



Letter to Public File

EEO Public File Report

Please see the attached spreadsheet listing all full-time positions filled during the period of 7/26/06-7/27/07, recruitment sources used to fill those vacancies, recruitment sources for each hire and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

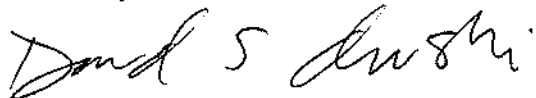
Supplemental initiatives implemented during the timeframe of 7/26/06-7/27/07 included the following:

- Participation in the Wisconsin Broadcaster Association's Scholarship Menu Option by Maria Roswall, Program Director. Applications were reviewed, judged, and sent back with feedback in November 2006.
- Participation in Wisconsin Broadcaster Association Job/Career Fair on Tuesday, January 23, 2007 by Cindy Taerud-Forkes, Local Sales Manager and Maria Roswall, Program Director.
- Participation in Wisconsin Broadcaster Association Job/Career Fair on Wednesday, June 20, 2007 by Cindy Taerud-Forkes, Local Sales Manager and Maria Roswall, Program Director.
- Have been a member since 2004 of the Broadcast Compliance Service to expand job opening outreach.
- Contribution to the Wisconsin Broadcasters Association Foundation in November 2006.
- Hosted internships from the University of Wisconsin-La Crosse and University of Iowa.
- On July 18, 2007, Marsha Olson, Business Manager, met with Tania Morawiec, Vocational Job Specialist with Lutheran Social Services to discuss current employment opportunities and familiarize her with the positions' responsibilities to aid her in referring applicants.

Attended part 3 and 4 of the "Nondiscrimination and Outreach in Hiring" workshops provided by the Wisconsin Broadcaster Association held during the winter and summer conferences. Maria Roswall, Program Director attended the part 3 workshop on Tuesday, January 23, 2007 and the part 4 workshop on Wednesday, June 20, 2007.

Please contact Marsha Olson, Business Manager, if you have any further questions on this information.

Sincerely,

A handwritten signature in black ink that reads "David S. Chorski". The signature is written in a cursive style with a large, stylized 'D' and 'C'.

David S. Chorski
General Manager

Enclosures

WKBT-TV

Employment Openings 7/25/06-7/27/07

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Sources
Sales & Marketing Coordinator	6/9/2005	1/8/2007	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, La Crosse Tribune, Spots N Dots, Television Bureau of Advertising, Broadcast Compliance Services, Internal Posting	wkbt.com	Job Spot, JobNet, Personal Referral, La Crosse Tribune, wkbt.com
News Videographer	4/13/2006	8/25/2006	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, La Crosse Tribune, Broadcast Compliance Services, Internal Posting	Internal Posting	Internal Posting, La Crosse Tribune, wkbt.com
News Videographer	4/13/2006	10/2/2006	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, Broadcast Compliance Services, Internal Posting	Referral	Internal Posting, Referral, wkbt.com
Floor Crew	7/3/2006	8/24/2006	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, Broadcast Compliance Services, La Crosse Tribune, Internal Posting	Internal Posting	wkbt.com, La Crosse Tribune, Internal Posting
TV Station Promotion/Commercial Production	7/6/2006	8/18/2006	wkbt.com, WKBT listing, WISC listing, La Crosse Tribune, Wisconsin Broadcasters Association, tvjobs.com, National Association of Broadcasters, Broadcast Compliance Services, Internal Posting	La Crosse Tribune	La Crosse Tribune, Internal Posting
Master Control Operator	7/10/2006	8/21/2006	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, National Association of Broadcasters, La Crosse Tribune, tvjobs.com, Broadcast Compliance Services, Internal Posting	La Crosse Tribune	wkbt.com, La Crosse Tribune, Internal Posting

Job Title	Date Position Opened	Date Position Filled	Sources Used	Hire Source	Interviewee Referral Sources
News Producer	7/24/2006	10/3/2006	wkbt.com, WKBT listing, WISC listing, tvjobs.com, National Association of Broadcasters, tvandradiojobs.com, Broadcast Compliance Services, Internal Posting	Referral	Referral, wkbt.com
News Videographer	12/20/2006	2/19/2007	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, tvjobs.com, National Press Photographers Assn, tvandradiojobs.com, Broadcast Compliance Services, Internal Posting	Internal Posting	wkbt.com, internal Posting
Office Assistant	3/22/2007	5/18/2007	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, La Crosse Tribune, Broadcast Compliance Services, Internal Posting	WI Tech Connect	Jobnet, La Crosse Tribune, WI Tech Connect, wkbt.com, Job Service
Master Control Operator	6/8/2007	7/5/2007	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, Broadcast Compliance Services, La Crosse Tribune, Internal Posting	Internal Posting	Referral, Internal Posting
Master Control Operator	6/12/2007	7/5/2007	wkbt.com, WKBT listing, WISC listing, Wisconsin Broadcasters Association, Broadcast Compliance Services, La Crosse Tribune, Internal Posting	La Crosse Tribune	La Crosse Tribune, Employee Referral
Total # of persons interviewed for all above FT positions	47				

