P.O. Box 1179 Keshena, WI 54135 twaubanascum@menominee.edu	715-799-6226 x 3154	Yes
Lincoln Park Community Center	Ruth Varnado	1301 W Hampton Ave Milwaukee, WI 53209	414-963-6407	Yes
Council for Spanish Speaking	Karen	614 W National Ave Milwaukee, WI 53204	414-384-7292	Yes
Concordia University	Via website	www.myinterfase.com/concordia-wisconsin/employer	262-243-5700	Yes
Wisconsin Jobnet Call Center	Via website	WIJobOrders@dwd.state.wi.us	920-448-6460 x277	Yes
National Sales Network Chapters	Via E-mail	Kmott1123@comcast.net	678-910-0919	Yes
Careerbuilder.com	Website	www.careerbuilder.com		No
Spots & Dots		600 W Peachtree St NW Suite 350 Atlanta, GA 30308	1-888-884-2630	No

5) Job Title: Master Control operator

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	414-288-7423	Yes
Menominee Indian Tribe of Wisconsin	Ben Kaquatosh	Tribal Building Office P.O. Box 910 Keshena, WI 54135	715-756-2319	Yes
Specs Howard School	Kevin Scollin	19900 W. Nine Mile Southfield, MI 48075	248-358-9000	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
Academy of Radio and TV Broadcasting	Mary Jo Conniff	4914 E McDowell Road Suite 107 Phoenix, AZ 85008	602-267-8001	Yes
UW – Superior	Marie Harris	Career Planning/ Placement Office Superior, WI 54880	715-394-8308	Yes
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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	Scott Berren	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	920-388-5755	Yes
N.E.W. Curative Rehabilitation, Inc.	Kim Chong	P.O. Box 8027 Green Bay, WI	920-468-9129	Yes
Oneida JTPA Program	Karen Skenadore	Career Development P.O. Box 365 Oneida, WI 54155	920-496-7900	Yes
Oneida Tribe of Indians	Karen Skenadore	HR Dept P.O. Box 365 Oneida, WI 54155-0365	920-496.7900	Yes
UW – Oshkosh	Ted Balsler	Placement/Career Planning Dept Oshkosh, WI 54901	920-424-2181	Yes
St Norbert College	Jerry Donahue	Placement Director College Avenue DePere, WI 54115	920-403-3040	Yes
UW – Stevens Point	John Zach	Career Services Building 134 Old Main Building Stevens Point, WI 54481-3897	715-346-3226	Yes
Fox Valley Technical College	Cindy Stoeger	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	920-436-6630	Yes
UW – Green Bay	Pam Suster	Direct to Website www.myinterfase.com/uwgb/employer	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	Kasey DeWitt	Website careers@edgewood.edu	608-663-2281	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 TechConnect	Cindy Stoeger	e-mail	920-735-5627	Yes
Menasha Job Openings	Mary Fritz	Via fax	920-448-6460 x279	Yes
Wis Private College Career Consortium		Website jobs@wipccc.org		Yes
City of Appleton, WI	Nicole Lemke	Nicole.lemke@appleton.org	920-832-1564	Yes

SilverLake College	Jan Algozine	anis@silver.sl.edu	920-684-7082	Yes
American Intercultural Center	Diana Borrero-Lowe	borrerod@uwgb.com	920-465-2720	Yes
UW Fox Valley Placement Office	Tammy Brunette	Tammy.brunette@uwc.edu	920-735-5600	Yes
College of Menominee Nation Student Services	Tammy Wauenascum	P.O. Box 1179 Keshena, WI 54135 twaubanascum@menominee.edu	715-799-6226 x 3154	Yes
Lincoln Park Community Center	Ruth Varnado	1301 W Hampton Ave Milwaukee, WI 53209	414-963-6407	Yes
Council for Spanish Speaking	Karen	614 W National Ave Milwaukee, WI 53204	414-384-7292	Yes
Concordia University	Via website	www.myinterfase.com/concordia-wisconsin/employer	262-243-5700	Yes
Wisconsin Jobnet Call Center	Via website	WIJobOrders@dwd.state.wi.us	920-448-6460 x277	Yes

6) Hiree Recruitment Source Summary.

