

**LOCAL PUBLIC INSPECTION  
COPY**

**INITIAL FCC LETTER RE RANDOM AUDIT  
(FEBRUARY 12, 2014)**

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**WORT's EEO AUDIT RESPONSE  
(MARCH 31, 2014)**

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**FCC's REVIEW OF WORT EEO AUDIT MATERIALS  
(JULY 18, 2014)**

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**WORT(FM), MADISON, WI**

The attached material was either issued or filed with the Federal Communications Commission, Washington, D.C., on the dates indicated above.

Section 73.3527 of the FCC Rules and Regulations requires that this material be kept on file for public inspection during regular business hours.

**Do not remove from or add to the attached materials.**

**GARVEY SCHUBERT BARER  
Fifth Floor  
1000 Potomac Street, NW  
Washington, DC 20007  
Telephone: (202) 965-7880  
Fax: (202) 965-1729**



Federal Communications Commission  
Washington, D.C. 20554

July 18, 2014

Colin B. Andrews, Esq.  
GARVEY SCHUBERT BARER  
Fifth Floor  
1000 Potomac Street, NW  
Washington, DC 20007-3501

Re: WORT(FM), Madison, WI (FIN# 3596)

Dear Mr. Andrews:

We have completed our review of the response of your client, *Back Porch Radio Broadcasting, Inc.*, licensee of the above-referenced station, to the February 12, 1914 random audit letter sent to it in accordance with the provisions of 47 C.F.R. Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules.

As a result of our review, we find that no further action is required. In accordance with Section 73.3526(e)(10) of the Commission's rules for commercial stations, or Section 73.3527(e)(11) for noncommercial stations, a copy of this letter, our February 12 audit letter, and the audit response must be placed in the station's public inspection file to remain until grant, by final order, of the next renewal application of the license for the station.

Should you have any questions concerning this matter, you may contact Rodney Royse of the EEO staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

A handwritten signature in blue ink, reading "Lewis C. Pulley", is positioned above the typed name.

Lewis C. Pulley  
Assistant Chief, Policy Division  
Media Bureau

cc: Vickie Eiden, President  
*Back Porch Radio Broadcasting, Inc.*





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Please reply to COLIN B. ANDREWS  
candrews@gsblaw.com TEL EXT 1736

**STAMP & RETURN**

*Admitted in Maryland, but not yet admitted in  
the District of Columbia. Practicing under the  
supervision of John Crigler, Esq., a member of  
the District of Columbia Bar*

March 31, 2014

Our File No. 20654-00101-61

VIA HAND DELIVERY

EEO Staff, Policy Division  
Media Bureau  
Federal Communications Commission  
445 12<sup>th</sup> Street, SW  
Washington, DC 20554

**RECEIVED - FCC**

**MAR 31 2014**

Federal Communications Commission  
Bureau / Office

Re: WORT, Madison, WI  
Facility ID # 3596  
Back Porch Radio Broadcasting, Inc.  
EEO Audit Response

Dear Mr. Pulley:

On behalf of Back Porch Radio Broadcasting, Inc., licensee of Radio Station WORT, Madison, Wisconsin, I transmit herewith its Response to the EEO Audit in connection with your letter February 12, 2014, which requested information about WORT's EEO Program.

Kindly communicate any questions directly with this office.

Sincerely,

  
Colin B. Andrews

Enclosure

cc: Mr. Lewis C. Pulley (pdf copy via email to Lewis.Pulley@fcc.gov)  
CBA:yg

Back Porch Radio Broadcasting, Inc.  
118 South Bedford Street  
Madison, WI 53703

March 28, 2014

EEO Staff, Policy Division  
Media Bureau  
Federal Communications Commission  
445 12<sup>th</sup> Street, S.W.  
Washington, DC 20554

Re: WORT(FM) – NCE, Madison, Wisconsin, Facility ID: 3596  
EEO Audit Response

Back Porch Radio Broadcasting, Inc., licensee of noncommercial educational FM broadcast station WORT, Madison, Wisconsin, hereby responds to the letter dated February 12, 2014 from Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau. The following are our responses to the questions in part 3 of the audit letter.

*(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 73.2080(c)(6).*

Exhibit 1 contains the 2012 Annual EEO Report that covers the period from July 22, 2011, to July 21, 2012.

Exhibit 2 contains the 2013 Annual EEO Public File Report that covers the period from July 22, 2012, to July 21, 2013.

The most recent annual EEO Public File Report is linked to the station's website at [www.wortfm.org](http://www.wortfm.org). It can be found under the headline "About WORT" and clicking the link labeled "organizational" then selecting "EEO Report (PDF)" from the drop-down menu. A direct link to the report is at: <http://www.wortfm.org/wp-content/uploads/2013/08/WORT-2013-Annual-EEO-Public-File-Report.pdf>

During the two years under review, two full-time positions were filled:

The first position filled was the Long Range Planning Project Coordinator. This individual was hired on January 14, 2013.

The second position filled was the Business & Foundation Development Director. This individual was hired on February 4, 2013.

*(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

No organization asked that we send it notices about job openings.

Exhibit 3 invoices and copies of ads relating to the recruitment for the Long Range Planning Project Coordinator position filled January 14, 2013.

Exhibit 4 invoices and copies of ads relating to the recruitment for the Business & Foundation Development Director position filled February 4, 2013.

*(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.*

Total number of individuals interviewed for the Long Range Planning Project

Coordinator position: 9

On-Air Broadcast: 1

Flyers put up by WORT: 1

Interviewees who did not designate recruitment source: 7

Total number of individuals interviewed for the Business & Foundation Development

Director position: 9

On-Air broadcast: 3

Personal Referral: 4

Isthmus ad: 1

Interviewees who did not designate recruitment source: 1

*(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.*

Total full-time employees: 7

WORT's Community of License is Madison, Wisconsin which is in the Madison, WI Metropolitan Statistical Area ("MSA"). The Madison MSA has a 2010 population of

605,435.<sup>1</sup> Because WORT has fewer than 11 fulltime employees, the station needs to perform two initiatives during a two-year period

During the two years under review, the stations were involved in the following initiatives:

*Participation in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions:*

Exhibit 5 contains documents confirming WORT's registration at the following career fairs throughout the period under review.

WORT's Volunteer & Outreach Coordinator handed out literature and informed the public about various opportunities at the following career fairs:

- 9/29/11 – The Morgridge Center – 2011 Fall Volunteer Fair
- 1/26/12 – The University of Wisconsin – Public Service Fair
- 1/23/13 – The Wisconsin Broadcasters Association Job/Career Fair
- 1/31/13 – The University of Wisconsin – Public Service Fair

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment:*

Exhibit 6 contains an example of the type of flyers WORT hands out advertising internships, a report detailing the number of interns WORT had during the years under review and a Performance Assessment as an example of the supervision Interns receive at WORT.

During the years under review, WORT had 20 interns working at the station, including students at local educational institutions who were receiving college credit for their work.

Supervision of the interns was provided by WORT's News Director, Music Director and

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<sup>1</sup> MSA population was from <http://www.census.gov/population/www/cen2010/cph-t/CPH-T-5.pdf> based on the 2010 census, last visited March 13, 2014.



Volunteer & Outreach Coordinator. The interns are typically involved with the programming and production of on-air content and work in WORT's marketing department and the public relations department.

As can be seen from its annual EEO public file reports, contained in Exhibits 2 & 3, WORT has performed more than the minimum of two initiatives required of stations with between 5 and 10 full-time employees. WORT has provided documentation sufficient to show compliance with FCC Rule 73.2080(c)(2). If additional information is required, more documentation can be provided upon request.

*(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.*

The station has not received any complaints alleging unlawful discrimination during the current license term.

*(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.*

For each hire, WORT forms a Hiring Committee and designates a member to keep track of EEO information in each application. WORT also has designated a member of its Board to serve as an EEO Officer, tasked with ensuring EEO compliance.

WORT also has drafted a Hiring Guidelines Manual that is distributed to all members of the WORT Hiring Committee. After reviewing the Hiring Guidelines Manual, all members of the WORT Hiring Committee are required to sign a statement saying that

they have read and understand these guidelines. The Manual requires the Hiring Committee to include an EEO statement and questionnaire in all applications, and requires the member designated to keep track of EEO compliance to record all EEO information in a spreadsheet for WORT's records. Section Five of the Hiring Guidelines Manual covers "Legal and Ethical Hiring Guidelines," which discusses how to meet EEO requirements and the importance of such requirements. The guide also includes WORT's EEO policy statement, which states that "WORT is committed to equal employment opportunity for all persons regardless of race, creed, religion, sex, color, sexual orientation, national origin or ancestry, age, disability, marital status, arrest or conviction record, political affiliation, or membership in the armed forces of the United States."

As shown in Exhibits 3 & 4, all advertisements for full-time employment and on-line job postings request applicants to fill out an Equal Employment Opportunity Employer survey. The survey states that information regarding the racial, ethnic, gender, age or ability will "not be considered in connection with your application."

WORT also maintains an EEO Bulletin Board with EEO information, including a copy of the latest EEO Public File Report, in the WORT station lobby.

*(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

As discussed in response to question 3(f) above, WORT tasks several employees with ensuring EEO compliance. In addition, the Hiring Guidelines Manual, also discussed above, requires the Hiring Committee to follow a set series of procedures for each hiring to ensure EEO compliance.

WORT also provides handbooks to station employees and volunteers that sets forth the station's EEO policy and its commitment "to implementing personnel policies with the goals of eliminating present effects of past discrimination and ensuring ongoing equal

opportunity." These handbooks also define discrimination and harassment, detail the procedure to file an EEO complaint and explain the review process and ramifications of such complaints.

In addition, WORT engages communications counsel to review and evaluate its annual EEO public file reports and who recommends changes to WORT's management if problems were found in that review. Counsel's recommendations are then implemented for future openings and recruitment initiatives.

*(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

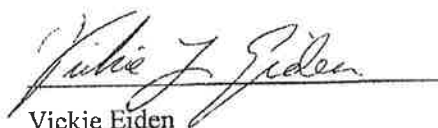
All salaries for full-time staff are governed by WORT's Union Contract. The contract sets a starting salary for all WORT full-time staff, which increases 3% every fiscal year. The contract also establishes a schedule of annual wage increases. After five years of employment at WORT, the annual wage increase is capped at 3%. As part of the contract, if cost-of-living increases more than 3% during the previous year, then the over-five-year employee will receive a raise equal to the cost-of-living increase rather than 3%. This union contract helps to ensure that all WORT full-time permanent employees receive equal and fair compensation.

*(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.*

The licensee is not a religious broadcaster.

The undersigned declares under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Vickie Eiden", is written over a horizontal line.

Vickie Eiden  
President

**Back Porch Radio Broadcasting, Inc.**

**Exhibit 1:**

**WORT 2012 EEO Report**

## 2012 ANNUAL EEO PUBLIC FILE REPORT

### Back Porch Radio Broadcasting, Inc

Station:	WORT-FM
Community of License:	Madison, WI
Reporting Period:	July 22, 2011 – July 21, 2012
No. of Full-time Employees:	5 to 10
Small Market:	No

During the Reporting Period, no full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, at each Job Fair.  
9/29/11 - UW Madison Volunteer Fair, recruiting volunteers and interns.  
10/4-6/11 - Madison Area Technical College Volunteer Fair, West campus, Downtown & Truax campuses.  
12/10/11 - Dane County Timebank trade fair.  
1/25/12 - Wisconsin Broadcasters Association Job Fair, Monona Terrace.  
1/26/12 - Public Service Fair at UW Madison  
2/7/12 - Madison Area Technical College Volunteer Fair, West campus, Downtown & Truax campus.

*Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

In all of the events listed below, WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, in which we distributed literature and information about all the various volunteer and career opportunities in Community Radio. In addition, the station announced these events on-air to the general public during the weeks prior to help inform listeners of them.  
7/30/11 - Atwood Summerfest.

9/5/11 - Labor Fest.  
 9/17/11 - Fighting Bob Fest at the Dane County Coliseum.  
 12/6/11 - Presentation for the Grassroots Leadership College: "Recruiting & Retaining Volunteers"  
 3/22/12 - Dane Buy Local half day workshop.  
 3/27/12 - Grassroots Leadership College session: "Engaging People with Disabilities in Your Community Organization"  
 4/5/12 - Reception for non-profit and community groups who work with Madison Area Technical College students as volunteers, interns or to fulfill service learning requirements.  
 4/26/12 - Community Volunteer Awards organized by the United Way of Dane County.  
 5/16/12 - Diversity Summit organized by the Urban League.

Year-long - Participation by our Volunteer & Outreach Coordinator in alternate month programs of the Dane County Administrators of Volunteer Services (7/20/11 "Utilizing Social Networking", 9/14/11 Volunteer Managers Conference, November—International Volunteer Managers Appreciation Day, 11/16/11 "Having Difficult Conversations with Volunteers", 1/18/12 "Service Learning", 3/21/12 "Working with Youth Volunteers", 5/16/12 "Knowledge, Skills & Talents: Strengthen the Impact of Your Volunteers").

Year-long - Participation by our Volunteer & Outreach Coordinator in "Communiversities" sessions offered by the UW Madison Center for Non-Profits (10/5/11 "Volunteer Engagement & Management", 2/29/12 "Finding Leadership: Today & Tomorrow", 5/24/12 "Making Social Media Work for Your Organization").

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

Station had 13 interns during this reporting period. 10 from educational institutions, 3 through programs for returning workers.

Student interns receive credit through their institution of higher education for a fixed number

of hours per semester as arranged with their instructor.

We also employ work/study students through the university who receive pay towards their tuition expenses at the UW through the Federal work/study program. This is considered a form of "financial aid" by the University. In this reporting period, we had three work/study employees. The work/study program enables students interested in pursuing a career in broadcasting to work for the station in exchange for financial aid.

*Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

In all of the events listed below, WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, in which we distributed literature and information about all the various volunteer and career opportunities in Community Radio. In addition, the station announced these events on-air to the general public during the weeks prior to help inform listeners of them.

8/6/11 - Africa Alive (youth and AIDS prevention.  
8/13/11 - Great Taste of the Midwest.  
8/20/11 - Africa Fest.  
8/21/11 - Triangle Ethnic Festival.  
8/24-28 - Democracy Convention.  
8/27-28/11 - Orton Park Festival.  
8/27/11 - Black Latino Unity Cookout.  
9/16/11 - Outreach (L/G/B/T) Awards Banquet.  
9/18/11 - Willy St. Fair.  
10/8/11 - Wisconsin Network for Peace & Justice Fall Assembly.  
12/6/11 - Wil-Mar Neighborhood Center indoor farmers market.  
3/18/12 - Madison Area Community Supported Agriculture Open House.  
4/1/12 - Labor Solidarity event.  
6/9-10/12 - Marquette Waterfront Festival.  
6/16/12 - Juneteenth Celebration.  
6/23/12 - Nuestro Fiesta organized by Centro Hispano.  
7/13-15/12 - Fete de Marquette—info and live remote broadcast.



*Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

Volunteer & Outreach Coordinator and News Director presented on career opportunities for students in Community Radio Broadcasting and other Media including the field of Public Relations & Marketing.

9/29/11 - Tours for UW Madison students organized by the Morgridge Center for Public Service.

11/2/11 - Tour for a Fullbright student from Pakistan attending Madison Area Technical College.

12/7/11 - Tour for West High school student. Subsequent meetings for "job shadowing" set up with jazz show hosts.

3/15/12 - Tour for the Preschool of the Arts

4/3/12 - Tours/workshops at the station for 60 middle school students participating in the Latino Youth Summit organized by Centro Hispano and the UW Madison.

6/20/12 - Tour for WSUM (UW) Radio Camp—twenty 6<sup>th</sup> & 7<sup>th</sup> graders.

7/4 & 11/12 – conducted two tours with High School students participating in University of Phoenix summer training in broadcasting skills.

Year-long - Students for WORT 89.9 FM Community Radio—registered student group on the UW Madison campus.

*Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

When WORT has full-time openings, it lists them with Wisconsin Broadcasters Association, the CPB's "Job's in Public Radio," the NFCB and Grassroots Radio & Pacifica listservs.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

The Station maintains a "Diversity Work Group" which addresses issues of increasing diversity in WORT's staffing and governance. They gather data and make recommendations for outreach to diverse communities.

In 2010, the Station also created an ad-hoc committee to review its AA/EEO policy documents, which continued its work during the reporting period. This committee includes a volunteer member who is an employment lawyer and members of the station staff and Board.

In June 2012, staff conducted an "accessibility walk-thru" with a certified disability rights trainer to determine if there were and accessibility issues in the facility.

*Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Volunteer & Outreach Coordinator presented on career opportunities for youth in Community Radio Broadcasting.

9/27/11 - Community Shares of Wisconsin Fall Celebration.

Volunteer and Outreach Coordinator hosted:

7/20/11 - Tour with youth participants in the Neighborhood Intervention Program.

9/28/11 - Tour for Calvin John Pike, participant in the Greater Wisconsin Agency on Aging, considering a working at the station for job training.

11/22/11 -Tour for "Com Vida" group from Centro Hispano—14 middle & high school students.

2/1-20/2012 - Recruited volunteers to assist visually impaired on-air volunteer.

4/14/12 - Tour to a Verona Cub Scout troop.

4/16/12 -Tour for Oliver Redsten, Madison West High student interested in volunteering.

6/26/12 -Tours for two groups of 4-H students from throughout Wisconsin.

**Exhibit 2:**

**WORT 2013 EEO Report**

## 2013 ANNUAL EEO PUBLIC FILE REPORT

### Back Porch Radio Broadcasting, Inc

Station:	WORT-FM
Community of License:	Madison, WI
Reporting Period:	July 22, 2012 -- July 21, 2013
No. of Full-time Employees:	5 to 10
Small Market:	No

During the Reporting Period, two full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, at each Job Fair.  
9/20/12 - UW Madison Volunteer Fair, recruiting volunteers and interns.

9/29/12 - Wisconsin Science Festival at UW Discovery Center.

1/23/13 - Wisconsin Broadcasters Association Job Fair, Monona Terrace.

1/26/13 - Public Service Fair at UW Madison

*Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

In all of the events listed below, WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, in which we distributed literature and information about all the various volunteer and career opportunities in Community Radio. In addition, the station announced these events on-air to the general public during the weeks prior to help inform listeners of them.  
7/28/12 - Atwood Summerfest.  
9/3/12 - Labor Fest.

9/15/12 -Fighting Bob Fest at the Dane County Coliseum.

10/13/12 – Wisconsin Festival at Eagle Heights Community Center.

5/4/13 – Table at Willy Street Coop East

5/18/13 – Table at Willy Street Coop West

5/20/13 - Diversity Summit organized by the Urban League.

Year-long - Participation by our Volunteer & Outreach Coordinator in alternate month programs of the Dane County Administrators of Volunteer Services: 9/27/12 half day volunteer coordinator conference, 11/14/12 "Targeted Volunteer Recruitment", 1/16/13 "Mobilizing Those 50+ for Significant Service", March 2013 session canceled due to insufficient registration, 5/15/13 "The What Program? Working with Recruitment/Placement Agencies" WORT's Volunteer Coordinator facilitated 3 group discussions re: "Volunteer Coordinator Considerations for Court Ordered Community Service", 7/10/13 "Reimagining Service" This national project will be brought to Madison in December through a summit organized by the United Way of Dane County. The purpose is to explore community partnerships to support volunteer engagement in our community.

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

Station had 9 interns during this reporting period. 7 from educational institutions, 2 through programs for youth (AVID/TOPS).

Student interns receive credit through their institution of higher education for a fixed number of hours per semester as arranged with their instructor.

WORT is the work site for two RSVP volunteers. WORT is the work site for a weekly disabled volunteer placed through Community Work Services.

WORT is an organizational member of Dane County Time Bank.

We also employ work/study students through the university who receive pay towards their tuition expenses at the UW through the Federal work/study program. This is considered a form of "financial aid" by the University. In this reporting period, we had three work/study employees. The work/study program enables students interested in pursuing a career in broadcasting to work for the station in exchange for financial aid.

*Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

In all of the events listed below, WORT had a literature table, staffed by the Volunteer & Outreach Coordinator, in which we distributed literature and information about all the various volunteer and career opportunities in Community Radio. In addition, the station announced these events on-air to the general public during the weeks prior to help inform listeners of them.

8/11/12 - Great Taste of the Midwest.  
8/18/12 - Africa Fest.  
8/19/12 - Triangle Ethnic Festival.  
8/24-26/12 - Orton Park Festival.  
9/14/12 - Outreach (L/G/B/T) Awards Banquet.  
9/15/12 - Mexican Independence Day Festival.  
9/16/12 - Willy St. Fair.  
6/8-9/13 - Marquette Waterfront Festival.  
6/15/13 - Juneteenth Celebration.  
7/11-14/13 - Fete de Marquette—info and live remote broadcast.

*Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

Volunteer & Outreach Coordinator and News Director presented on career opportunities for students in Community Radio Broadcasting and other Media including the field of Public Relations & Marketing.

9/12/12 - Tour—Johannes Wallman, new faculty member at the UW Madison School of Music hired to build a jazz curriculum.

9/20/12 - Tour for "Cooperation Works", a Madison conference with participants from across the U.S. Hosted by University of Wisconsin Center for Cooperatives.

9/28/12 - 3 tours for UW Madison students, faculty & staff organized by the Morgridge Center for Public Service, "Civil Engagement & Civil Rights".

1/16/13 - Tour—Abdul Abro, a Fulbright student at Madison College.

3/8/13 - Operations Coordinator Norm Stockwell made a presentation to a Madison College class.

Year-long - Students for WORT 89.9 FM Community Radio—registered student group on the UW Madison campus for the 2012-2013 academic year administered by CFLI (Center for Leadership and Involvement). Volunteer Coordinator works with UW students to organize on-campus events and info tables.

*Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

When WORT has full-time openings, it lists them with Wisconsin Broadcasters Association, the CPB's "Job's in Public Radio," the NFCB and Grassroots Radio & Pacifica listservs.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

The Station maintains a "Diversity Work Group" which addresses issues of increasing diversity in WORT's staffing and governance. They gather data and make recommendations for outreach to diverse communities.

An ad-hoc committee at the Station reviews its AA/EEO policy documents. This committee includes a volunteer member who is an employment lawyer as well as members of the station staff and Board.

*Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

9/18/12 - Community Shares of Wisconsin Fall Celebration. Volunteer Coordinator and Development Staff participated in annual informational event hosted by Community Social Service Umbrella with over 60 member agencies (including WORT-FM).

*Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Volunteer and Outreach Coordinator hosted:

9/5/12 - Tour—Henry Loeser of AMARC Europe (international association of community radio).  
 10/24/12 - Tour with a 7 & 9 year old and an adult.  
 11/16/12 - Tour for a blind prospective volunteer.  
 12/7/12 - Tour—Creative Community Access—5 adults with developmental disabilities .  
 12/15/12 - Cub Scout Tour provided by Operations Coordinator Norm Stockwell.  
 4/3/13 - WORT's Volunteer & Outreach Coordinator and Long Range Plan Coordinator meet with Ann Alquist, staff member at the National Center for Media Engagement to talk about developing metrics for community engagement to incorporate into the station's strategic plan.  
 6/20/13 - Tour—Sadler, an adult with developmental disabilities, a client with Community Work Services.

#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1-14-2013	LongRange Planning Project Coordinator	Isthmus newspaper ad
2-4-2013	Business & Foundation Development Director	Station employee referral

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 11

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
On-air announcements	4
Heard from station employee	3
Ad in Isthmus	2
Declined to provide recruiting source information	2



## RECRUITING SOURCES USED

Job Title of Position: Long Range Planning Project Coordinator    Date of Hire: 1/14/2013

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Isthmus	N	101 King Street, Madison, WI 53703	Peter Benck	<a href="mailto:pbenck@isthmus.com">pbenck@isthmus.com</a> (608)251-5627
Madison Times	N	313 W. Beltine Hwy #120, Madison, WI 53713	Salesperson	<a href="mailto:sales@madtimes.com">sales@madtimes.com</a> (608)270-9470
Capital City Hues	N	P.O. Box 259712, Madison, WI 53725	Jonathan Gramling	<a href="mailto:sales@capitalcityhues.com">sales@capitalcityhues.com</a> , (608)241-2000
Wisconsin State Journal	N	1901 Fish Hatchery Rd, Madison, WI 53713	Kelly Shea	<a href="mailto:kshea@madison.com">kshea@madison.com</a> (608)251-5651
Jobs in Public Radio (CPB Jobline)	N	401 Nith St. NEW, Washington, DC 20004	Online submission	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a> (202)879-9600
Current paper/online	N	6930b Carroll Ave #350, Tacoma Park, MD 29012	Kathleen Unwin	<a href="http://www.current.org">www.current.org</a>

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

\*\*\*\*\*

Job Title of Position: Business & Foundation Development Director - Date of Hire: 2/4/2013

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Isthmus	N	101 King Street, Madison, WI 53703	Peter Benck	<a href="mailto:pbenck@isthmus.com">pbenck@isthmus.com</a> (608)251-5627
Madison Times	N	313 W. Beltine Hwy #120, Madison, WI 53713	Salesperson	<a href="mailto:sales@madtimes.com">sales@madtimes.com</a> (608)270-9470
Capital City Hues	N	P.O. Box 259712, Madison, WI 53725	Jonathan Gramling	<a href="mailto:sales@capitalcityhues.com">sales@capitalcityhues.com</a> , (608)241-2000
Wisconsin State Journal	N	1901 Fish Hatchery Rd, Madison, WI 53713	Kelly Shea	<a href="mailto:kshea@madison.com">kshea@madison.com</a> (608)251-5651
Jobs in Public Radio (CPB Jobline)	N	401 Nith St. NEW, Washington, DC 20004	Online submission	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a> (202)879-9600
Current paper/online	N	6930b Carroll Ave #350, Tacoma Park, MD 29012	Kathleen Unwin	<a href="http://www.current.org">www.current.org</a>

- \* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

## **Exhibit 3:**

### **Documents Pertaining to the Long Range Planning Project Coordinator Recruitment**

Date	Service	Activity	Quantity	Rate	Amount
11/05/2012	Classified Ad:Line Ad	Standard Classified Line Ad - LTE Long Range Plan Project Coordinator	78	1.15	89.70

PAID (2)  
 Date 11/15/12  
 Check # 15654  
 Int. Code 5168

Thank you for "keeping Current".

## Classifieds

Continued from previous page

at least 3 years' experience researching, producing, and editing broadcast features; solid writing skills; expertise in the operation of AVID Media Composer software; a strong background in journalism, and the ability to understand and use the latest HD broadcast production technologies to assist in the creation of an intelligent, timely and relevant series. Candidate must possess a valid driver's license.

### Videoographer

The Videoographer is responsible for capturing high-quality video and audio for use in creating 13 30-minute programs. **Minimum Qualifications:** The candidate will be an energetic self-starter and have, at least four years' experience shooting broadcast news/feature footage; the ability to direct scenes and follow the action on location; direct talent; technical mastery of the Sony PMW-100 and PDW700 XDCam cameras and/or similar cameras, as well as accompanying lenses, filters, and accessories, and its approved recording media; understanding of color temperatures in relation to camera filters; the ability to use different frame rates and shutter speeds; Genlock to sync time-code for multiple cameras; the ability to use the FP33 Shure mixer for more than 2 mics; an advanced understanding of digital media; expertise in the offloading and archiving of video and audio files from recording media; understanding of location lighting techniques such as mood; three point, and color correction; the ability to simultaneously setup, monitor and record audio during shooting using hardwired and wireless lavaliere and shotgun microphones. A valid driver's license is required.

