

July 29, 2015.

Letter to Public File

EEO Public File Report

Please see the attached spreadsheet listing all full-time positions that were filled during the period of 8/1/14- 7/31/15, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interview. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

Supplemental initiative implemented between 8/1/14 – 7/31/15 include:

- Attendance at “The Fall 2014 Part-time Job Fair” held on September 3, 2014 at the University of La Crosse by Business Manager, Lisa Smith. Lisa answered questions about careers in television and accepted resumes for current positions that were open. Over 500 students attended the fair.
- On October 7, 2014 student from GET High School job shadowed in the studio during live news shows.
- On October 13, 2014 a student from the Family & Children’s Center job shadowed in the studio during live noon news show. She was considering a career in broadcast.
- From October 22, 2014 – November 17, 2014 – Participation in Scholarship Menu Option of the WBA’s Assistance Action Plan for EEO Compliance by Maria Roswall, former program director at WKBT and Lisa Smith, Business Manager. Review judge and provide feedback for applicants for the WBA Foundation Scholarship.
- On October 27, 2014, Martha Furlano gave a presentation to the Rotary Club of La Crosse about how we use social media pages to get information out to the public and to promote our station.
- On January 8, 2015, Photographer John Schmidt participated in the Western Technical College Career Day held at the La Crosse Center. John spoke to three different groups of 20 eighth grade students regarding his job, what a normal workday looks like for him, education required and at the end there was a question and answer session.
- Attendance at the Wisconsin Broadcaster’s Association Winter Conference Job/Career Fair on January 21, 2015 by Business Manager, Lisa Smith.
- Attendance at the “Avoiding Discrimination in Employment Terminations” workshop at the Wisconsin Broadcaster’s Association Winter Conference on January 17, 2015.

- On January 28, 2015 Chuck Oedsma had a Student from Aquinas High School job shadow him to learn what his job duties are, what education is needed for the job and other general information on television videography.
- On February 3, 2015, Martha Furlano gave a presentation to 23 high school students from the La Crosse Chamber Youth Leadership program. The program was about social media responsibility.
- On February 17, 2015, Anne Paape, Nick Marcou, and Martha Furlano gave a tour and presentation to 12 University of La Crosse marketing class students regarding the state of news media today, ways consumers consume news, difference between well written and poorly written news releases, and answer various other questions regarding education and career options in broadcast.
- On March 6, 2015 we had a group of home-school students tour the station. They toured the different departments asking questions about their jobs and the weather department gave them a presentation on meteorology.
- On March 13, 2015 Winona High School students toured the stations. They toured the different departments asking questions about their jobs and the weather department gave them a presentation on meteorology.
- On March 18, 2015 La Crosse School students toured the station. They toured the different departments asking questions about their jobs and the weather department gave them a presentation on meteorology.
- On March 26, 2015 Gregg Wavrunek had a Student from the University of La Crosse job shadow him to learn what his job duties are, what education is needed for the job and other general information on television sports reporting and being an anchor on live television
- On April 15, 2015 Sports Anchor, Gregg Wavrunek, visited a TV Productions class at the University of Wisconsin – La Crosse. He held a sports broadcast workshop for 20 students. They anchored sports highlights and Gregg provided feedback on their performances.
- On April 24, 2015 Winona High School students toured the station. They toured the different departments asking questions about their jobs and the weather department gave them a presentation on meteorology.
- On May 5, 2015, New Director, Anne Paape, served as a judge for the West Salem High School Senior Exit Project. This is an annual event where graduating seniors present and are scored on a community service research project.