Referral Source	# of interviewees referred
La Crosse Tribune	12
WI State Council / SHRM Job Bank	0
Employee Referrals	2
Women / Minority / Schools list	0
Internal postings	10
TV Jobs	0
Unknown	0
Management Recruit	0
Walk-In	0
www.wkbt.com	10
Job Spot (on-air)	1
Job Service, Job Net	4
Work For You	0
Workforce Development	0
WI Tech Connect	2
Intern	0
Referral	6
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	47

WKBT-TV Participating Companies

WKBT Listing:

St. Cloud State University
Society of Professional Journalists
Attn: Jenna Wundrow – SPJ President
720 4th Ave. S. – SH14
St. Cloud, MN 56301
Ph: 320-308-4967
Email: spj@stcloudstate.edu

ABR Employment Services
Attn: Wendy Toomey – Staffing Coord.
1507 Losey Blvd. S.
La Crosse, WI 54601
Ph: 608-782-9700
Fax: 608-784-7143

Western Wisconsin Technical College
Attn: Karol Parr – Student Employment
Services
304 6th St. N., P.O. Box C-908
La Crosse, WI 54602-0908
Ph: 608-785-9440
Fax: 608-789-4760
Email: parrk@wwtc.edu

St. Mary's University of Minnesota
Attn: Renee Solberg – Career Services Dir.
700 Terrace Heights, Box 6
Winona, MN 55987
Ph: 507-457-1447
Fax: 507-457-6990
Email: rsolberg@smumn.edu

La Crosse Area Hmong Mutual Assistance
Assn.
Attn: Allen Yang – Employment Coord.
2613 George St.
La Crosse, WI 54603
Ph: 608-781-5744
Fax: 608-781-5011

Manpower
Attn: Ben Sadowski – Area Manager
1855 E. Main St.
Onalaska, WI 54650
Ph: 608-781-8899
Fax: 608-781-8897

Minnesota State College Southeast Tech.
Attn: Cindy Kottke – Placement Services
1250 Homer Rd, P.O. Box 409
Winona, MN 55987
Ph: 1-877-853-8324
Fax: 507-453-2715

University of Wisconsin – La Crosse
Attn: Bob Kramer – Career Services Dept.
1725 State St.
La Crosse, WI 54601
Ph: 608-785-8514
Fax: 608-785-8518

Ho-Chunk Nation Dept. of Labor
Attn: TERO Case Manager
P.O. Box 667
Black River Falls, WI 54615
Ph: 715-284-5877
Fax: 715-284-1520

University of Wisconsin – Platteville
Attn: Sharon Becker – Career Center
1 University Plaza
Platteville, WI 53818
Ph: 608-342-1183
Fax: 608-342-1172
Email: careercenter@uwplatt.edu

Viterbo University
Attn: Career Planning & Placement
Lisa Mohr – Director
900 Viterbo Drive
La Crosse, WI 54601
Ph: 608-796-3828
Fax: 608-796-3050
Email: careers@viterbo.edu

Workforce Connections, Inc.
Attn: Wanda Palmer – Employment Coord.
P.O. Box 2908
La Crosse, WI 54601
Ph: 608-789-5620
Fax: 608-785-9939
Email: palmerw@workforceconnections.org

Division of Vocational Rehabilitation
Attn: Amy Grotzke – Director
333 Buchner Place, Wing B
La Crosse, WI 54603
Ph: 608-785-9500
Fax: 608-785-9494

Labor Ready
Attn: Adam Tolliver – Manager
2617 George St.
La Crosse, WI 54601
Ph: 608-779-4780
Fax: 608-779-4784

Division of Work Force Solutions
Job Service – La Crosse
Attn: Betty Woodford – Job Service
402 N. 8th St.
La Crosse, WI 54601
Ph: 608-789-5627
Fax: 608-785-9327

ORC Industries, Inc.
Attn: Mr. Liam Bailey – Rehabilitation Mgr
2700 Commerce St.
La Crosse, WI 54603
Ph: 608-781-7727
Fax: 608-781-1464
Email: voc@orcind.com

