

Journal Broadcast Group-Milwaukee Operations
WLWK-FM, WTMJ-AM, WTMJ-TV

Annual EEO Public File Report
August 1, 2009-July 31, 2010

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 and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

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 new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
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.

Account Manager

Referral Source		Number of Applicants Interviewed	Hired?
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Monster/JobNoggin	1	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	3	<input type="checkbox"/>
Number of Applicants Interviewed		7	

Engineer

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Monster/JobNoggin	1	<input type="checkbox"/>
Number of Applicants Interviewed		5	

Engineer (Part Time)

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		2	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		2	<input checked="" type="checkbox"/>
Journal Broadcast Group website		9	<input type="checkbox"/>
Other	Previous Employee	2	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		16	

New Media Account Executive

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate	Journal Interactive	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>

Other	Monster/JobNoggin	3	<input type="checkbox"/>
Number of Applicants Interviewed		5	

News caster/Producer (Part Time)

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	INBA	1	<input type="checkbox"/>
Number of Applicants Interviewed		4	

On-Air Personality

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		2	<input type="checkbox"/>
Other	AllAccess.com	2	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		5	

Producer

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Talent Dynamics	1	<input type="checkbox"/>
Other	TVJobs.com	1	<input checked="" type="checkbox"/>
Other	TVJobs.com	3	<input type="checkbox"/>
Unsolicited		1	<input type="checkbox"/>
Number of Applicants Interviewed		8	

Promotions Assistant

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		3	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Monster/JobNoggin	1	<input type="checkbox"/>

Other	WBA Site	2	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed		9	

Sports Account Manager

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Monster/JobNoggin	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		4	

Technical Producer

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		2	<input type="checkbox"/>
Internal Candidate		3	<input type="checkbox"/>
Internal Candidate	Current Intern	1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Monster/JobNoggin	1	<input checked="" type="checkbox"/>
Other	Monster/JobNoggin	2	<input type="checkbox"/>
Number of Applicants Interviewed		10	

Grand Total 73

Recruitment Sources Utilized During Reporting Period

<u>Organization</u>	<u>Address</u>	<u>City, State, Zip</u>	<u>Phone</u>	<u>Fax</u>	<u>Email</u>	<u>Contact Person</u>	<u>Position</u>
ACAP Center **Added 8/29/07**		Fort Rucker, AL	(334) 255-2558		katrina.surratt1@us.army.mil Eff. 5/26/09: rebecca.chandler@uw.army.mil"	Kelly Osmond **New contact Katrina Surratt Rebecca Chandler (5/26/09)	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
American Broadcasting School XXX- Requested to be added 1/21/2009	712 N. Watson Road, Ste. 200 ,	Arlington, TX 76011	(817) 695-2474	(817) 695-2838	michelle@radioschool.com	Michelle McConnell	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Bates Technical College XXX Requested to be added 5/17/05	2320 South 19th St.	Tacoma, WA 98405	253-680-7752		Updated 4/8/09 to skmiller@bates.ctc.edu	Al Hunton, Broadcast Production Technologies Instructor **New 12/11/07 Fred Monroe; 4/8/09 Shirley Miller	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Brown College XXX-(Requested to be added on 12/20/04)	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	eff. 8/5/09: https://browncollege.optimalresume.com/employers/login.php	Rebecca Ewanga(TV Production). Karol Baumeister (Radio)	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Cardinal Stritch College	6801 North Yates Road	Milwaukee, 53217	414-410-4157		career@stritch.edu	Angela	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Carroll College	100 North East Avenue	Waukesha, WI 53186	262-524-7624	262-524-7377	wyc@cc.edu old: wyc@carroll1.cc.edu, updated 6/19/09-wyc@Carrollu.edu; updated 7/29/2009: dweber@carrollu.edu	Jennifer Maney Deb Weber, Career Services Advisor	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Central Michigan University XXX - requested to be added 5-15-06	340 Moore Hall	Mount Pleasant, MI 48859	989-774-3851	989-774-2426	orlik1pb@cmich.edu	Peter B. Orlik, PH.D.	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Concordia College	12800 West Lake Drive	Mequon, WI 53092	262-243-4566	262-243-4478	Online Postings: www.cuw.edu/careers jean.austin@cuw.edu	Department of Career Services/ Kim Dunisch **new contact 10/30/07	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,