### AVID OnlineStory Editor

The AVID OnlineStory Editor is responsible for the timely creation and delivery of assigned segments and elements to create 13 30-minute programs about agriculture in Maryland. **Minimum Qualifications:** The competitive candidate for AVID OnlineStory Editor is a creative storyteller who has: at least 5 years' experience independently constructing and editing segments and programs using AVID software and following approved scripting; technical expertise in the operation of AVID Media Composer, PC software version 6.5; a thorough understanding of digital media creation, manipulation and archival storage; video and audio effects, and transitions; the ability to construct a compelling story arc and create appropriate storytelling devices using effects, graphics and transitions; expertise in the use of After Effects and PhotoShop. The AVID OnlineStory Editor will assemble and deliver the finished program in the prescribed time frame on Sony XD disc, as well as an AVID Sequence with all associated project information including wav files, graphics, OMF and/or AAF files for archival purposes. Candidates must possess a valid driver's license.

### General Information:

For each of the positions listed interest-

ed candidates should submit a CV with references; a reel containing at least 3 samples of past work written, edited or shot by the candidate(s), delivered on DVD or online; and 3 feature segment script samples to: Maryland Public Television, Human Resources Department, 11767 Owings Mills Blvd, Owings Mills, Maryland 21117. [resumes@mpvt.org](mailto:resumes@mpvt.org) Maryland Public Television is a leader in the production of broadcast programming for public television. MPT's local/regional television credits include public affairs, original performance and documentary programs for the citizens of Maryland. Beyond broadcast MPT creates instructional videos, develops training and builds internet sites that serve tens of thousands of students, teachers and child-care providers annually. MPT outreach activities, especially relating to arts, culture and history, take place in areas of the State to further fulfill MPT's mission to engage, enlighten and entertain. Our state-of-the-art television facility is in Owings Mills, Maryland. The campus-like setting provides plenty of free parking and is an easy commute from any location in the greater Baltimore metropolitan area.

## Management/Finance

### Human Resources Manager Iowa Public Radio, Des Moines

Iowa Public Radio seeks a Human Resources Manager to orchestrate the administration of the human resources policies, procedures and programs; carry out responsibilities in the following functional areas: departmental development, employee relations, training and development, benefits, compensation, organizational development, and employment. H/She is responsible for strategically fostering togetherness given ongoing change and culture shift. Face time with employees in four locations is key to building trust and ensuring that all employees have a voice in the organization. H/She must demonstrate excellence in listening, facilitating conversations, team building, planning company events and corporate communications. **BENEFITS:** IPR offers a very competitive benefits package that includes health, dental, vision, and life insurance, and employer and employee contributions towards a TIAA-CREF retirement fund. **APPLICATION PROCESS:** Submit cover letter, resume, and contact information for three professional references to [iprrouting@iowapublicradio.org](mailto:iprrouting@iowapublicradio.org). Or via mail to: Chief Content Officer Search, Kelly Edmister, Iowa Public Radio, 2111 Grand Avenue, Suite 100, Des Moines, IA 50312. For full consideration, applications must be received by 5 pm Monday, December 31, 2012. Employment is contingent upon the successful outcome of a background check. Iowa Public Radio is an Equal Opportunity Employer.

### LTE Long Range Plan Project Coordinator WORT-FM, Madison, WI

WORT-FM Community Radio seeks a full-time LTE Long Range Plan Project Coordinator to coordinate all aspects

of the Plan & facilitate its implementation in partnership with the Board, staff, volunteers and committees. Experience in a volunteer-based and/or collective environment is preferred. For list of duties, download full position description: <http://wortfm.org/wort-jobs>. This position is responsible to the Board of Directors. Salary is \$31,500/year, plus health insurance. Application deadline 11/15/12. AA/EEO.

### Chief Financial Officer Twin Cities Public Television, Saint Paul, MN

**Job Type:** Full-time. **Job Duration:** Indefinite. **Min Education:** BA/BS/Undergraduate. **Min Experience:** Over 10 Years. **Apply URL:** <http://www.tpt.org/7a-careers>. **Job Description:** The overall goal of this position is to lead TPT's financial management and reporting, building administration and process design and management to support the planning and execution of strategic initiatives across the organization. We are seeking a leader with the financial acumen as well as experience in process improvement, resource and business development experience to lead TPT's financial division. The ideal leader will have broadcast industry knowledge and experience to be effective in short and long term organizational strategy, business development and "start-up" processes and initiatives experience, and the ability and working knowledge to lead facilities projects that ensure quality resources are available for staff, vendors and project partners. If you have a track record of success and significant accomplishments in the areas above, we want to talk to you! Please visit our Career Center for a full position description and requirements at <http://www.tpt.org/7a-careers> to upload your cover letter and resume. Twin Cities Public Television is an Equal Employment Opportunity Employer.

### General Manager RSU Public TV/KRBC-TV, Claremore, OK

RSU Public Television seeks a full time General Manager. This salaried position will be an important part of the leadership team at RSU Public TV. **Job Type:** Full time. **Min Education:** BA/BS/Undergraduate. **Min Experience:** 3-5 years. **Required Travel:** 10-25%. For more information and application instructions, visit [www.rsu.edu/employment](http://www.rsu.edu/employment). **Contact person:** Kristi Mallett, phone: 918.343.7786, fax: 918.343.7675, email address: [kmallett@rsu.edu](mailto:kmallett@rsu.edu), mailing address: 1701 W Will Rogers Blvd, Claremore, OK 74017. AA/EEO.

### Controller KQED, San Francisco, CA

KQED is currently seeking a Controller to join our dedicated Finance team. Working closely with the staff, our Controller will provide leadership and expertise in accounting, tax and risk assessment and compliance. We are seeking an individual with strong communication skills who will be able to effectively and diplomatically communicate with a variety of individuals

and organizations. Candidates must have demonstrated experience with computerized accounting systems and procedures as well as internal controls. Must have experience with GAAP and non-profit accounting. KQED Inc. is a creative multi-platform media organization with a mission to provide content that is entertaining, educational and inspiring. If you are looking for a new opportunity and would like to join and lead a team of accounting professionals, visit us online to learn more about this position: [www.kqed.org/about/jobs](http://www.kqed.org/about/jobs). Please submit your resume to: [janet@bridgessf.com](mailto:janet@bridgessf.com).

## Development/Marketing

### Corporate Support Manager/ Representative KRBC North Bay Public Media, Rohnert Park, CA

Live and work in WINE COUNTRY, San Francisco's North Bay, California! One of the most beautiful, desirable places to live in the country! KRBC, a joint licensee public television and radio station, is looking for a unique individual to manage and sell underwriting. The successful candidate will have a minimum of four years of experience in broadcast and relevant new media sales management, be entrepreneurial-minded and self-motivated with a strong understanding of customer and market dynamics. As Manager, the candidate will supervise and evaluate selling effort of other sales representatives. As Rep, the candidate will secure funding from corporate and non-profit sources in support of non-commercial, broadcast public television/radio and online content. Experience with Salesforce CRM and International Demographics Media Audit software is helpful. This is an in-house, full-time, benefits-eligible position. Candidate must live within commuting distance. EEO. View full job description at [krbc.org/employment](http://krbc.org/employment). Reply via email with cover letter, resume, and salary requirements to [salesmanager2012@krbc.org](mailto:salesmanager2012@krbc.org), subject line Sales Manager - Current. No phone calls please. Reply by 11/16.

### Development Director Mississippi Public Broadcasting, Jackson

Mississippi Public Broadcasting (MPB) seeks a seasoned professional as the agency's development director. The development director is a fundraising position at Mississippi Public Broadcasting, responsible for raising funds and developing and implementing programming for television pledge and radio drive campaigns. The position will work to maintain a Friends of Mississippi Public Broadcasting group and help the agency grow its lists of citizen and business partners. The development director will be a liaison between Mississippi Public Broadcasting and its separate fundraising entity, the Foundation for Public Broadcasting. Public broadcasting experience is a plus. Salary Competitive. Complete description and application process at [www.mpbonline.org](http://www.mpbonline.org). Open until Filled.

PLEASE DETACH AND RETURN UPPER PORTION WITH YOUR REMITTANCE																	
DATE	11	NEWSPAPER REFERENCE	12	13	14	DESCRIPTION - OTHER COMMENTS/CHARGES	15	SAT. DATE	16	TOTAL DUES	17	TOTAL RUN	18	GROSS AMOUNT	19	NET AMOUNT	20
1/28/12		1987861				LTE LONG RANGE PLAN PROJECT COO 2x3.00 C											500.00
						PWSJ 10/28											

Date 11/12/12  
 Check # 15653  
 amt. Code 5168



# STATEMENT OF ACCOUNT AGING OF PAST DUE ACCOUNTS

CURRENT NET AMOUNT DUE	21	30 DAYS	60 DAYS	OVER 90 DAYS	1	UNAPPLIED AMOUNT	22	TOTAL AMOUNT DUE	23
500.00								500.00	
Capital Newspapers		Representing: Wisconsin State Journal The Capital Times Baraboo News Republic Portage Daily Register	Daily Citizen The Sauk Prairie Eagle Wisconsin Delta Events Juneau County Star-Times Reedsburg Times-press	Shopper Stopper Wisconsin Reminder Shopper Stopper Extra Wisconsin Reminder Extra madison.com		Columbus Journal The Onion Tri County		Monday Mini Monday Marketeer Shopping Reminder Shopper's View	
P.O. Box 8187 • Madison, WI 53708-8187									

ADVERTISER INFORMATION				ADVERTISER/CLIENT NAME
BILLING PERIOD	16	BILLED ACCOUNT NUMBER	17	ADVERTISER/CLIENT NO. 18
11/05/12		2569099		2569099
				WORT-FM COMMUNITY RADIO

Questions pertaining to this invoice, call (608) 252-6286 or (608) 252-6299. 1% per month on a 30 day balance. Finance Dept. Fax (608) 252-6203

Detach Here and Remit

Customer ID		Customer PO		Payment Terms	
WORT				Net 30 Days	
Sales Rep ID		Shipping Method		Ship Date	Due Date
		Airborne			12/4/12
Quantity	Item	Description	Unit Price	Extension	
1.00	C14	Classified Ad (2.437" by 4") - LTE Long Range Plan Project Coordinator	69.00	69.00	
1.00	C14.5	Classified Ad (2.437" by 4.5") - Webmaster	77.63	77.63	
					

THE CAPITAL CITY

Now accepts Visa,  
MasterCard and Discover  
for advertising and  
subscription payments.



Subtotal	146.63
Sales Tax	
Total Invoice Amount	146.63
Payment/Credit Applied	
<b>TOTAL</b>	<b>146.63</b>

**We Appreciate Your Business!!!**

The Capital City Hues LLC  
P.O. Box 259712  
Madison, WI 53725-9712  
(608) 241-2000

Deadline to apply is November 8, 2012.

For additional information, please see  
[http://www.ohr.wisc.edu/pv/pv\\_074751.html](http://www.ohr.wisc.edu/pv/pv_074751.html).

Equal Opportunity Employer

## AUDUBON METROPOLITAN SCHOOL DISTRICT

### CURRENTLY ACCEPTING APPLICATIONS FOR:

#### NEW POSITIONS:

Clerk Typist - Senior  
 Receptionist - MSCR  
 Steamfitter - 4 positions

#### ONGOING VACANCIES:

Off-Campus/Neutral Site Program  
 Substitute Teachers  
 Bilingual Permit Substitute Teachers  
 Substitute Teachers  
 AVID Middle School Tutors  
 Substitute Special Education Assistants  
 Bilingual Special Education Assistants

TO VIEW ALL OPEN POSITIONS  
 & TO APPLY ONLINE:  
[www.mmsd.org](http://www.mmsd.org)

An Equal Opportunity Employer



#### ADMINISTRATIVE

Programmer/Analyst 12124  
 Medical Director 12109  
 Billing Manager 12098  
 Team Leader 12088

#### CLINICAL

Registered Nurse 12123  
 RN Case Manager-Geriatric 12119  
 Clinical Specialist 12120  
 Clinical Specialist AFH/CBRH 12112  
 Case Manager 12118  
 Mental Health Aide 12121  
 Emergency Telephone Worker 12105  
*Generous time off  
 (5 weeks the first year!).  
 Benefits included.*

#### AS NEEDED

Registered Nurse 12122  
 Outreach Worker 12116  
 Crisis Stabilization Specialist 12107  
 Crisis Worker 11018  
 Emergency Telephone Worker 11005  
 Program Support Specialist 12104  
*Hourly, Limited Benefits included.*

For more information about these  
 and other openings  
 please see our website at  
[www.journeymhc.org](http://www.journeymhc.org).  
 Application Required

Journey is an EO/AA Employer

Tell them you saw it in  
 The Capital City Hues!

Responsibilities include: overall planning and coordination of academics at school and community sites; recruitment of students; management of Academic Skill Instructors; tracking and management of program outcomes. Degree in Education or related field, 2+ years of related work experience, and advanced Excel or database skills required. Experience with ACT or SAT testing preferred.

More information including application instructions and deadlines at  
[www.ulgm.org/careersatulgm](http://www.ulgm.org/careersatulgm).



EIGHTY NINE.NINE FM  
 COMMUNITY RADIO • MADISON, WI

### Webmaster

WORT-FM Community Radio seeks a half-time Webmaster to support the station's website and web in order to grow audience and further fulfillment of the station's mission. A minimum of 50% of the hours must be worked to be onsite. Hours will be split approximately 50/50 between technical support and content management. Experience in a volunteer-based and/or collective environment is preferred. For list of duties, download full position description:  
<http://wortfm.org/wort-jobs>. This position is responsible to the IT Coordinator and the Board of Directors. Salary is \$16/hour, plus prorated health insurance. Application deadline 11/16/12.

AA/EO.