Name of Recruitment Source

- (1) Internal Referral
- (2) Internal Referral
- (3) Internal Referral
- (4) Spots & Dots
- (5) Internal Referral

7) Total # of Interviewees Referred by Each Source: For the period from August 1, 2008 to July 31, 2009, this Employment Unit interviewed 26 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	8
(2) Internal Referral	8
(3) TVJobs.com	2
(4) External Referral	2
(5) WFRV-TV	2
(6) Careerbuilder.com	1
(7) Spots & Dots	1
(8) St Norbert	1
(9) Unknown Source	1

(8) Supplemental Recruitment Measures

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
UW-Green Bay Fall Job and Internship Fair Green Bay, WI	10/01/08	David Malm - Managing Editor Julie Buck - News Production Manager
UW-Oshkosh Career Fair on the Fox Oshkosh, WI	10/02/08	Carmelyn Daley - Executive Producer Tom Swigert - Technical Operations & Web Manager
St. Norbert College Career Exploration Day De Pere, WI	10/21/08	David Malm - Managing Editor Kristin Kent - Marketing Coordinator
St. Norbert College Job and Internship Fair De Pere, WI	03/03/09	Carmelyn Daley - Executive Producer Kristin Kent - Marketing Coordinator
UW-Green Bay Spring Job and Internship Fair Green Bay, WI	03/04/09	David Malm - Managing Editor Julie Buck - News Production Manager
WBA Job/Career Fair Summer Conference Elkhart Lake, WI	06/17/09	Tom Swigert - Technical Operations & Web Manager

(b) Internship

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Katie Carroll UW Oshkosh – News Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer
2. Lindsay Verbeten Winona State University– News Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer
3. Bryce Fuchs UWGB– News Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer
4. Harrison Loveall UW-Stevens Point– News Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer
5. Rebecca Brown Kansas State University– Sports Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer
6. Tyler Schultz Ripon College– Sports Intern	6/1/09-8/15/09	Carmelyn Daley – Executive Producer

(c) Participation in Events.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WBA Essay Contest	11/01/08	R. Perry Kidder - President/GM
2. WBA Job/Career Fair Winter Conference Madison, WI	01/28/09	R. Perry Kidder - President/GM
3. Station Tours: Bright Beginnings DayCare 25 students DePere HS Class 10 students Washington Middle School Special ed 8 students Tiger Cub Group 8 studnets Reedfield Tiger Cubs 6 students Home School Group 25 students and Parents Home School Group 25 students and Parents Washington middle school ESL 23 students Bear Scouts 5 students Gillet Cub Scouts 9 students Bear Scouts 12 students St John middle school 8 th grade 24 students	8/4/08 9/24/08 11/21/08 1/23/09 1/26/09 2/9/09 2/11/09 2/20/09 2/27/09 3/13/09 3/27/09 4/3/09	Kristin Kent – Creative Services Conducted Tours, assisted by Newsroom staff and talent on hand to answer questions

Tiger Cub Group 12 students Girl Scouts 11 students UW Stevens Point Conn Arts Class 10 students Wrightstown 4 th grade 23 students Trinity Lutheran 3 rd grade 23 students Fox Valley Lutheran HS Journalism class 11 students Kindercare 25 students	4/10/09 4/13/09 4/30/09 5/8/09 5/20/09 5/28/09 6/23/09	
4. Kennedy Elementary 1 st -2 nd graders Weather Talk Green Bay, WI	02/11/09	Justin Steinbrink - Meteorologist
5. Beaumont Elementary Career/Read Day, spoke with 5th graders Green Bay, WI	03/12/09	Wendy Kuschel - Anchor
6. Kennedy Elementary 4th - 5th graders Weather Talk Green Bay, WI	03/24/09	Justin Steinbrink - Meteorologist
7. Career Fair - Colman High School 9 th - 12th Grade Coleman, WI	04/03/09	David Malm - Managing Editor
8. Boys and Girls Club - 1st-3rd graders Weather Talk Green Bay, WI	04/22/09	Justin Steinbrink - Meteorologist
9. Lawrence University Spoke to "Media & Politics" class Appleton, WI	04/22/09	Angenette Levy - Reporter
10. 1st-6th grade + families Weather Safety Talk Omro Community Center, Omro, WI	07/21/09	Justin Steinbrink - Meteorologist

(d) Training Management Personnel.

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
WBA Winter Convention Seminar 1/ 28/09	R. Perry Kidder President/General Manager	Avoiding Discrimination & Employment Terminations
WBA Summer Conference Seminar 6/17/9	David Stewart Vice President/Controller	What will be the outcome if the FCC targets your station for an EEO compliance Audit?