Recruitment Sources Utilized During Reporting Period

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Position
Emerson College XXX-requested to be added 5-15-06	113 Gray St.	Arlington, MA 2476	781-646-1077		mdgrtnda@yahoo.com and m_dgiustina@emerson.edu, matthew_cardin@emerson.edu	Dr. Marsha Della-Guistina	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Goodwill Industries	6055 N. 91st ST.	Milwaukee, WI 53225	414-353-6400	414-358-4298	New Email 2-12-07 lisa.norman@goodwillsew.com	Lisa Norman	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Hispanic Chamber of Commerce	816 West National Ave.	Milwaukee, WI 53204	414-643-6963	414-643-6994	mcameron@hccw.org		Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Hmong American Friendship Assn.	3824 W. Vliet Street	Milwaukee, WI 53208	414-344-6575	414-344-6581	pachia@hmongamer.org (added 10/26/05)		Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Interfaith Older Adults Program XXX (Requested to be added on 4-9-04)	600 West Virginia St. Suite 300	Milwaukee, WI 53204	414-291-7500 ext.233	414-291-7510	cbrown@interfaithmilw.org bsmith@interfaithmilw.org(New Contact as of 8-12-04)	Barb Smith	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Jobnoggin **changed 10/3/07 formerly JS Online Onwisconsin.com -Internet Website					www.jobnoggin.com **changed 10/3/07 Onwisconsin.com	Web posting	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Promotions Assistant, Sports Account Manager, Technical Producer,
Journal Broadcast Group Website	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301		sspankowski@journalbroadcastgroup.com www.journalbroadcastgroup.com	Shannon Spankowski	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Lao Family Community, Inc.	2331 W. Vieau Pl.	Milwaukee, WI 53204	414-385-3380	414-385-3386	New email 4-4-06: vangyelaofamily@hotmail.com Prefers to have postings faxed	Randy W.	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,

Recruitment Sources Utilized During Reporting Period

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Position
Marquette University - Broadcast Communications	1217 W. Wisconsin Ave.	Milwaukee, WI 53233	414-288-3495	414-288-3923	michael.havice@marquette.edu	Dr. Michael Havice	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Milwaukee Area Technical College Removed from list 7/16/10 Post online at WITechConnect listed below.	700 West State Street	Milwaukee, WI 53233	414-297-6244	414-297-6612 Back-up # 414-297-8143	ses@matc.edu	Employment Development Center	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Milwaukee Indian Manpower Council	3134 W. State Street	Milwaukee, WI 53208	414-342-0700	414-342-0804	baier@spottedeagle.us or kroenke@spottedeagle.us (New method of contact added 2/7/05)	Doug LaBelle	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Milwaukee School of Engineering	1025 North Milwaukee Street	Milwaukee, WI 53202	414-277-7120	414-277-7122	heynsb@msoe.edu New Email 4-4-06: ferraro@msoe.edu	Placement Office	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Milwaukee Urban League	2800 West Wright Street	Milwaukee, WI 53210	414-374-5850 Ext. 103	414-374-1995		Delorse Harrington	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Mississippi State University, Department of Communication XXX Requested to be added 5/17/05	PO Box PF/130 McComas Hall	Mississippi State, MS 39761	662-325-7952	662-325-3210	kbrown@comm.msstate.edu	Karyn Brown	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Mount Mary College	2900 North Menomonee River Pkwy.	Milwaukee, WI 53213	414-258-4810		wallscm@mtmary.edu **new contact 1/18/08 adcardev@mtmary.edu		Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
National Association of Hispanic Journalists Removed 12/1/09 due to posting charges.	1193 National Press Building 529 14th Street NW	Washington, DC 20045	202-662-7145	202-662-7144	jobbank@nahj.org	Aurea Martin	Account Manager, Newscaster/Producer (PT), Producer