- Chief Photographer, Chuck Oedsma participated in the Irving Pertsch Elementary School's, Careers on Wheels event on May 22, 2015 by demonstrating the technology used and training required to operate the WKBT-TV Live Truck.
- On May 22, 2015, a group of 8<sup>th</sup> grade students from Longfellow Middle School toured the different departments asking questions about their jobs and the weather department gave them a presentation on meteorology.
- Attendance at the Wisconsin Broadcaster's Association Summer Conference Job/Career Fair on June 17, 2015 by Business Manager, Lisa Smith.
- Attendance at the Wisconsin Broadcaster's Association webinar "Navigating the FCC's Rules and Policies – A guide for Broadcasters" on July 15, 2015 by Business Manager, Lisa Smith.
- On July 16<sup>th</sup> a group of 13 8<sup>th</sup> graders from Lincoln Middle School toured the station. Meteorologist Bill Graul talked to them regarding his job, education and daily routines. Assignment Editor, Tiffany Olson, discussed with them daily routines in the news room – how we get stories, how a news cast is produced and different job functions in the news department.
- On July 21, 2015 a group of 12 3<sup>rd</sup> through 6<sup>th</sup> graders from Cathedral School watched the noon news and toured the station. Meteorologist Michelle Poedel and Anchor Martha Koloski talked to them regarding their jobs, education and daily routines. News Director, Anne Paape, discussed with them daily routines in the news room – how we get stories, how a news cast is produced and different job functions in the news department.

Please contact Jeff Ver Voort, Director of Human Resources – Morgan Murphy Media, or Lisa Smith, Business Manager – Queen B Television (WKBT-TV) if you have any further questions on this information.

Sincerely,



Scott Chorski  
General Manager

Enclosures

**EEO Public File**  
**August 1, 2014 - July 31, 2015**

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number Of Candidates Interviewed
Master Control Operator	07/18/14	08/18/14	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- La Crosse Tribune</li> <li>- Monster.com</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> <li>- TV Jobs</li> </ul>	Internal Posting	<ul style="list-style-type: none"> <li>Internal Posting</li> <li>La Crosse Tribune</li> </ul>	<ul style="list-style-type: none"> <li>1</li> <li>4</li> </ul>
Creative Services Producer	6/25/14	09/22/14	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- TV Jobs.com</li> <li>- Medialine.com</li> <li>- WKBT-TV Job Spot</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> </ul>	Employee Referral	<ul style="list-style-type: none"> <li>Local Org List</li> <li>WKBT-TV Job Spot</li> <li>Channel3000.com</li> <li>Internal Posting</li> <li>Employee Referral</li> <li>Craigslist</li> </ul>	<ul style="list-style-type: none"> <li>3</li> <li>1</li> <li>2</li> <li>1</li> <li>1</li> <li>1</li> </ul>
News Multimedia Journalist	05/15/14	08/27/14	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> <li>- TV Jobs</li> <li>- Medialine.com</li> </ul>	Internal Posting	<ul style="list-style-type: none"> <li>WKBT-TV Job Spot</li> <li>Internal Posting</li> </ul>	<ul style="list-style-type: none"> <li>2</li> <li>3</li> </ul>

**EEO Public File**  
**August 1, 2014 - July 31, 2015**

Weekend Sports Anchor/ Weekday reporter	08/08/14	10/06/14	- Internal Posting - List of Local Orgs - List other Recruitment Sources - WKBT-TV Job Spot - TVJobs.com - Medialine.com - Channel3000.com	WKBT-TV Job Spot	WKBT-TV Job Spot TVJobs.com Internal Posting	1 1 1
News/Station Promotions Producer	8/7/14	01/10/15	- Internal Posting - List of Local Orgs - List other Recruitment Sources - WBA.org - WKBT-TV Job Spot - Channel3000.com - TV Jobs - Medialine.com - LaCrosse Tribune	WW Sevens Point (Local Org List)	Local Org List WKBT-TV Job Spot	4 3
Master Control Operator	12/12/14	01/25/15	- Internal Posting - List of Local Orgs - List other Recruitment Sources - WBA.org - WKBT-TV Job Spot - Channel3000.com - LaCrosse Tribune - Monster.com - TV Jobs.com - Medialine.com - Craigslist	Monster.com	Monster.com	2
Media Sales Representative	11/14/14	02/01/15	- Internal Posting - List of Local Orgs - List other Recruitment Sources - WBA.org - WKBT-TV Job Spot - LaCrosse Tribune - Monster.com - Craigslist.org - Channel3000.com	Customer Referral	WKBT-TV Job Spot LaCrosse Tribune Craigslist Customer Referral	2 1 1 1