EIGHTY NINE.NINE FM  
 COMMUNITY RADIO • MADISON, WI

### LTE Long Range Plan Project Coordinator

WORT-FM Community Radio seeks a full-time LTE Long Range Plan Project Coordinator to coordinate all aspects of the Plan & facilitate its implementation in partnership with the Board, staff, volunteers and committees. Experience in a volunteer-based and/or collective environment is preferred. For list of duties, download full position description:  
<http://wortfm.org/wort-jobs>. This position is responsible to the Board of Directors. Salary is \$31,500/year, plus health insurance. Application deadline 11/16/12.

AA/EO.

Believe in yourself!

(608) 241-2000

[sales@capitalcityhues.com](mailto:sales@capitalcityhues.com)



101 KING STREET, MADISON, WI 53703

PHONE 608.251.5627 FAX 608.251.2165 ONLINE TheDailyPage.com

## Invoice

Invoice # 86277  
Invoice Date: 12/7/12  
Terms: Net 10  
Rep: PB

Bill to:

Bill to ID: 13535

Norm Stockwell  
WORT  
118 S Bedford  
Madison, WI 53703

Sold to:

Account ID: 13535

Norm Stockwell  
WORT  
118 S Bedford  
Madison, WI 53703

### Ad Insertions included in this Invoice

Date	Type	Description	Charge	Disc	Applied	Total
12/7/12	Sale	Ad WORT-FM Community Radio	\$39.60			\$39.60

PAID  
Date 12/10/12  
Check # 15692  
Acct. Code 5168

Items: 1

Electronic Billing Is Now Available. Call  
251-5627. A finance chg. of 1.5% (18%  
annually) will be applied to balances over 30  
days past due.

Total Charges	\$39.60
Discount	\$0.00
Payments Applied	\$0.00
Total Balance Due by 12/17/2012	\$39.60



## **LTE LONG RANGE PLAN PROJECT COORDINATOR**

WORT-FM Community Radio seeks a full-time LTE Long Range Plan Project Coordinator to coordinate all aspects of the Plan & facilitate its implementation in partnership with the Board, staff, volunteers and committees. Experience in a volunteer-based and/or collective environment is preferred. This position is responsible to the Board of Directors. Salary is \$31,500/year, plus health insurance.

.....

## **WEBMASTER**

WORT-FM Community Radio seeks a half-time Webmaster to support the station's website and web in order to grow audience and further fulfillment of the station's mission. A minimum of 50% of the hours must be worked to be onsite. Hours will be split approximately 50/50 between technical support and content management. Experience in a volunteer-based and/or collective environment is preferred. This position is responsible to the JT Coordinator and the Board of Directors. Salary is \$16/hour, plus prorated health insurance.



For list of duties, download full position descriptions:  
Application deadline 11/16/12.

AA/EEO

Invoice #	7891	Purchase Order #:		Initials:	DT
Item	Description	Rate	Amount		
CLASSIFIED	FULL-TIME LTE LONG RANGE PLAN PROJECT	82.00	82.00		
CLASSIFIED	COORDINATOR	82.00	82.00		
	HALF-TIME WEBMASTER				
			<b>Total</b>	\$164.00	
			<b>Payments/Credits</b>	\$0.00	
			<b>Balance Due</b>	\$164.00	

*Madison Times*

Account balances over 30 days will be charged 1 1/2% per month

We accept MasterCard and Visa. Call us for details.

**We Appreciate Your Business!**

date 10/29/12  
check # 15629  
Code 5168

Ph 608-270-9470

## **Exhibit 4:**

# **Documents pertaining to the Business & Foundation Development Director Recruitment**

10	DATE	12/11/12	11	NEWSPAPER REFERENCE	2002238	12	PLEASE DETACH AND RETURN UPPER PORTION WITH YOUR REMITTANCE	13	DATE	12/13/14	14	DESCRIPTION - OTHER COMMENTS/CHARGES	15	BILLED UNITS	16	UNIT PRICE	17	GROSS AMOUNT	18	NET AMOUNT
													BUSINESS & FDN DEVP DIRECTOR WORT-F 1X19 L						340.00	

PAID  
11/10/13  
check # 15738  
Code 5168

STATEMENT OF ACCOUNT AGING OF PAST DUE ACCOUNTS

21	CURRENT MT. AMOUNT DUE	22	DATE	23	AMOUNT DUE	24	AMOUNT DUE	25	TOTAL AMOUNT DUE
	340.00								340.00
<b>Capital Newspapers</b> P.O. Box 8187 • Madison, WI 53708-8187 Representing: Wisconsin State Journal The Capital Times Baraboo News Republic Portage Daily Register									
<b>NEWSPAPER INFORMATION</b> 16 BILLING PERIOD 12/31/12 17 ADVERTISING REF NO 2569099 18 ADVERTISING REF NO 2569099 19 ADVERTISING REF NO 2569099									
<b>ADVERTISER INFORMATION</b> 20 ADVERTISER NAME WORT-FM COMMUNITY RADIO 21 ADVERTISER ADDRESS 22 ADVERTISER CITY 23 ADVERTISER STATE 24 ADVERTISER ZIP 25 ADVERTISER PHONE 26 ADVERTISER FAX 27 ADVERTISER EMAIL 28 ADVERTISER WEBSITE 29 ADVERTISER URL 30 ADVERTISER URL 31 ADVERTISER URL 32 ADVERTISER URL 33 ADVERTISER URL 34 ADVERTISER URL 35 ADVERTISER URL 36 ADVERTISER URL 37 ADVERTISER URL 38 ADVERTISER URL 39 ADVERTISER URL 40 ADVERTISER URL 41 ADVERTISER URL 42 ADVERTISER URL 43 ADVERTISER URL 44 ADVERTISER URL 45 ADVERTISER URL 46 ADVERTISER URL 47 ADVERTISER URL 48 ADVERTISER URL 49 ADVERTISER URL 50 ADVERTISER URL 51 ADVERTISER URL 52 ADVERTISER URL 53 ADVERTISER URL 54 ADVERTISER URL 55 ADVERTISER URL 56 ADVERTISER URL 57 ADVERTISER URL 58 ADVERTISER URL 59 ADVERTISER URL 60 ADVERTISER URL 61 ADVERTISER URL 62 ADVERTISER URL 63 ADVERTISER URL 64 ADVERTISER URL 65 ADVERTISER URL 66 ADVERTISER URL 67 ADVERTISER URL 68 ADVERTISER URL 69 ADVERTISER URL 70 ADVERTISER URL 71 ADVERTISER URL 72 ADVERTISER URL 73 ADVERTISER URL 74 ADVERTISER URL 75 ADVERTISER URL 76 ADVERTISER URL 77 ADVERTISER URL 78 ADVERTISER URL 79 ADVERTISER URL 80 ADVERTISER URL 81 ADVERTISER URL 82 ADVERTISER URL 83 ADVERTISER URL 84 ADVERTISER URL 85 ADVERTISER URL 86 ADVERTISER URL 87 ADVERTISER URL 88 ADVERTISER URL 89 ADVERTISER URL 90 ADVERTISER URL 91 ADVERTISER URL 92 ADVERTISER URL 93 ADVERTISER URL 94 ADVERTISER URL 95 ADVERTISER URL 96 ADVERTISER URL 97 ADVERTISER URL 98 ADVERTISER URL 99 ADVERTISER URL 100 ADVERTISER URL									

Questions pertaining to this invoice, call (608) 252-6288 or (608) 252-6299. 1% per month on a 30 day balance. Finance Dept. Fax (608) 252-6203

WORT		Net 30 Days	
Sales Rep ID		Shipping Method	Ship Date
		Airborne	1/16/13
Quantity	Item	Description	Unit Price
1.00	C14.5	Classified Ad (2.437" by 4.5") - Business and Foundation Development Director	77.62
			77.62

PAID  
Date 12/21/12  
Check # 15709  
Ext Code 5168

THE CAPITAL CITY

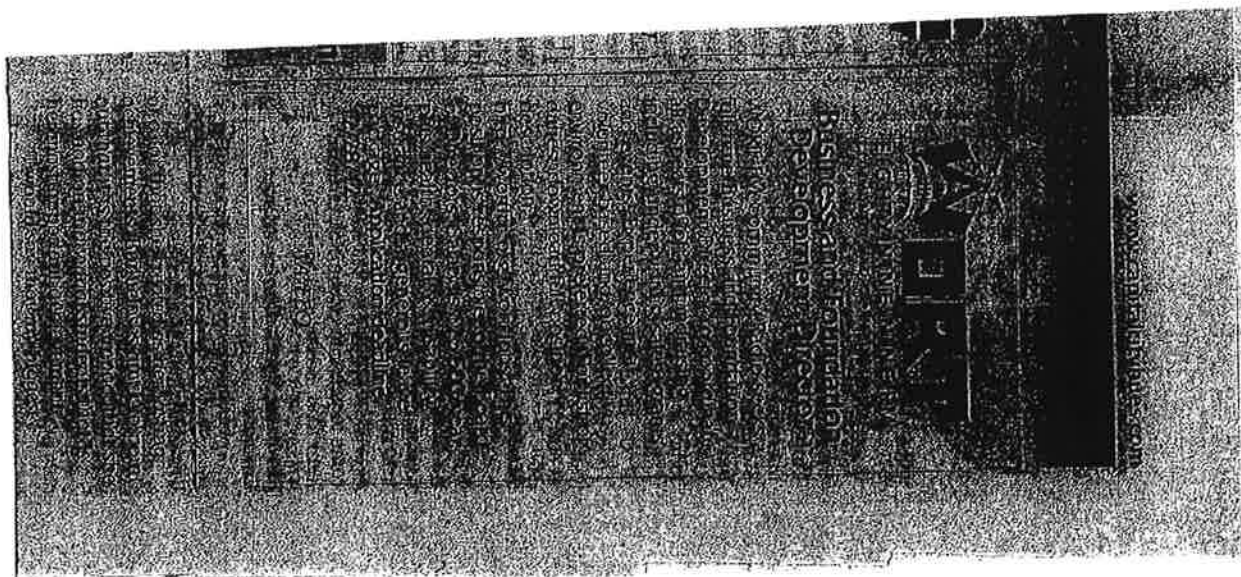
Now accepts Visa,  
MasterCard and Discover  
for advertising and  
subscription payments.



Subtotal 77.62  
Sales Tax  
Total Invoice Amount 77.62  
Payment/Credit Applied  
TOTAL 77.62

**We Appreciate Your Business!!!**

The Capital City Hues LLC  
P.O. Box 259712  
Madison, WI 53725-9712  
(608) 241-2000





101 KING STREET, MADISON, WI 53703

PHONE 608.251.5627 FAX 608.251.2165 ONLINE [TheDailyPage.com](http://TheDailyPage.com)

**Invoice # 86375**  
**Invoice Date: 12/14/12**  
**Terms: Net 10**  
**Rep: PB**

Bill to:

Bill to ID: 13535

Norm Stockwell  
WORT  
118 S Bedford  
Madison, WI 53703

Sold to:

Account ID: 13535

Norm Stockwell  
WORT  
118 S Bedford  
Madison, WI 53703

[illegible]

Items: 1

**Electronic Billing Is Now Available. Call 251-5627.** A finance chg. of 1.5% (18% annually) will be applied to balances over 30 days past due.

PAID 12/17/12  
Date \_\_\_\_\_  
Check # 15704  
acct. Code 5168

<b>Total Charges</b>	<b>\$39.60</b>
----------------------	----------------

Discount	\$0.00
----------	--------

Payments Applied	\$0.00
------------------	--------

<b>Total Balance Due by 12/24/2012</b>	<b>\$39.60</b>
--	----------------

WVORT-FM Community Radio seeks a full-time Business and Foundation Development Director to coordinate all aspects of off-air fundraising including underwriting sales, grants and events. Experience in a volunteer-based and/or collective environment is preferred. For list of duties, download full position description: <http://wortfm.org/wort-jobs>.

This position is responsible to the Board of Directors. Salary is \$26,500/year, plus health, dental, & disability insurance and a generous leave package. Application deadline 12/28/12. AA/EEO.

# THE MADISON TIMES

THE PAPER THAT'S MORE THAN BLACK AND WHITE

The Madison Times Weekly Newspaper  
313 W Beltline Hwy Ste 143  
Madison, WI 53713

Date 12/12/2012

Invoice #: **7931**

NORMAN STOCKWELL  
WORT  
118 S BEDFORD ST  
MADISON WI 53703

PAID 12/13/12  
Date 12/13/12  
Check # 15697  
Int. Code 5116-8

Check #: \_\_\_\_\_ Amt Remitted: \$ \_\_\_\_\_

payment due upon receipt

Invoice #	7931	Purchase Order #:	Initials:	DT
Item	Description	Rate	Amount	
CLASSIFIED	BUSINESS/FOUNDATION DEVELOPMENT DIRECTOR	117.00	<b>117.00</b>	
		<b>Total</b>	\$117.00	
		<b>Payments/Credits</b>	\$0.00	
		<b>Balance Due</b>	<b>\$117.00</b>	

Account balances over 30 days will be charged 1 1/2% per month

We accept MasterCard and Visa. Call us for details.

**We Appreciate Your Business!**

Ph 608-270-9470



## CURRENTLY ACCEPTING APPLICATIONS FOR:

### NEW POSITIONS:

Bilingual Librarian / REACH Teacher  
Food Service Worker (Memorial High School)  
Grant Developer

NOW TAKING APPLICATION FOR ALL 2013-14  
TEACHING & PROFESSIONAL SUPPORT POSITIONS  
Apply now for early consideration!

TO VIEW ALL OPEN POSITIONS,  
JOB DESCRIPTIONS,  
& TO APPLY ONLINE:  
[www.mmsd.org](http://www.mmsd.org)

An Equal Opportunity Employer

WORT-FM Community Radio seeks a  
full-time Business and Foundation  
Development Director to coordinate all aspects of  
off-air fundraising including underwriting  
sales, grants and events.