Recruitment Sources Utilized During Reporting Period

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Position
Ohio & Illinois Centers for Broadcasting XXX (Requested to be added 4-03)	9885 Rockside Rd., Ste 160	Cleveland, OH 44125	216-503-5900X1104 (Cleveland) 513-271-6060 (Cincinnati) 630-916-1700 (Lombard, IL)		gary@beonair.com(added 5/10/05) 6/4/10 added: cement.lombard@beonair.com	Gary James (National Placement Director) or Dave Cogozzo (IL)	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
SER-Jobs for Progress	1020-30 West Mitchell Street	Milwaukee, WI 53204	414-649-2640	414-649-2644	info@serwisconsin.org valdez@milwaukeeeser.org (New Contact as of 8-17-04)		Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Silver Spring Neighborhood Ct.	5460 North 64th Street	Milwaukee, WI 53203	414-463-7950 Ext. 60	414-463-4858 414-535-0373 (used this fax # as back up when other fax didn't work)		Stu Jackson	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Social Development Commission	231 West Wisconsin Avenue, #14	Milwaukee, WI 53203			rstockinger@cr-sdc.org mhernandez@cr-sdc.org (new contact as of 8/26/05)		Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Tvjobs.com (post TV jobs only)	P.O. Box 4116	Oceanside, CA 92052	(760) 754-8177		www.tvjobs.com	Mark C. Holloway	Engineer, Engineer (PT), New Media Account Executive, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
UMOS	6550 N. 76th St.	Milwaukee, WI 53233	414-486-5281		marian.bright@umos.org;updated 7/7/10: adhemar.bonnetti@umos.org	Addy Bonnetti	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
United Cerebral Palsy of Southeastern Wisconsin XXX (request to be added on 2-10-04)	7519 W. Oklahoma	Milwaukee, WI 53219	414-329-4500	414-329-4510	mpayleitner@ucpsew.org (New method of contact added 2/08/05)	Roselle Rogers	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Colorado at Boulder XXX School of Journalism and Mass Communication (requested to be added on 4-20-04)	1511 University Ave. 478UCB	Boulder, CO 80309	303-492-0460	303-492-0969	elizabeth.gaeddert@colorado.edu	Beth Gaeddert, Director of Career Services and External Affairs	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,

Recruitment Sources Utilized During Reporting Period

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Position
University of Iowa Career Center XXX Requested to be added 5/27/03 NOTE: requested notification only of those vacancies that require a college degree and are full-time vacancies	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1029	molly-rechkemmer@uiowa.edu; https://www.myinterfase.com/uiowa/employer/ (New method of contact as of 9/14/04)	Molly Rechkemmer; Christine Wells (Contact changed 9/14/04)	Engineer
University of North Texas XXX Requested to be added 5/17/05	PO Box 310589	Denton, TX 76203	940-565-2565	940-369-7838	Slocum@unt.edu	Phyllis Slocum, Faculty Advisor Dept. of Radio, Television and Film	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin - Eau Claire		Eau Claire, WI 54702	715-836-2528	715-836-3820	gatinj@uwec.edu	Communication Department of Journalism/Judy Gatlin	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin - Green Bay - Careers	2420 Nicolet Drive SS 1916	Green Bay, WI 54311	(920) 465-2163	(920) 465-2920	susterp@uwgb.edu; eff. 11/20/09: careers@uwgb.edu	Pam Suster	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin - Madison	821 University Ave	Madison, WI 53706	608-262-3691	608-262-1316 Fax # was wrong it's 608-262-1361 (1-15-04 9/25/09: 608-262-1361	Updated 9/25/09 email to cmahrens2@wisc.edu	Journalism Placement Office/James Hoyt 9/25/09Corinne Ahrens Graduate Program Coordinator	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin – Milwaukee	P.O. Box 413	Milwaukee, WI 53201	414-229-4436		pleshin@uwm.edu	Mass Communication Department/Peter Leshin	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin - Oshkosh - Careers (Faxes would not go through beginning 11-13-03 and they didn't return my phone calls) Added new email address as of 1-8-04	800 Algoma Blvd.	Oshkosh, WI 54901	920-424-2181	920-424-1000	careerservice@uwosh.edu (New method of contact 8-14-06) www.uwosh.edu/career/	c/o Al Folks New contact 6/11/07 Jaime Page-Stadler (pagestad@uwosh.edu)	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
University of Wisconsin - Oshkosh Radio, TV & Film(requested to be added 11-30-04)	800 Algoma Blvd.	Oshkosh, WI 54901	(920) 424-3133		11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu	11-18-08: New contact is Justine Stokes Al Folker	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,