Winona State University
Attn: Rita Banicki – Career Info. Specialist
P.O. Box 5838
Winona, MN 55987-5838
Ph: 507-457-5340
Fax: 507-457-5516
Email: career@winona.edu

Brown College
Attn: Amber Luckie-Parks
1440 Northland Dr.
Mendota Heights, MN 55120
Ph: 651-905-3465
Fax: 651-905-3555
Email: aluckie-parks@browncollege.edu

Additional Resources:

Wisconsin Broadcasters Association (WBA)
44 E. Mifflin Street
Suite 900
Madison, WI 53703
Attn: Mandy Ludy
Bus: (608) 255-2600
Fax: (608) 256-3986
E-mail: mludy@wi-broadcasters.com

Broadcast Compliance Services
1700 Rockville Pike
Suite 400
Rockville, MD 20852
Attn: Robin Cooper
Bus: (301) 998-6136
Fax: (301) 770-3185
E-mail: robincooper@bcs-ok.com

TVandRadioJobs.com
<http://tvandradijobs.com>

Spots 'n' Dots
167 Oakdale Rd.
Johnson City, NY
Attn: Dai Korba
Bus: (888) 884-2630
Fax: (607) 729-7331
E-mail: selltv@aol.com

National Association of Broadcasters
(NAB)
1771 N. Street NW
Washington, DC 20036
Bus: (202) 429-5300
Fax: (202) 429-4199

TVJobs Employment Board
P.O. Box 4116
Oceanside, CA 92052
Bus: (800) 374-0119
(760) 754-8177
Fax: (760) 754-2115
E-mail: jobs@tvjobs.com

National Press Photographers Assn
1801 Grand Ave
Des Moines, IA 50309
Attn: Mike Borland
Bus: (515) 254-0462
E-mail: micaelb@mchsi.com

Emmyonline.com
111 West 57th Street, Suite 600
New York, NY 10019
Bus: (212) 586-8424
Fax: (954) 568-1697
E-mail: JobBankHQ@aol.com

WISC-TV Listing
(see separate attachment for outreach)
7025 Raymond Road
Madison, WI 53719
Attn: Jeff Ver Voort
Bus: (608) 271-4321
Fax: (608) 278-5568
E-mail: jvervoort@wisctv.com

La Crosse Tribune
401 Third Street North
P.O. Box 865
La Crosse, WI 54602-0865
Attn: Classifieds
Bus: (608) 785-7355
Fax: (608) 791-8238

Television Bureau of Advertising
3 E. 54th Street
New York, NY 10022-3108
Bus: (212) 486-1111
Fax: (212) 935-5631
E-mail: althea@tvb.org

WISC-TV Recruitment Sources

<p>Access to Independence 2345 Atwood Ave Madison, WI 53704 Attn: Peter Kalscheur 242-8484 info@accessindependence.org</p>	<p>Apple Valley Broadcasting 1610 S. 24th Ave, P.O. Box 10208 Yakima, WA 98909 Attn: Cheryl Sentel (509) 453-0351 www.cherylscapppv.com</p>	<p>Attic Correctional Services, Inc. 4117 Dwight Drive Madison, WI 53704 Attn: Greg Medema (608) 244-1891 www.aes07@chorus.net</p>	<p>Atwood Community Center 2425 Atwood Ave Madison, WI 53704 Attn: Lisa Jacobs (608) 241-1574</p>
<p>Beloit College Office of Field & Career Services 700 College Street Beloit, WI 53511 Attn: Angela Davis 608-363-2673 www.faces@beloit.edu</p>	<p>Boys & Girls Club of Dane County 2001 Taft Street Madison, WI 53713 Attn: Tracey Pedersen (608) 257-2606 www.tracey@bgsdc.org</p>	<p>Bridge-Lake Point Waunona Neighborhood Center 1917 Lake Point Drive Madison, WI 53713 Attn: Tom Solyist (608) 441-6991 www.blwccenter@yahoo.com</p>	<p>Brown College 1440 Northland Drive Mendota Heights, MN 55120 Attn: Jay Soutle (651) 905-3465 www.jsoutle@browncollege.edu</p>
<p>Chicana / Latina Studies Program 312 Ingraham Hall 1155 Observatory Drive Madison, WI 53706 Attn: Tricia Price (608) 263-4486 www.chicla@mailplus.wisc.edu</p>	<p>City of Madison Affirmative Action Dept 215 MLK Blvd # 130 Madison, WI 53703 Attn: Stephanie Oylor (608) 266-4082 soylor@cityofmadison.com</p>	<p>Columbia College -- Chicago 600 S. Michigan Chicago, IL 60640 Attn: Matthew Green (312) 344-6860 www.columbiaworks@colum.edu</p>	<p>Edgewood College Career Services 1000 Edgewood College Dr Madison, WI 53711 Attn: Jennifer Bublitz (608) 663-2281 www.careers@edgewood.edu</p>
<p>Equity & Diversity 500 Lincoln Drive Room 179A Bascom Hall Madison, WI 53716 Attn: Kethee Judkins (608) 263-2378 kadectuk@ve.wisc.edu</p>	<p>KXLY-TV 500 W. Boone Ave Spokane, W 99201 Attn: Jill Barrett (509) 324-4000 www.jillb@kxly.com</p>	<p>Madison Area Technical College 3550 Anderson Street Madison, WI 53704 Attn: Rochell Wanner (608) 243-4271 placement@matcmadison.edu</p>	<p>Madison Magazine 7025 Raymond Road Madison, WI 53719 Attn: Cindy Morris (608) 255-9982 www.cymorris@madisonmagazine.com</p>
<p>Madison Media Institute 2702 Agriculture Drive Madison, WI 53718 Attn: Bill Mallinson (608) 663-2000 www.bmallinson@madisonmedia.com</p>	<p>MG&E PO Box 1231 Madison, WI 53701-1231 Attn: Miller, Annette (608) 252-7126 amiller@mge.com</p>	<p>QueenB Radio Wisconsin 206 S. Sheridan P.O. Box 587 Lancaster, WI 53813 Attn: Judy Boldt (608) 723-7671 www.jboldt@queenbradio.com</p>	<p>Urban League of Greater Madison 151 East Gorham Street Madison, WI 53703 Attn: Alan K. Ferguson (608) 251-8550 aferguson@ulgm.org</p>