Experience in a volunteer-based and/or collective environment is preferred.  
For a complete list of duties, download full position description:  
<http://wortfm.org/wort-jobs>

This position is responsible to the Board of Directors. Salary is \$26,500/year,  
plus health, dental, & disability insurance and a generous leave package.

Application deadline 12/28/12.

AA/EEO.

AUDITOR needed P/T  
to do weekly inventory  
of tobacco products in  
Madison. 2-4hrs/wk.

Call 800-995-7494.

### CURRENT JOB OPENINGS



For more details, or a complete  
list of all job postings, go to our  
website:

[jobs.countyofdane.com](http://jobs.countyofdane.com)

returning to prison is reduced to 24%; if the inmate has two years of college, the recidivism rate drops to 10%; at four years of college the rate drops to 5.6%; and post graduate degree holders had a 0% recidivism rate.

48% of recidivists were African American, property and drug offenses make up over 60% combined of recidivist crimes, annually parole violators make up 25% of prison admissions.

The United States Department of Justice reported that in 2007, for every 100,000 Black men in the United States, 4,618 were incarcerated, while for White and Hispanic males, the total incarcerated for every 100,000 was 773 and 1,747, respectively.

The Justice Policy Institute reported that during the last two decades of the twentieth century the black male prison population increased at a rate four times higher than the increase in black male college students.

Minority groups or disproportionately arrested and convicted and are labeled with misdemeanor or felonies of some kind. According to the US Bureau of Justice Statistics (BJS), Blacks accounted for 39.4% of the total prison and jail population in 2009.

According to the 2010 census of the US Census Bureau, Blacks

## EVERETT MITCHELL / fr

that this benefits them as well," he says. "I'm realizing that the UW does a lot of wonderful things, but it doesn't always get exported to the broader community to show the impact that it is having and can continue to have in the community of Madison. I enjoy all that — exporting all of these ideas.

"Sometimes I like working just within the UW to connect other people with stuff within the system. I had this young brother that I met through the PEOPLE program and I just happened to run into him one day and he told me

## HOUSING

### Packer Town Homes

1927 Northport Drive • Madison, WI 53704

#### Features:

- Youth & Adult enrichment programs
- Family Housing & Services
- Vocational education & Skills training programs
- Computer Labs

- After School
- People Prep program
- Scholarships/Adult Education
- Recording Studio
- Career Development
- Pantry/meals by appointment

### Northport A

1740 Northport Drive •

#### Features:

- Youth & Adult enrichment programs
- Family Housing & Services
- Vocational education & Skills training programs

## **Exhibit 5:**

### **Registration Documents for WORT Participation in Various Career Fairs**

[Skip to Main Content](#)

## Morgridge Center 2011 Fall

Madison, Wisconsin  
Thursday, September 29, 2011

**Please print a copy of this receipt and bring it to the event.**

**If processing your payment offline please include with your payment.**

### Invoice

Registration ID: 36058247

Registration Date: 9/2/2011

Invoice Date: 9/2/2011

Issued By: Morgridge Center for Public Service

Event: Morgridge Center 2011 Fall Volunteer Fair

Date/Time: Thursday, September 29, 2011 10:30 AM - 2:00 PM (Central Time)

### Actions

- [Print Invoice](#)
- [Email Invoice](#)

### Registrants

Name	Registration ID	Company/Organization
Glenn Mitroff	36058247	WORT 89.9 FM Community Radio

### Billing Information

Glenn Mitroff  
WORT 89.9 FM Community Radio  
118 S. Bedford St.  
Madison, WI 53703  
608-256-2001  
volcoord@wort-fm.org  
Fee Summary

Fee

Fee

Quantity Unit Price Amount

9/9/11  
Jerry, UW-Madison  
Here's the updated  
invoice for your  
records. Norm  
already sent  
\$6.43  
We'll need to send  
the additional payment  
\$10.49 processing fee  
\$10.49

Amount \$ 10.49  
Date 9/12/11  
Check # 15057  
Acct. Code 51694

# receipt

Receipt Date: December 16, 2011  
Receipt Number: 20111216-00005

## Receipt For:

### WORT 89.9 FM Community Radio

Glenn Mitroff  
WORT 89.9 FM  
Attn: Glenn Mitroff  
118 S. Bedford St.  
Madison, WI 53703  
PH: 608-256-2001  
FAX: 608-256-3704  
volcoord@wort-fm.org

## Send Payment To:

University of Wisconsin- Madison  
Letters and Science Career Services  
Attn: Angie White  
1305 Linden Drive, Suite 205  
Madison, WI 53706

## Details:

Charges	Cost
Public Service Fair 2012 Registration (Non- Profit - (1.00 @ 50.00)	\$50.00
Full Table (\$50))   January 26, 2012	
<b>Subtotal:</b>	<b>\$50.00</b>
<b>Payments</b>	<b>Amount</b>
Jan 04, 2012 (Check #: 15195)	(\$50.00)
<b>Total Paid:</b>	<b>(\$50.00)</b>
<b>Balance Due:</b>	<b>\$(0.00)</b>

This invoice has been paid in full.

Payment is due upon receipt. Please be sure to include a printout of this invoice if you are sending your payment via check.

**Make checks payable to: University of Wisconsin- Madison**

# invoice

Invoice Date: December 16, 2011  
Invoice Number: 20111216-00005

## Invoice For:

**WORT 89.9 FM Community Radio**  
Glenn Mitroff  
WORT 89.9 FM  
Attn: Glenn Mitroff  
118 S. Bedford St.  
Madison, WI 53703  
Madison, WI 53703  
PH: 608-256-2001  
FAX: 608-256-3704  
volcoord@wort-fm.org

## Send Payment To:

University of Wisconsin- Madison  
Letters and Science Career Services  
Attn: Angie White  
1305 Linden Drive, Suite 205  
Madison, WI 53706

## Details:

### Charges:

Public Service Fair 2012 Registration (Non- Profit - (1.00 @ 50.00)  
Full Table (\$50)) | January 26, 2012  
Subtotal:

Cost  
\$50.00

**\$50.00**

Balance Due:  
Payment Due On:

\$50.00  
January 26, 2011

Payment is due upon receipt. Please be sure to include a printout of this invoice if you are sending your payment via check.

**Make checks payable to: University of Wisconsin- Madison**

**PAID**  
Date 12/22/11  
Check # 15195  
Acct. Code 5172

# Wisconsin Broadcasters Association



The Wisconsin Broadcasters Association fosters and promotes the development of the arts of aural and visual broadcastings in all its forms...

President & CEO  
MICHELLE VETTERKIND, CAE

Vice President  
LINDA BAUN

## OFFICERS

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Woodward Communications  
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DEAN MAYTAC  
WISN-TV, Milwaukee

DIRECTORS  
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DAVID BOOTH  
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KEITH BRATEL  
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JOSEPH DENK  
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NANCY DOUGLASS  
WI KC-FM, Lake Geneva

STEVE LAVIN  
WBAY-TV, Green Bay

LUPITA MONTOTO  
La Movida WLMV Radio, Madison

GENE PURCELL  
WI EGO, Madison

CHUCK STEINMETZ  
WITI-TV, Milwaukee

DON VESELY  
WMTV-TV, Madison

STEVE WEXLER  
Journal Broadcast Group, Milwaukee

MICHAEL WRIGHT  
Midwest Communications, Wausau

RICHARD WOOD  
Resonant Results, Cottage Grove

Ex Officio - NAB Board  
ROGER UTNEHMER  
DoorCountyDailyNews.com  
Sturgeon Bay

February 19, 2013

Mr. Norm Stockwell  
WORT FM  
118 S Bedford Street  
Madison WI 53703

Dear Norm:

In accordance with the WBA's Assistance Action Plan for EEO Compliance, this letter confirms that WORT FM was represented by Glenn Mitroff and Molly Stentz at the Job/Career Fair which was held as part of the WBA's 2013 Winter Conference on Wednesday, January 23, 2013 from 8:30 AM - 10:30 AM at the Concourse Hotel, Madison, Wisconsin. We believe we had over 130 job seekers in attendance. If you'd like a listing of these participants, along with their contact information, please contact me at the [lbaun@wi-broadcasters.org](mailto:lbaun@wi-broadcasters.org). I will get to you the pertinent information.

One of the menu option initiatives under the FCC's Outreach Prong 3 is participation in at least four job fairs or careers fairs by personnel who have substantial responsibility in the making of hiring decisions. **WBA sponsors two job/career fairs each year - one in conjunction with our annual winter conference (January) and one in conjunction with our annual summer conference (June).** Full SEU participation in each job/career fair should earn the SEU a 1/4 credit. Accordingly, over a 2-year period of participating in these WBA sponsored job/career fairs, and SEU should earn a full credit.

Please feel free to contact me if you have any questions! The WBA looks forward to helping you, our valued members, with your EEO Compliance.

Sincerely,

  
Linda Baun  
Vice President

44 E. MIFFLIN STREET, SUITE 900 • MADISON, WI 53703  
PHONE: 608-255-2600 • TOLL FREE: 800-236-1922 • FAX: 608-256-3986 • [www.wi-broadcasters.org](http://www.wi-broadcasters.org)



BUCKYNET



Career Services Management System  
powered by symplicity

## Register to attend Public Service Fair 2013

### invoice



Terms: Payment is due upon receipt.

Invoice Date: November 28, 2012

#### Invoice For

#### Send Payment To

WORT 89.9 FM, Back Porch Radio Broadcasting, Inc.  
Glenn T. Mitroff  
118 S. Bedford St.  
Madison, WI 53703  
PH: 608-256-2001  
FAX: 608-256-3704  
volcoord@wort-fm.org

University of Wisconsin-Madison  
Letters and Science Career Services  
Attn: Angie White  
1305 Linden Drive, Suite 205  
Madison, WI 53706

#### Charges

Public Service Fair 2013 Registration (Non-profit Full Table (\$50)) | January 31, 2013

(1 @ 50.00)

SUBTOTAL:

BALANCE DUE:

PAYMENT DUE: UPON RECEIPT

**PAID**  
Date 11/29/12  
Check # 15680  
Cont. Code 21674

**NOTE:** Please be sure to include a printout of this invoice if you are sending your payment.

Done ☐ Pay By Credit Card ☐

# receipt

Receipt Date: November 28, 2012  
Receipt Number: 20121128-00009

## Receipt For:

### WORT 89.9 FM, Back Porch Radio Broadcasting, Inc.

Glenn T. Mitroff  
118 S. Bedford St.  
Madison, Wisconsin 53703  
PH: 608-266-2001  
FAX: 608-256-3704  
volcoord@wort-fm.org

## Send Payment To:

University of Wisconsin- Madison  
Letters and Science Career Services  
Attn: Angie White  
1305 Linden Drive, Suite 205  
Madison, WI 53706

## Details:

Charges	Cost
Public Service Fair 2013 Registration (Non- profit Full (1.00 @ 50.00)	\$50.00
Table (\$50)) January 31, 2013	\$50.00
<b>Subtotal:</b>	
<b>Payments</b>	<b>Amount</b>
Dec 06, 2012 (Check #: 15680)	(\$50.00)
<b>Total Paid:</b>	<b>(\$50.00)</b>
<b>Balance Due:</b>	<b>\$(0.00)</b>

This invoice has been paid in full.

Payment is due upon receipt. Please be sure to include a printout of this invoice if you are sending your payment via check.

**Make checks payable to: University of Wisconsin- Madison**



**Exhibit 6:**

**Documents Regarding WORT's  
Internship Program**

# RADIO STATION INTERNSHIPS!

At Madison's Favorite Radio Station



Volunteer Positions available NOW in your area of study:

- *Communication Arts* - Music & News Department Assistants, Audio Production
- *Journalism* - News Department, Reporters, Producers, Engineers
- *Technical* - Engineering, Web Page Design & Maintenance, Streaming Audio
- *Business/Marketing* - Promotions, Publicity, Media Sales
- *Nonprofit Fundraising & Management* - Membership, Development, Administrative
- *Library Science* - Music Librarians, Archivists

Flexible hours...a wide variety of  
tasks...sociable work environment...  
lots of cool perks! This could be your  
best internship experience EVER!

Call Glenn Mitroff, Volunteer Coordinator 256-2001



**PUBLIC FILE REPORT - July 2012-July 2013:**

***Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.***

Station had 9 interns during this reporting period. 7 from educational institutions, 2 through programs for youth (AVID/TOPS). Student interns receive credit through their institution of higher education for a fixed number of hours per semester as arranged with their instructor.

WORT is the work site for two RSVP volunteers. WORT is the work site for a weekly disabled volunteer placed through Community Work Services. WORT is an organizational member of Dane County Time Bank.

We also employ work/study students through the university who receive pay towards their tuition expenses at the UW through the Federalwork/study program. This is considered a form of "financial aid" by the University. In this reporting period, we had three work/study employees. The work/study program enables students interested in pursuing a career in broadcasting to work for the station in exchange for financial aid.

**Glenn's list of 2012-2013 Interns, etc:**

Anjuli [REDACTED], Student at UW Madison, "A Public Affair" News Intern January 2012-May 2013

Fredrik [REDACTED], June through August 2012 (student from Norway enrolled at Concordia College in Moorehead, MN

Jalika [REDACTED], 6 week summer internship 6/25/12-8/3/12In the AVID/TOPS program of the Boys and Girls Club of Dane County. AVID (Advancement Via Individual Determination), a national program focusing on acceleration rather than remediation for students in the "academic middle" who have college ambitions and a willingness to work hard. The program prepares them to apply and enroll in a four-year college. A major goal of AVID is to ensure that its students not only enroll in college, but also persist and graduate at a higher rate than their peers. The TOPS (Teens of Promise) program is a Boys and Girls Club of Dane County initiative developed and implemented to complement AVID curriculum, offering tutoring, mentorships, paid summer job internships and college field trips.