Recruitment Sources Utilized During Reporting Period

<u>Organization</u>	<u>Address</u>	<u>City, State, Zip</u>	<u>Phone</u>	<u>Fax</u>	<u>Email</u>	<u>Contact Person</u>	<u>Position</u>
University of Wisconsin - Stevens Point	134 Old Main Bldg.	Stevens Point, WI 54481	715-346-3226	715-346-3724	career@uwsp.edu	Career Services/Lorry Walters	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Waukesha Co. Technical College <i>Removed from list 7/16/10 Post online at WITechConnect listed below.</i>	800 Main Street	Pewaukee, WI 53072	262-695-7803	262-695-7816	eocdept@wctc.edu sesdept@wctc.edu (contact changed 10/12/05)	The Workforce Development Center	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Wisconsin Broadcasters Association	44 E. Mifflin Suite 900	Madison, WI 53703	608-255-2600	608-256-3986	Email all postings (8/11/08) to mendicott@wi-broadcasters.org. Login is not working	Torrie Kennedy	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 North Teutonia Ave.	Milwaukee, WI 53209	414-546-3300	414-328-2580	mary.froehlich@dwd.state.wi.us OR charles.malinowski@dwd.state.wi.us (New contact as of 12/27/04) **new contact added 12/11/07 roberta.lamb@dwd.state.wi.us	Employer Order Services Unit	Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
Wisconsin TechConnect (Wisconsin Technical College system including MATC & WCTC listed above)					http://www.wisconsinstechconnect.com/EmployerLogin.asp	Web posting	Engineer, Engineer (PT), New Media Account Executive, On-Air Personality, Promotions Assistant, Technical Producer,
Women's Center Inc.	425 North East Avenue	Waukesha, WI 53154	(262) 544-7690	(262) 574-3640			Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
YMCA of Greater Milwaukee	1915 North Dr. Martin Luther King	Milwaukee, WI 53212	414-374-1800	414-374-2680			Account Manager, Engineer, Engineer (PT), New Media Account Executive, Newscaster/Producer (PT), On-Air Personality, Producer, Promotions Assistant, Sports Account Manager, Technical Producer,
XXX indicates sources that requested to be added to the list							

<i>These sources were utilized in addition for the following job positions during this reporting period.</i>						
Organization	Method	Address	Phone	Email	Contact	Positions
All Access	web posting			www.allaccess.com		On-Air Personality
Illinois News Broadcasters Association (INBA) / Chicago Headline Club	email	#1 University Circle, Macomb, IL 61455		BoRoWMAQ@aol.com	Bob Roberts or Jim Gee	Newscaster/Producer (PT)
Talent Dynamics	web posting			www.talentedynamics.com	JJ Davis	Producer

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTMJ-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Date of station participation: (on date; from date to date) 1/27/10

Participating employees: Steve Wexler, Executive VP TV and Radio Operations/GM Milwaukee Operations

Host/Sponsor of activity: Wisconsin Broadcasters Association/ Workshop hosted by labor attorneys for Godfrey & Kahn, a Milwaukee and Madison law firm

Brief description of activity and station participation: This was a Workshop based on EEO requirements. The content that was included was proper interviewing techniques, changes in EEO law and use of social media (Facebook, MySpace, etc.) to "investigate" prospective employees. There was a question and answer session focused on proper and improper interview questions, especially those that would force a candidate to reveal personal information. Mr. Wexler shared this information with his department heads as to the do's and don'ts during the interview process.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTMJ-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) March 11, 2010

Participating employees: Steve Wexler, Executive VP TV and Radio Operations/GM Milwaukee Operations

Host/Sponsor of activity: Marquette University

Brief description of activity and station participation: Our Executive VP/General Manager, Steve, spoke to a Media Management Class at Marquette University about the broadcast industry, including trends, changes and challenges. He also described careers in media and answered questions about the industry and opportunities

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTMJ-AM Radio

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) 4/20/10-4/21/10

Participating employees: TV and AM Sales Staff, Chris Ford-Assistant News Director-TV, Aaron Diamant-Investigative Reporter, Mark Le Grand-General Sales Manager TV, Tom Sheridan-General Sales Manager Radio, Gregg Schraufnagel-TV Marketing Manager, Jon Byman-News Director Radio

Host/Sponsor of activity: Steve Wexler-Executive Vice President/General Manager, Brenda Serio-Administrative Assistant, Marquette University Media Management Course

Brief description of activity and station participation: This was a class project for a media management course at Marquette University. Students met with various departments in media to understand how day to day work is done and carried out from various angles. They also learned how departments interact, how technology is used, future of mass media. They also attended sales meetings, met with managers and news department employees. They observed decision making, leadership/management styles, then prepared report to present to their class.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) 4/23/2010

Participating employees: Scott Steele-Meteorologist, Tom Fischer-Master Control Operator, Vince Vitrano-Anchor, Gary Sis-Director and Stephanie Graham- Producer-Special Projects and Maureen Mack-Executive Producer

Host/Sponsor of activity: TODAY'S TMJ4/ Prairie Lane Elementary School

Brief description of activity and station participation: Today's TMJ4 hosted 4 second-grade classes and chaperones (total 110 people) from an elementary school in Pleasant Prairie, Wisconsin. Students learned how basic classes (math, science, language studies, and computer applications) contribute to career development in the television industry. The station guided the students through radio, meteorology, editing, the newsroom and master control. Students gained a basic understanding of broadcasting, how our platforms have changed, and the near future of broadcasting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTJM-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: 4. Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of station participation: (on date; from date to date) June 1, 2010