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Web & Mobile Market Coordinator	11/14/14	2/9/15	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- La Crosse Tribune</li> <li>- Monster.com</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> </ul>	WKBT-TV Job Spot	<ul style="list-style-type: none"> <li>WKBT-TV Job Spot</li> <li>Craigslist</li> <li>Internal Posting</li> </ul>	2 1 1	
AM News Producer	2/26/15	3/10/15	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- TV Jobs.com</li> <li>- Medialine.com</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> </ul>	Internal Posting	Internal Posting	1	
News Director	3/10/15	4/28/15	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- La Crosse Tribune</li> <li>- Monster.com</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> </ul>	Internal Posting	<ul style="list-style-type: none"> <li>WKBT-TV Job Spot</li> <li>Internal Posting</li> <li>Channel3000.com</li> </ul>	1 1 1	
Web & Mobile Market Coordinator	06/01/15	06/29/15	<ul style="list-style-type: none"> <li>- Internal Posting</li> <li>- List of Local Orgs</li> <li>- List other Recruitment Sources</li> <li>- WBA.org</li> <li>- WKBT-TV Job Spot</li> <li>- WTPPC</li> <li>- Craigslist.org</li> <li>- Channel3000.com</li> </ul>	Employee Referral	<ul style="list-style-type: none"> <li>WKBT-TV Job Spot</li> <li>Employee Referral</li> <li>Internal Posting</li> </ul>	1 1 1	

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Administrative Sales, Marketing & Public Service Coordinator	5/15/15	7/14/15	- Internal Posting - List of Local Orgs - List other Recruitment Sources - WBA.org - WKBT-TV Job Spot - La Crosse Tribune - Monster.com - Craigslist.org - Channel3000.com	Craigslist	WKBT-TV Job Spot Craigslist Local Org List Employee Referral	3 1 1 2
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**Total Number of Persons Interviewed for all above positions (this is a raw number)** **54**

<b>Referral Source</b>	<b># of Interviewees referred</b>
Channel 3000.com	3
Customer Referral	1
Employee Referral	4
La Crosse Tribune/Monster.com	7
Internal Posting	10
WKBT-TV Job Spot	16
TV Jobs.com	1
Local Org List	8
Craigslist	4

**Recruitment Sources**  
(08/01/2014 – 07/31/2015)

<b>Number</b>	<b>Information</b>	<b>Did Source Request Notification</b>	<b>No of interviewees referred by source</b>
1	<b>ABR Employment Services</b> 1507 Loscy Blvd S. La Crosse, WI 54601 Phone - 608-782-9700 Fax – 608784-7143 Contact – Shannon Murphy-Porter <a href="mailto:sporter@abrijobs.com">sporter@abrijobs.com</a>	Y	
2	<b>Craigslist</b> <a href="http://lacrosse.craigslist.org/">http://lacrosse.craigslist.org/</a>		4
3	<b>Division of Vocational Rehabilitation</b> 333 Buchner Place Wing B La Crosse, WI 54603 Phone – 608-785-9500 Fax – 608-785-9494 Contact – Amy Grotzke <a href="mailto:amy.sudden@dwd.wisconsin.gov">amy.sudden@dwd.wisconsin.gov</a>	Y	
4	<b>Employee Referral</b>		4
5	<b>Family &amp; Children's Center</b> 1707 Main Street La Crosse, WI 54601 Phone – 608-785-0001 Contact – Amber Kaio <a href="mailto:akaio@fcnetwork.org">akaio@fcnetwork.org</a>	Y	
6	<b>Globe University/Minnesota School of Business</b> 2651 Midwest Dr. Onalaska, WI 54650 Phone = 608-779-2642 Fax = 608-779-2601 Contact = Carolyn Moe <a href="mailto:carolyn.moe@globeuniversity.edu">carolyn.moe@globeuniversity.edu</a>	Y	
7	<b>Ho-Chunk Nation Dept of Labor</b> PO Box 667 Black River Falls, WI 54615 Phone = 715-284-5877 Fax = 715-284-1520 Contact = Nicholas Kedrowski <a href="mailto:nicholaskedrowski@ho-chunk.com">nicholaskedrowski@ho-chunk.com</a>	Y	
8	<b>Internal Posting</b> 141 S. 6 <sup>th</sup> Street La Crosse, WI 54601 Attn: Lisa Smith	Y	10
9	<b>Job Service – La Crosse</b> <b>Division of Workforce Solutions</b> 402 N. 8 <sup>th</sup> Street La Crosse, WI 54601 Phone = 608-789-5627	Y	