Jason [REDACTED], IT intern from Madison Area Technical College, May through December 2012

Darla [REDACTED] Non-credit music intern—January thru July 2013

Kent [REDACTED] "Eight O'clock Buzz" web content intern—January 2013-present

Kelsey [REDACTED] "A Public Affair" web content intern—May 2013-present

Meghan [REDACTED] "A Public Affair" web content intern—May 2013-present

Annie [REDACTED] Boys & Girl's Club AVID/TOPS summer intern—6/24/13-8/2/13

\*\*\*\*\*

PUBLIC FILE REPORT - July 2011-July 2012

***Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.***

Station had 13 interns during this reporting period. 10 from educational institutions, 3 through programs for returning workers. Student interns receive credit through their institution of higher education for a fixed number of hours per semester as arranged with their instructor.

We also employ work/study students through the university who receive pay towards their tuition expenses at the UW through the Federal work/study program. This is considered a form of "financial aid" by the University. In this reporting period, we had three work/study employees. The work/study program enables students interested in pursuing a career in broadcasting to work for the station in exchange for financial aid.

Glenn's list of 2011-2012 Interns, etc:

Patrick [REDACTED] (News): Summer 2011

Todd [REDACTED] (News): Summer 2011

Sean [REDACTED] (News/PR & Marketing): Summer 2011—through Mid August

Abigail [REDACTED] 6 week summer internship in 2011 in the AVID/TOPs program of the Boys and Girls Club of Dane County. AVID (Advancement Via Individual Determination), a national program focusing on acceleration rather than remediation for students in the "academic middle" who have college ambitions and a willingness to work hard. The program prepares them to apply and enroll in a four-year college. A major goal of AVID is to ensure that its students not only enroll in college, but also persist and graduate at a higher rate than their peers. The TOPs (Teens of Promise) program is a Boys and Girls Club of Dane County initiative developed and implemented to complement AVID curriculum, offering tutoring, mentorships, paid summer job internships and college field trips. WORT's Volunteer & Outreach Coordinator attended the "graduation" ceremony on 8/24/11.

Darla [REDACTED] federal work study from UW Madison, October 2011-May 2012

Anjuli [REDACTED] Student at UW Madison, News Intern January 2012-present

Fredrik [REDACTED] Summer 2012 intern (student from Norway enrolled at Concordia College in Moorhead, MN)

Jalika [REDACTED] 6 week summer internship 6/25-8/3/12 in the AVID/TOPs program of the Boys and Girls Club of Dane County

Jason [REDACTED] IT intern from Madison Area Technical College, summer 2012

## MATC Intern Final Performance Assessment

Intern Name: Jason [REDACTED]

Department Name: WORT IT Dept

Manager/Supervisor: Thomas Christie

Team Leader (if any): N/A

Use the key below to rate your intern on Work Performance Areas, Developmental Areas, and Technical skills specific to your functional area.

**5=Exceptional Performance.** Intern is extremely effective in all areas specified and performs as a leader at the highest standards expected of our interns by the organization. The intern is benchmarked as the standard by which others are measured for this competency.

**4=Above Target Performance.** Intern is consistently demonstrating highly effective behaviors. They are consistently performing above the standards defined and demonstrate leadership.

**3=On Target Performance.** Intern demonstrates effective behaviors in the cited competency. They have attained the standard expected of our interns.

**2=Below Target Performance.** Intern demonstrates effective competence in some areas but there are still performance gaps to be addressed.

**1=Unacceptable Performance.** Intern demonstrates a relatively low level of competence. Training, coaching and/or mentoring regarding the expected performance are required.

**N/A=Learning Expectations.** Intern demonstrates a competence consistent with job expectations in this development and learning stage.

Work Performance Areas (Give number rating and comment)	Rating
<b>Applied Learning:</b> Displays a willingness to learn. Accepts suggestions and guidance in a positive, enthusiastic manner. Comments: Jason does not shy away from tasks that require learning new skills. One of the most difficult tasks that can be assigned to an IT professional is to delve into someone else's questionable code. He did exactly that: first in terms of fixing bugs and second in terms of system analysis.	5
<b>Quality:</b> Completes tasks accurately and thoroughly. Work reflects attention to detail and conformance to functional area and/or divisional standards. Comments: Jason is very thorough. Since he was working with mission critical data, this was an absolute must. He understands data integrity and proceeds with the requisite caution.	5
<b>Quantity:</b> Completes an expected volume of assigned or related activities. Comments: He completed all tasks we assigned. If he was underutilized it was an artifact of the environment at this organization. The work he did was extremely valuable so quantity is not a useful measure.	3
<b>Planning:</b> Sets realistic goals. Organizes and prioritizes assigned tasks. Is able to manage multiple assignments. Comments: I asked Jason to explore potential projects and he was able to estimate the scope and provide a rationale for his estimate. He was able to focus on higher priority items.	4
<b>Communication:</b> Demonstrates effective verbal, written, and listening skills. Comments: Jason's communication demonstrates the intensity of his intellect. His writing is clear. When speaking he may tend to get ahead of himself somewhat, but even so, he still communicates at a very high level.	4
<b>Teamwork:</b> Interacts with others effectively. Provides project and team member support. Shares knowledge. Comments: He worked mostly solo here at WORT, but he	3

managed interactions with others well.	
<b>Attendance:</b> Is punctual and regular in attending work, meetings, and appointments. Comments: Neither problematic nor noteworthy.	3

Developmental Areas (Give number rating and comment)	Rating: 1-5
<b>Professionalism:</b> Positive attitude, cooperation, courtesy, diplomacy, persuasiveness, assertiveness, non-defensiveness, accepting constructive criticism, keeping confidences.  Comments: Jason is very positive and cooperative. He may perceive criticisms where none were intended.	4
<b>Adaptability:</b> Adaptable to the changing needs of the functional area, division, and/or corporation.  Comments: He is very adaptable. This is a dynamic and unpredictable environment. He did a great job of rolling with the changes.	5
<b>Initiative:</b> Seeks additional work related assignments, pursues self-development, volunteers for committees, pro-actively looks for alternatives and solutions, shows creativity and innovation, assumes additional responsibility.  Comments: Jason definitely looked for ways in which he could increase his value to the organization.	4
<b>Accountable and Reliable:</b> Completes work on time. Accepts responsibility and asks questions/seeks guidance when appropriate. Makes proper use of resources. Follows directions. Performs tasks with appropriate level supervision.  Comments: He was very good at seeking guidance. He did not shy away from accepting responsibility for his work.	4
<b>Demonstrates Ethics and Integrity.</b> Comments: acceptable	3
<b>Adheres to organization policies.</b> Comments: acceptable given the unusual organizational structure here.	3
<b>Adheres to standards and procedures within the functional area, division and/or corporation.</b> Comments: Jason is exceptional in this area.	5
<b>Acquiring knowledge of organization's business concepts and terminology, as well as functional area, divisional, and overall organizational structure and goals.</b> Comments: Exceptional on the IT level. On the organizational level somewhat less, but it is an unusual organization.	4

<b>Technical Skills (Give number rating and comment)</b> Insert and rate on skills and competencies specific to the functional area and work assignment(s). (For example, Java, Visual Basic .NET, HTML, etc.)	

SQL	5
VBA	5
PHP	4
Systems Analysis	4

#### Summary/Recommendations

1. Has the Intern made satisfactory progress on the work objectives that were outlined at the beginning of the term? ☒ Yes ☐ No

Comments: Jason completed all the tasks assigned and was a huge help to the organization.

2. Indicate the intern's overall performance level:

☒ Outstanding ☐ Exceeds Expectations  
☐ Meets Expectations ☐ Needs Improvement ☐ Does Not Meet Expectations

Comments: Jason was given a very difficult and important task. He completed it thoroughly and professionally.

3. Would you recommend this person for another internship/co-op term or for full-time employment after graduation? Yes / No YES

#### 4. Comments

Jason is extremely talented. Given that he was able to come in as a student and perform high-level tasks in an industry appropriate manner, I would say that he will be an asset to any organization that might employ him.

Evaluation completed by: Thomas Christie Date: 11/09/2012







# PUBLIC NOTICE

Federal Communications Commission  
445 12<sup>th</sup> St., S.W.  
Washington, D.C. 20554

News Media Information 202 / 418-0500  
Internet: <http://www.fcc.gov>  
TTY: 1-888-835-5322

DA 14-206

Released: February 18, 2014

## FCC COMMENCES 2014 EEO AUDITS

On February 12, 2014, the Federal Communications Commission mailed the first of its Equal Employment Opportunity (EEO) audit letters for 2014 to randomly selected radio and television stations. In accordance with the provisions of Section 73.2080(f)(4) of the Commission's EEO rules, the FCC annually audits the EEO programs of randomly selected broadcast licensees. Each year, approximately five percent of all radio and television stations are selected for EEO audits.

Attached are a list of the radio and television stations to which the audit letters were sent, as well as the text of the February 12, 2014 audit letter. The list and the letter can also be viewed by accessing the Media Bureau's current EEO headline page on the FCC website at <http://www.fcc.gov/encyclopedia/equal-employment-opportunity-2014-headlines>.

### For stations that have a website and five or more full-time employees:

We remind you that you must post your most recent EEO public file report on your website by the deadline by which it must be placed in the public file, in accordance with 47 C.F.R. § 73.2080(c)(6). This will be examined as part of the audit. Failure to post the required report on a station website is a violation of the EEO Rule and subject to sanctions, including a forfeiture. Please also note that if your station or employment unit does not have its own website, but its corporate site contains a link to a site pertaining to the station or unit, then the station or unit's most recent EEO public file report must be linked to either the station or unit's site or the general corporate site, pursuant to 47 C.F.R. § 73.2080(c)(6).

News Media Contact: Janice Wise at 202-418-8165

Media Bureau Contact: Lewis Pulley at 202-418-1450

February 12, 2014

Dear Licensee:

1. In accordance with 47 C.F.R. § 73.2080(f)(4) of the Commission's rules, the station employment unit (the "Unit") that includes your above-referenced station (the "Station") has been randomly selected for an audit of its Equal Employment Opportunity ("EEO") program. A copy of Section 73.2080 of the Commission's rules is enclosed for your reference.

2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required only to provide a list of the Unit's full-time employees, each noted by job title, the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each

time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

#### **4. Time Brokerage.**

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. See Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. See Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. **Procedures.** Direct your response to EEO Staff, Policy Division, Media Bureau, Federal Communications Commission, 445 12<sup>th</sup> Street, S.W., Washington, DC 20554. The response must be received by the Commission by March 31, 2014. You need only submit your original response; no copies are needed. You should direct your response to the above address, *not* the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. If you file your response in person and wish to have the filing date-stamped, personnel at the security desk in the 12<sup>th</sup> Street lobby of the FCC headquarters building can date-stamp the filing. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (See Section 1.16.) The response may be in the form of a CD or other electronic medium, as long as the certification provided refers to the material submitted and is on paper with an original signature. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; *see also* 47 C.F.R. § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested in writing (or sent by e-mail to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov)) and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants such a request the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with Section 73.2080(g).

6. In accordance with Sections 73.3526(e)(10) (for commercial stations ) and 73.3527(e)(11) (for noncommercial educational stations), copies of which are enclosed, you must place a copy of this letter and your response in the public inspection file of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

7. If our EEO random audits sent in 2012 or 2013 included the Station, or if the Station's most recent license renewal application was granted, by final order, within the past 18 months, you may not have to respond to this letter. If the Station falls within one of these categories, before responding, please tell us the dates of public file reports included in an audit response or the date of the Station's renewal, in an e-mail sent to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). We will then advise you if a response is necessary. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley  
Assistant Chief, Policy Division  
Media Bureau