Participating employees: Joe Scialfa- Assistant Program Director/Executive Producer, Gregg Schraufnagel- TV Marketing Manager, Markita Jefferson-Account Executive

Host/Sponsor of activity: MBA Women's Council - Simply For Women Career Workshop

Brief description of activity and station participation: This was a career workshop targeting women looking to get back into the workforce. The career workshop offered training on interviewing techniques, resume writing guidelines and professional appearance. They met with business leaders and college representatives to learn more about starting a successful career. The employees discussed job openings, information about Journal Broadcast Group and how to get into the industry with the attendees. They also handed out flyers with current job openings.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTMJ-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: 14. Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Date of station participation: (on date; from date to date) 6/23/10

Participating employees: Steve Wexler, Executive VP TV and Radio Operations/GM Milwaukee Operations

Host/Sponsor of activity: Wisconsin Broadcasters Association

Brief description of activity and station participation: This was a workshop based on EEO Compliance. "Discrimination Law for Broadcasters: Legal Issues & Effective Strategies to Prevent Unlawful Discrimination". The program was for station management that will teach how to ensure Equal Employment Opportunity and prevent unlawful discrimination.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-AM, WLWK-FM

Type of activity listed under Outreach Initiative worksheet: 1. Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) 7.17.10

Participating employees: J. Pat Miller - WLWK Program Director

Host/Sponsor of activity: Sponsor of the event: The Conclave Radio Convention Host: Karol Baumeister - Brown College

Brief description of activity and station participation: The job fair was held at the annual Conclave Radio Convention in Minneapolis, MN. Journal Broadcast Group had applications on hand and a print out of every opening in the company. Potential employees talked with J. Pat Miller, a hiring manager for Journal/Milwaukee. Overall, J. Pat spoke with 20-30 candidates. Applications were collected along with resumes and audio samples for on-air hosts.

Brown College is going to send letters to credit our organization with participation.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTJM-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: (on date; from date to date) year round

Participating employees: WTMJ-AM Programming (Sports), WTMJ-AM Programming (News) WTMJ-AM Promotions, WTMJ-TV Morning Blend Show, WTMJ-TV Marketing, WTMJ-TV Newsroom, WKTI-FM Promotions

Host/Sponsor of activity: Journal Broadcast Group-Milwaukee Operations

Brief description of activity and station participation: WTMJ-AM & WLWK-FM Promotions had 8 interns this period. (1 from Marquette; 2 from St. Norbert's College; 1 from UW-Milwaukee; 1 from UW-La Crosse; 1 from UW-Eau Claire; 1 from UW-Parkside and 1 from Creighton University) Each intern assisted in developing and implementing the marketing and promotional activities. Specifically, assisted in setting up remotes and personality appearances, development/implementation of station promotions and contests, coordinated the implementation of major summer promotion and wrote promotional announcements and other marketing materials.

WTMJ-AM Sports had 10 interns (1 from UW-Milwaukee; 5 from Marquette; 1 from UW-Oshkosh; 1 from UW-Madison; 1 from UW-Eau Claire, and 1 from UW-Whitewater). Each intern learned how to record games, write radio scripts, edit highlights and sound bites using digital editing equipment, upload sound bites and read scripts for sports packages. Other duties were assigned for Brewers coverage, and by supervisors.

WTMJ-TV Morning Blend Show had 10 interns (2 from UW-Milwaukee; 5 from Marquette University; 1 from UW-Madison; 1 from Northwestern and 1 from UW-Whitewater). These interns were provided training and guidance in producing live talk show; training included guest relations, writing for talk show, and web editing and writing.

WTMJ-TV news room had 11 interns. (3 from UW-Milwaukee; 3 from Marquette; 1 from UW-Whitewater; 1 from UW-Madison; 1 from UW-Stevens Point; 1 from University of Arizona; 1 from Florida A&M University) Each intern gained experience from all aspects of the newsroom operation and news gathering, such as assignment desk, editorial meetings, and producing/writing news stories.

WTMJ-TV Sports had 4 interns. (1 from UW-Oshkosh, 1 from Marquette University, 1 from UW-Whitewater, and 1 from University of Maryland) Each intern gained experience from all aspects of the Sports, News Operation, News Gathering, editorial meetings, editing, and producing and writing news sports stories.

All of our internships are non-paid and are for college credit. Each intern receives hands-on experience and education in the departments which they were interning for.