WISC-TV Recruitment Sources

<p>UW-EauClaire Hibbard Hall 165 Eau Claire, WI 54701 Attn: Jack Kapfer (715) 836-2300 www.kapferja@uwec.edu</p>	<p>UW-Green Bay Career Services 2420 Nicolet Drive, SS1916 Green Bay, WI 54311-7001 Attn: Karla A. Miller (920) 465-2163 millerka@uwgb.edu</p>	<p>UW-Madison Dept of Communication Arts 821 University Ave Madison, WI 53706 Attn: Sandy Rizzo (608) 262-2543 www.skrizzo@wisc.edu</p>	<p>UW-Madison School of Journalism & Mass Com 821 University Ave 5134 Vilas Hall Madison, WI 53706 Attn: Erica Salkin (608) 263-4858 www.salkin@wisc.edu</p>
<p>UW-Platteville Communications Technologies 1 University Plaza Platteville, WI 53818 Attn: Becky Troy (608) 342-1627 www.troy@uwplatt.edu</p>	<p>UW-Platteville University Placement Services 1 University Plaza Platteville, WI 53818 Attn: Diana Trendt (608) 342-1183 trendtd@uwplatt.edu</p>	<p>UW-River Falls Career Services 410 S. 3rd Street, Hathorn Hall River Falls, WI 54022 Attn: Nancy Pace (715) 425-3572 www.nancy.pace@uwrf.edu</p>	<p>UW-Stevens Point Career Services Office Room 134 Old Main Building Stevens Point WI 54481 Attn: Larry Walters (715) 346-3226 www.lwalters@uwsp.edu</p>
<p>UW-Whitewater Career Services Andersen Library - Room 2002 800 West Main St Whitewater, WI 53190 Attn: Margaret Pelischek (262) 472-1471 www.career@uwv.edu</p>	<p>University of Missouri-Columbia, School of Journalism 76 Gannett Hall Columbia, MO 65211 Attn: Ms. Phousavanh Sengsavanh (573) 882-0373 sengsavanh@missouri.edu</p>	<p>WKBT-TV 141 South 6th Street La Crosse, WI 54601 Attn: Marsha Olson (608) 782-4678 www.molson@wkbt.com</p>	<p>Wisconsin Broadcasters Assoc 44 E Mifflin St Suite 900 Madison, WI 53703 Attn: Torrie Kennedy (608) 255-2600 www.torrie@wi-broadcasters.org</p>
<p>Yahara House 802 East Gorham Street Madison, WI 53703 Attn: Peter Lunde (608) 280-4700 www.peter.lunde@mail.mhcdc.org</p>	<p>YWCA Employment & Training 338 W. Lakeside Street Madison, WI 53715 Attn: Leslie Westerfelt (608) 255-3283 lwesterfelt@ywcamadison.org</p>		