Enclosures

Licensee Name	Call Sign	Class	FCC-ID	City	State
ABC HOLDING COMPANY, INC.	KABC-TV	DT	282	LOS ANGELES	CA
ABILENE CHRISTIAN UNIVERSITY	KACU	FM	300	ABILENE	TX
ABRAHAM BALDWIN AGRICULTURAL COLLEGE	WPLH	FM	317	TIFTON	GA
ACC LICENSEE, LLC	WJLA-TV	DT	1051	WASHINGTON	DC
ACTON-BOXBOROUGH REGIONAL SCHOOL DISTRICT	WHAB	FM	426	ACTON	MA
ADAMS STATE COLLEGE	KASF	FM	451	ALAMOSA	CO
ADELL BROADCASTING CORPORATION	WADL	DT	455	MOUNT CLEMENS	MI
ADRIAN COLLEGE	WVAC-FM	FM	478	ADRIAN	MI
AFRO AMERICAN COMMUNITY BROADCASTING, INC.	KBBG	FM	597	WATERLOO	IA
AGAPE BROADCASTING FOUNDATION, INC.	KNON	FM	601	DALLAS	TX
AGAPE CHURCH, INC.	KVTH-DT	DT	608	HOT SPRINGS	AR
AGAPE CHURCH, INC.	KVTJ-DT	DT	2784	JONESBORO	AR
AGAPE CHURCH, INC.	KVTN-DT	DT	607	PINE BLUFF	AR
ALABAMA A & M UNIVERSITY	WJAB	FM	697	HUNTSVILLE	AL
ALABAMA BROADCASTING PARTNERS	WAKA	DT	701	SELMA	AL
ALABAMA EDUCATIONAL TELEVISION COMMISSION	WLRH	FM	719	HUNTSVILLE	AL
ALBRIGHT COLLEGE	WXAC	FM	880	READING	PA
ALCORN STATE UNIVERSITY	WPRL	FM	892	LORMAN	MS
ALDERSON-BROADDUS COLLEGE, INC.	WQAB	FM	908	PHILIPPI	WV
ALFRED UNIVERSITY	WALF	FM	973	ALFRED	NY
ALLEGHENY COLLEGE	WARC	FM	1055	MEADVILLE	PA
ALMA COLLEGE	WQAC	FM	1110	ALMA	MI
ALPHA BROADCASTING CORPORATION	WSVI	DT	2370	CHRISTIANSTED	VI
ALPINE BROADCASTING CORPORATION	KCTO	AM	136386	CLEVELAND	MO
ALPINE SCHOOL DISTRICT	KPGR	FM	1170	PLEASANT GROVE	UT
ALPINE SCHOOL DISTRICT OREM HIGH SCHOOL	KOHS	FM	1169	OREM	UT
ALUM SPRINGS EDUCATIONAL CORPORATION	WDDB-FM	FM	1199	DANVILLE	KY
AMARILLO JUNIOR COLLEGE DISTRICT	KACV-FM	FM	1234	AMARILLO	TX
AMERICAN FAMILY ASSOCIATION	KAOW	FM	1617	FORT SMITH	AR
AMERICAN FAMILY ASSOCIATION	KAPI	FM	1635	RUSTON	LA
AMERICAN FAMILY ASSOCIATION	KAPM	FM	1683	ALEXANDRIA	LA
AMERICAN FAMILY ASSOCIATION	KAVW	FM	1612	AMARILLO	TX
AMERICAN FAMILY ASSOCIATION	KBUZ	FM	1709	TOPEKA	KS
AMERICAN FAMILY ASSOCIATION	WAFR	FM	1592	TUPELO	MS
AMERICAN FAMILY ASSOCIATION	WAKD	FM	1627	SHEFFIELD	AL
AMERICAN FAMILY ASSOCIATION	WALN	FM	1539	CARROLLTON	AL
AMERICAN FAMILY ASSOCIATION	WAMP	FM	1524	JACKSON	TN
AMERICAN FAMILY ASSOCIATION	WAOY	FM	1533	GULFPORT	MS
AMERICAN FAMILY ASSOCIATION	WAPD	FM	1642	CAMPBELLSVILLE	KY
AMERICAN FAMILY ASSOCIATION	WAQB	FM	1542	TUPELO	MS
AMERICAN FAMILY ASSOCIATION	WAQG	FM	1613	OZARK	AL
AMERICAN FAMILY ASSOCIATION	WDFX	FM	1528	CLEVELAND	MS
AMERICAN FAMILY ASSOCIATION	WPAS	FM	1699	PASCAGOULA	MS
AMERICAN FAMILY ASSOCIATION	WQST-FM	FM	1626	FOREST	MS
AMERICAN FAMILY ASSOCIATION	WSLE	FM	1702	SALEM	IL
AMERICAN INTERNATIONAL COLLEGE	WAIC	FM	1749	SPRINGFIELD	MA

ANDERSON RADIO BROADCASTING, INC.	KQJZ	AM	160700	EVERGREEN	MT
ANDREWS BROADCASTING CORP.	WAUS	FM	2241	BERRIEN SPRINGS	MI
ANTIOCH COLLEGE CORPORATION	WYSO	FM	2374	YELLOW SPRINGS	OH
APACHE RADIO BROADCASTING CORPORATION	KNNB	FM	2406	WHITERIVER	AZ
APPALACHIAN EDUCATIONAL COMMUNICATION CORPORATION	WHCB	FM	2460	BRISTOL	TN
APPALSHOP, INCORPORATED	WMMT	FM	2476	WHITESBURG	KY
APPLE VALLEY BROADCASTING, INC.	KAPP	DT	2506	YAKIMA	WA
ARIZONA BOARD OF REGENTS FOR BENEFIT OF UNIVERSITY OF ARIZ.	KUAT-FM	FM	2732	TUCSON	AZ
ARIZONA BOARD OF REGENTS FOR BENEFIT OF UNIVERSITY OF ARIZ.	KUAZ-FM	FM	3383	TUCSON	AZ
ARIZONA WESTERN COLLEGE	KAWC-FM	FM	2757	YUMA	AZ
ARKANSAS BROADCASTING FOUNDATION INC	KABF	FM	2772	LITTLE ROCK	AR
ARKANSAS STATE UNIVERSITY	KASU	FM	2785	JONESBORO	AR
ARKANSAS TECH UNIVERSITY	KXRJ	FM	2786	RUSSELLVILLE	AR
ARKANSAS TELEVISION COMPANY	KTHV	DT	2787	LITTLE ROCK	AR
ASHEVILLE EDUCATIONAL ASSOCIATION, INC.	WLFA	FM	2922	ASHEVILLE	NC
ASHLAND UNIVERSITY	WRDL	FM	2933	ASHLAND	OH
ASOCIACION EVANGELISTICA CRISTO VIENE, INC.	WCCV-TV	DT	3001	ARECIBO	PR
ASSOCIATED CHRISTIAN BROADCASTERS, INC.	WTGN	FM	3037	LIMA	OH
ASSOCIATED STUDENTS OF ST. MARY'S COLLEGE	KSMC	FM	3024	MORAGA	CA
ASSOCIATED STUDENTS OF THE UNIVERSITY OF ORGEON	KWVA	FM	3025	EUGENE	OR
ASSURANCE SCIENCE FOUNDATION, INC.	KKUP	FM	3050	CUPERTINO	CA
ASSYRIAN AMERICAN CIVIC CLUB OF TURLOCK, INC. (NEW BOARD)	KBDG	FM	3051	TURLOCK	CA
ASWC RADIO COMMITTEE	KWCW	FM	3073	WALLA WALLA	WA
ATLANTIC CITY BOARD OF EDUCATION	WAJM	FM	3123	ATLANTIC CITY	NJ
AUGUSTA RADIO FELLOWSHIP INSTITUTE, INC	WLPE	FM	3236	AUGUSTA	GA
AUGUSTANA COLLEGE ASSOCIATION	KAUR	FM	3239	SIOUX FALLS	SD
AURICLE COMMUNICATIONS	WFMU	FM	3249	EAST ORANGE	NJ
AUSTIN COMMUNITY RADIO	KAZI	FM	3344	AUSTIN	TX
AUSTIN PEAY STATE UNIVERSITY	WAPX-FM	FM	3346	CLARKSVILLE	TN
AVN, INC.	WBEC-CA	CA	3369	AUGUSTA	GA
AVONDALE SCHOOL DISTRICT	WAHS	FM	3373	AUBURN HILLS	MI
BACK PORCH RADIO BROADCASTING, INC.	WORT	FM	3596	MADISON	WI
BAKER UNIVERSITY	KNBU	FM	3630	BALDWIN CITY	KS
BAKKEN BEACON MEDIA, LLC	WZFG	AM	135930	DILWORTH	MN
BALDWINVILLE CENTRAL SCHOOL DIST.	WBXL	FM	3639	BALDWINVILLE	NY
BALL STATE UNIVERSITY	WBSH	FM	3648	HAGERSTOWN	IN
BALL STATE UNIVERSITY	WBSJ	FM	3647	PORTLAND	IN
BALL STATE UNIVERSITY	WBST	FM	3645	MUNCIE	IN
BALL STATE UNIVERSITY	WBSW	FM	3649	MARION	IN
BEE BROADCASTING, INC.	KSAM	AM	160441	WHITEFISH	MT
BEMIDJI RADIO, INC.	WBKK	AM	160559	WILTON	MN
BERNARD DALLAS LLC	KHSE	AM	133464	WYLIE	TX
BLUESTONE LICENSE HOLDINGS INC.	KAEF-TV	DT	8263	ARCATA	CA
BLUESTONE LICENSE HOLDINGS INC.	KCFW-TV	DT	18079	KALISPELL	MT
BLUESTONE LICENSE HOLDINGS INC.	KTXS-TV	DT	308	SWEETWATER	TX
BLUESTONE LICENSE HOLDINGS INC.	WCYB-TV	DT	2455	BRISTOL	VA
BOARD OF TRUSTEES, UNIVERSITY OF FLORIDA	WJUF	FM	985	INVERNESS	FL



BOTT COMMUNICATIONS, INC.	KBCV	AM	129517	HOLLISTER	MO
BRAHMIN BROADCASTING CORPORATION	KJMP	AM	129513	PIERCE	CO
BROADCAST COMMUNICATIONS, INC.	WKFB	AM	10026	JEANNETTE	PA
BROADCAST ONE, INC.	KQSP	AM	49307	SHAKOPEE	MN
BURLINGTON TELEVISION ACQUISITION LICENSING LLC	KGCW	DT	7841	BURLINGTON	IA
BUSTOS MEDIA HOLDINGS, L.L.C.	KQRR	AM	160794	MOUNT ANGEL	OR
BUSTOS MEDIA HOLDINGS, L.L.C.	KTXV	AM	161266	MABANK	TX
CAAM PARTNERSHIP LLC	KKXA	AM	160891	SNOHOMISH	WA
CALVARY CHAPEL OF BANGOR	WJCX	FM	421	PITTSFIELD	ME
CALVARY CHAPEL OF TWIN FALLS, INC.	WIFF	FM	2868	WINDSOR	NY
CANYON MEDIA GROUP, LLC	KENT	AM	129732	PAROWAN	UT
CAPITAL BROADCASTING VA, LLC	WURA	AM	160224	QUANTICO	VA
CAPSTAR TX LLC	KRZR	AM	2096	VISALIA	CA
CARIBBEAN BROADCASTING NETWORK, LLC	WVXF	DT	3113	CHARLOTTE AMALIE	VI
CBS BROADCASTING INC.	KCBS-TV	DT	9628	LOS ANGELES	CA
CBS BROADCASTING INC.	KCCO-TV	DT	9632	ALEXANDRIA	MN
CBS BROADCASTING INC.	KCCW-TV	DT	9640	WALKER	MN
CCR-LA JUNTA IV, LLC	KBLJ	AM	7047	LA JUNTA	CO
CENTRAL MICHIGAN UNIVERSITY	WWCM	FM	646	STANDISH	MI
CENTRO FAMILIAR CRISTIANO	KVAN	AM	132714	BURBANK	WA
CHICAGO PUBLIC MEDIA INC	WBEW	FM	3248	CHESTERTON	IN
CHRISTIAN TELEVISION NETWORK OF IOWA, INC.	KFXB-TV	DT	17625	DUBUQUE	IA
CITADEL COMMUNICATIONS COMPANY, L.P.	KCAU-TV	DT	11265	SIOUX CITY	IA
COMMUNITY BROADCASTING, INC.	KSCV	FM	1622	SPRINGFIELD	MO
COMMUNITY BROADCASTING, INC.	KTAA	FM	1247	BIG SANDY	TX
COMMUNITY BROADCASTING, INC..	KJCV	AM	160983	JACKSON	WY
COMMUNITY TELEVISION OF COLORADO LICENSE, LLC	KDVR	DT	126	DENVER	CO
CONCILIO MISION CRISTIANA FUENTE DE AGUA VIVA, INC.	WQHA	DT	3255	AGUADA	PR
CRANESVILLE BLOCK COMPANY, INC.	WKAJ	AM	160470	SAINT JOHNSVILLE	NY
CRC MEDIA WEST, LLC	KPSF	AM	161373	CATHEDRAL CITY	CA
DAVIDSON MEDIA STATION WLEE LICENSEE, LLC	WLEE	AM	50401	RICHMOND	VA
DAVIDSON MEDIA STATION WTOX LICENSEE, LLC	WTOX	AM	129524	GLEN ALLEN	VA
DIGITAL RADIO BROADCASTING, INC.	WYNY	AM	161541	MILFORD	PA
DMC BROADCASTING, INC.	KVOT	AM	137840	TAOS	NM
DR. CHARLES W. LOVE	KQTE	AM	160413	HELENDALE	CA
DUHAMEL BROADCASTING ENTERPRISES	KDUH-TV	DT	17683	SCOTTSBLUFF	NE
EDUCATIONAL MEDIA FOUNDATION	KJBR	FM	3465	MARKED TREE	AR
EDUCATIONAL MEDIA FOUNDATION	KKVO	FM	1192	ALTUS	OK
EDUCATIONAL MEDIA FOUNDATION	KLRQ	FM	3429	CLINTON	MO
EDUCATIONAL MEDIA FOUNDATION	KLVA	FM	2749	MARICOPA	AZ
EDUCATIONAL MEDIA FOUNDATION	KYGA	FM	3159	GOLETA	CA
EDUCATIONAL MEDIA FOUNDATION	KYSF	FM	3462	BONANZA	OR
EDUCATIONAL MEDIA FOUNDATION	KYZA	FM	1244	ADELANTO	CA
EDUCATIONAL MEDIA FOUNDATION	WCVJ	FM	612	JEFFERSON	OH
EDUCATIONAL MEDIA FOUNDATION	WGTI	FM	173	WINFALL	NC
EDUCATIONAL MEDIA FOUNDATION	WKVF	FM	859	BARTLETT	TN
EDUCATIONAL MEDIA FOUNDATION	WOKR	FM	465	REMSEN	NY

EL CAMINO COMMUNICATIONS, LLC	KKNS	AM	7050	CORRALES	NM
EMERALD WAVE MEDIA	KTAP	AM	6142	SANTA MARIA	CA
ENTERCOM LICENSE, LLC	KCSP	AM	11270	KANSAS CITY	MO
ENTERCOM LICENSE, LLC	KNSS	AM	53152	WICHITA	KS
ENTRAVISION HOLDINGS, LLC	WUVN	DT	3072	HARTFORD	CT
ENTRAVISION HOLDINGS, LLC	WVEN-TV	DT	131	DAYTONA BEACH	FL
FAMILY WORSHIP CENTER CHURCH, INC.	KNRB	FM	2765	ATLANTA	TX
FJARLI BROADCASTING, A GENERAL PARTNERSHIP	KFJL	AM	160256	CENTRAL POINT	OR
FLAGLER BROADCASTING, LLC	WNZF	AM	134066	BUNNELL	FL
FORT MYERS BROADCASTING COMPANY	WNPL	AM	160167	GOLDEN GATE	FL
G & L AIRCASTERS, INC.	WTNK	AM	5862	HARTSVILLE	TN
GABRIEL MEDIA	KYES	AM	136921	ROCKVILLE	MN
GM CHIPPEWA FALLS LICENSING LLC	WEUX	DT	2709	CHIPPEWA FALLS	WI
GOOD NEWS BROADCASTING CORPORATION	KSDA-FM	FM	499	AGAT	GU
GRACE BROADCASTING SERVICES, INC.	WMAK	AM	27139	LOBELVILLE	TN
GRAY TELEVISION LICENSEE, LLC	KGIN	DT	7894	GRAND ISLAND	NE
GRAY TELEVISION LICENSEE, LLC	WCAV	DT	363	CHARLOTTESVILLE	VA
GRAY TELEVISION LICENSEE, LLC	WITN-TV	DT	594	WASHINGTON	NC
GUAM POWER II, INC.	KVOG	AM	160742	AGANA	GU
HERBERT M. HOPPE	WMIN	AM	161428	SAUK RAPIDS	MN
HERBERT M. HOPPE	WXYG	AM	161448	SAUK RAPIDS	MN
HOAK MEDIA OF WICHITA FALLS LICENSE, LLC	KAUZ-TV	DT	6864	WICHITA FALLS	TX
HOG RADIO, INC.	KFMD	AM	160838	BETHEL HEIGHTS	AR
HUTH-PENNEY BROADCASTING LLC	KFOY	AM	160030	SPARKS	NV
IGLESIA NUEVA VIDA OF HIGH POINT	WRJR	AM	68741	CLAREMONT	VA
IGLESIA NUEVA VIDA OF HIGH POINT	WULR	AM	74380	YORK	SC
IHR EDUCATIONAL BROADCASTING	KJPG	AM	2268	FRAZIER PARK	CA
IMPACTO NETWORK, INC.	KYWN	AM	129380	MERIDIAN	ID
INNOVATIVE ADVERTISING CONSULTANTS INC	WGUY	AM	160465	VEAZIE	ME
ION MEDIA OKLAHOMA CITY LICENSE, INC.	KOPX-TV	DT	2566	OKLAHOMA CITY	OK
JACKSON HOLE BROADCASTING, INC.	KJNT	AM	161525	JACKSON	WY
JOEL J. KINLOW	KJJI	AM	161393	WHITE HALL	AR
JOURNAL BROADCAST CORPORATION	WACY-TV	DT	361	APPLETON	WI
JOURNAL BROADCAST CORPORATION	WGBA-TV	DT	2708	GREEN BAY	WI
JPR FOUNDATION INC.	KJPR	AM	129174	SHASTA LAKE CITY	CA
JUNEAU ALASKA COMMUNICATIONS, LLC	KXXJ	AM	161171	JUNEAU	AK
KAIT LICENSE SUBSIDIARY, LLC	KAIT	DT	13988	JONESBORO	AR
KAKW LICENSE PARTNERSHIP, L.P.	KAKW-DT	DT	148	KILLEEN	TX
KBMT LICENSE COMPANY, LLC	KBMT	DT	10150	BEAUMONT	TX
KCEN LICENSE COMPANY, LLC	KCEN-TV	DT	10245	TEMPLE	TX
KEMP COMMUNICATIONS, INC.	KMZQ	AM	122525	LAS VEGAS	NV
KENAI BROADCASTING LLC	KKNI	AM	161023	WASILLA	AK
KOOR COMMUNICATIONS, INC.	WUVR	AM	129862	LEBANON	NH
KSAS LICENSEE, LLC	KAAS-TV	DT	11912	SALINA	KS
KUSKOKWIM PUBLIC BROADCASTING CORP.	KSKO	AM	35813	MCGRATH	AK
KWWL TELEVISION, INC.	KWWL	DT	593	WATERLOO	IA
LATAURUS PRODUCTIONS TWO, LLC	WHLJ	AM	129158	MOULTRIE	GA

LIBERTY UNIVERSITY, INC.  
 LIN LICENSE COMPANY, LLC  
 LINDA WALLER BARTON  
 LOTUS BROADCASTING CORP.  
 LOTUS COMMUNICATIONS CORP.  
 LOUISIANA STATE PENITENTIARY  
 MALARA BROADCAST GROUP OF DULUTH LICENSEE LLC  
 MARIA ROSARIO ORTEGA  
 MAUNA KEA BROADCASTING COMPANY, INC.  
 MBC GRAND BROADCASTING, INC.  
 MEDIA ENTERPRISES, INC.  
 MEDIA GENERAL COMMUNICATIONS HOLDINGS, LLC  
 MICHAEL A. SLEEZER  
 MIDWEST COMMUNICATIONS, INC.  
 MID-WEST MANAGEMENT, INC.  
 MISSION BROADCASTING, INC.  
 MISSION BROADCASTING, INC.  
 MISSOURI RIVER CHRISTIAN BROADCASTING, INC.  
 MOAB COMMUNICATIONS, LLC  
 MOTHER LODE BROADCASTING  
 MOUNTAIN LICENSES, L.P.  
 MPM INVESTMENT GROUP  
 MT. WASHINGTON RADIO & GRAMOPHONE, L.L.C.  
 NEWBERRY BROADCASTING, INC.  
 NEXSTAR BROADCASTING, INC.  
 NEXSTAR BROADCASTING, INC.  
 NORTH PALM BEACH BROADCASTING, INC.  
 NULL  
 OREGON TRAIL BROADCASTING COMPANY  
 PAPPAS RADIO OF MODESTO, LLC  
 PASKVAN MEDIA, INC.  
 PATHWAY CHRISTIAN ACADEMY, INC.  
 PMCM TV, LLC  
 RADIO DISNEY GROUP, LLC  
 RADIO LICENSE HOLDING CBC, LLC  
 RED MOUNTAIN BROADCASTING, LLC  
 RENARD COMMUNICATIONS CORP.  
 ROARING FORK PUBLIC RADIO INC.  
 ROCKING M RADIO, INC.  
 SAGA COMMUNICATIONS OF CHARLOTTESVILLE, LLC  
 SALT & LIGHT RADIO, INC.  
 SANDER OPERATING CO. II LLC D/B/A KTVK TELEVISION  
 SATILLA BROADCAST PROPERTIES, LLC  
 SEAL ROCK BROADCASTERS, L.L.C.  
 SEATTLE STREAMING RADIO, LLC  
 SIERRA RADIO, INC.  
 SILVER STATE BROADCASTING LLC

WVRH	FM	1208	NORLINA	NC
KAIH-TV	DT	4145	WAILUKU	HI
WAJL	AM	160359	SOUTH BOSTON	VA
KWWN	AM	137871	LAS VEGAS	NV
KWKU	AM	1925	POMONA	CA
KLSP	FM	2260	ANGOLA	LA
KDLH	DT	4691	DULUTH	MN
KDIL	AM	161412	JEROME	ID
KLEI-TV	DT	664	KAILUA-KONA	HI
KNAM	AM	160492	SILT	CO
KHWG	AM	135862	FALLON	NV
WRBL	DT	3359	COLUMBUS	GA
WFNY	AM	129191	GLOVERSVILLE	NY
KVOX	AM	135847	FARGO	ND
WAYY	AM	7062	EAU CLAIRE	WI
KRBC-TV	DT	306	ABILENE	TX
KSAN-TV	DT	307	SAN ANGELO	TX
KGNA-FM	FM	2842	ARNOLD	MO
KCPX	AM	160408	SPANISH VALLEY	UT
KVGC	AM	160449	JACKSON	CA
KFFX-TV	DT	12729	PENDLETON	OR
WNAU	AM	7070	NEW ALBANY	MS
WBNC	AM	161077	CONWAY	NH
WCDS	AM	160849	GLASGOW	KY
KARD	DT	3658	WEST MONROE	LA
KUCW	DT	1136	OGDEN	UT
WSVU	AM	129188	NORTH PALM BEACH	FL
KEYQ	AM	2098	FRESNO	CA
KPVI-DT	DT	1270	POCATELLO	ID
KMPH	AM	137401	MODESTO	CA
KPMI	AM	160495	BEMIDJI	MN
WZRU	FM	2468	GARYSBURG	NC
KJWP	DT	1283	WILMINGTON	DE
WWMI	AM	11954	ST. PETERSBURG	FL
KNML	AM	68608	ALBUQUERQUE	NM
KRDM	AM	129314	REDMOND	OR
WHSU-CA	CA	629	SYRACUSE	NY
KAJX	FM	3009	ASPEN	CO
KNNS	AM	7991	LARNED	KS
WVAX	AM	161156	CHARLOTTESVILLE	VA
KTFI	AM	160750	WENDELL	ID
KASW	DT	7143	PHOENIX	AZ
WAYX	AM	129162	WAYCROSS	GA
KCBA	DT	14867	SALINAS	CA
KNTB	AM	26892	LAKEWOOD	WA
KLZN	AM	160277	SUSANVILLE	CA
KBET	AM	136292	WINCHESTER	NV

SKY HIGH BROADCASTING CORPORATION	KNEO	FM	331	NEOSHO	MO
SM-WAGG, LLC	WAGG	AM	48717	BIRMINGHAM	AL
ST. PAUL RADIO CO.	WLUX	AM	160953	DUNBAR	WV
STAR OVER ORLANDO, INC.	WRSO	AM	129548	ORLOVISTA	FL
STATE OF ALASKA	K02KX	TX	62889	CHEVAK	AK
STATE OF ALASKA	K04KP	TX	62874	NORTHWAY	AK
STATE OF ALASKA	K07RC	TX	62884	FORT YUKON	AK
STATESVILLE FAMILY RADIO CORPORATION	WAME	AM	63146	STATESVILLE	NC
STECKLINE COMMUNICATIONS, INC.	KGG5	AM	160947	GARDEN CITY	KS
STEEL CITY RADIO, INC.	WWNL	AM	18517	PITTSBURGH	PA
STUDIO 51 MULTI MEDIA PRODUCTIONS, LTD.	WMNO-CA	CA	1104	BUCYRUS	OH
SUN MOUNTAIN, INC.	KYLW	AM	129384	LOCKWOOD	MT
TCCSA, INC., D/B/A TRINITY BROADCASTING NETWORK	KDOR-TV	DT	1005	BARTLESVILLE	OK
TCCSA, INC., D/B/A TRINITY BROADCASTING NETWORK	KTAJ-TV	DT	999	ST. JOSEPH	MO
TCCSA, INC., D/B/A TRINITY BROADCASTING NETWORK	WWTO-TV	DT	998	LA SALLE	IL
THE ASSOCIATED STUDENTS OF MONTANA TECH	KMSM-FM	FM	3042	BUTTE	MT
THE MOODY BIBLE INSTITUTE OF CHICAGO	WGNR-FM	FM	2215	ANDERSON	IN
TIMOTHY C. CUTFORTH	KCEG	AM	135885	FOUNTAIN	CO
TIMOTHY C. CUTFORTH	KJME	AM	135886	FOUNTAIN	CO
TRIBUNE BROADCASTING HARTFORD, LLC	WTIC-TV	DT	147	HARTFORD	CT
TRIBUNE BROADCASTING INDIANAPOLIS, LLC	WXIN	DT	146	INDIANAPOLIS	IN
TRINITY BROADCASTING NETWORK	KAAB-TV	DT	3246	HONOLULU	HI
TRINITY BROADCASTING NETWORK	KNAT-TV	DT	993	ALBUQUERQUE	NM
TRUTH BROADCASTING CORPORATION	KUTR	AM	129372	TAYLORSVILLE	UT
TTI, INC	WMHZ	AM	161136	HOLT	AL
UNA VEZ MAS DALLAS LICENSE, LLC	KAZD	DT	17433	LAKE DALLAS	TX
VIRGLE LEON STRICTLAND, INDIVIDUALLY	WIRB	AM	129516	LEVEL PLAINS	AL
VOICE FOR CHRIST MINISTRIES, INC.	KAGV	AM	129316	BIG LAKE	AK
WAFF LICENSE SUBSIDIARY, LLC	WAFF	DT	591	HUNTSVILLE	AL
WALTON STATIONS - NEW MEXICO, INC.	KWES	AM	160917	RUIDOSO	NM
WASU-FM	WASU-FM	FM	2467	BOONE	NC
WATERFRONT COMMUNICATIONS INC.	WNZS	AM	128808	VEAZIE	ME
WATERFRONT COMMUNICATIONS INC.	WWNZ	AM	128805	VEAZIE	ME
WFXG LICENSE SUBSIDIARY, LLC	WFXG	DT	3228	AUGUSTA	GA
WHITE MOUNTAINS BROADCASTING, LLC	WKDR	AM	160163	BERLIN	NH
WILDERNESS COMMUNICATIONS, LLC	KBCA	DT	16940	ALEXANDRIA	LA
WILFREDO BLANCO PI	WA2XPA	AM	128696	ARECIBO	PR
WJUL RADIO, LLC	WJUL	AM	160899	HIAWASSEE	GA
WOMAN'S WORLD BROADCASTING, INC.	WGJK	AM	7044	ROME	GA
WPGX LICENSE SUBSIDIARY, LLC	WPGX	DT	2942	PANAMA CITY	FL
WRCT RADIO, INC.	WRCT	FM	1	PITTSBURGH	PA
WRGT LICENSEE, LLC	WRGT-TV	DT	411	DAYTON	OH
WRLH LICENSEE, LLC	WRLH-TV	DT	412	RICHMOND	VA
WTOC LICENSE SUBSIDIARY, LLC	WTOC-TV	DT	590	SAVANNAH	GA
WTVM LICENSE SUBSIDIARY, LLC	WTVM	DT	595	COLUMBUS	GA
WUHF LICENSEE, LLC	WUHF	DT	413	ROCHESTER	NY
WUTV LICENSEE, LLC	WUTV	DT	415	BUFFALO	NY

WVAH LICENSEE, LLC  
WXLV LICENSEE, LLC  
WZTV LICENSEE, LLC

WVAH-TV	DT	417	CHARLESTON	WV
WXLV-TV	DT	414	WINSTON-SALEM	NC
WZTV	DT	418	NASHVILLE	TN