**Recruitment Sources**  
(08/01/2014 – 07/31/2015)

Number	Information	Did Source Request Notification	No of interviewees referred by source
	Fax = 608-785-9327 Contact = Sharon Bliss <a href="mailto:bliss@workforceconnections.org">bliss@workforceconnections.org</a>		
10	<b>Alverno College</b> Career Education Center 3400 S. 43 <sup>rd</sup> Street Milwaukee, WI 53234 Phone = 414-382-6011 Fax = 414-382-6009 Contact = Joanna Paterson <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
11	<b>Bellin College of Nursing</b> Student Services 3201 Eaton Raod Green Bay, WI 54911 Phone = 920-433-6632 Fax = 920-433-1922 Contact = Jo Woelfel <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
12	<b>Beloit College</b> 700 College Street Beloit, WI 53511 Phone = 608-363-2647 Fax = 608-363-2109 Contact = Jessica Fox-Wilson <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
13	<b>Cardinal Stritch University</b> 6801 North Yates Road -- Box 441 Milwaukee, WI 53217 Phone = 414-410-4157 Fax = 414-410-4160 Contact = Tom Kipp <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
14	<b>Carroll University</b> 100 North East Ave. Waukesha, WI 53186 Phone = 262-524-7624 Fax = 262-524-7377 Contact = Torrie Boduch <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
15	<b>Carthage College</b> 2001 Alford Park Drive Kenosha, WI 53140 Phone = 262-551-5959 Fax = 262-551-5375 Contact = Jean Frederick <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
16	<b>Concordia University Wisconsin</b> 12800 N. Lake Shore Drive Mequon, WI 553097 Phone = 262-243-4401		

**Recruitment Sources**  
(08/01/2014 – 07/31/2015)

Number	Information	Did Source Request Notification	No of interviewees referred by source
	Fax = 262-243-4478 Contact = Ben Rohde <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
17	<b>Edgewood College</b> 1000 Edgewood College Drive Madison, WI 537111 Phone = 608-663-2311 Fax = 608-663-2278 Contact = Ellen Bartkowiak <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
18	<b>Lakeland College</b> PO Box 359 Sheboygan, WI 53082 Phone = 920-565-1388 Fax = 920-565-1311 Contact = Jessica Lambrecht <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
19	<b>Lawrence University</b> 711 East Boldt Way, SPC 21 Appleton, WI 549111 Phone = 920-832-6561 Fax = 920-832-7368 Contact = Mary Meany <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
20	<b>Marian University</b> 45 South National Avenue Fond du Lac, WI 54935 Phone = 920-923-7161 Fax = 920-926-2113 Contact = Mary Hatlen <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
21	<b>Marquette University</b> PO Box 1881 Milwaukee, WI 53201 Phone = 414-288-7424 Fax = 414-288-5302 Contact = Kristin Adler <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
22	<b>Milwaukee Institute of Art &amp; Design</b> 273 East Erie Street Milwaukee, WI 53202 Phone = 414-847-3274 Fax 414-291-8077 Contact = Duane Seidensticker <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		
23	<b>Milwaukee School of Engineering</b> 1025 North Broadway Milwaukee, WI 53202 Phone = 414-277-4517 Fax = 414-277-7122 Contact = Mary Spence <a href="http://www.WIPCCC.com">www.WIPCCC.com</a>		

**Recruitment Sources**  
(08/01/2014 – 07/31/2015)

Number	Information	Did Source Request Notification	No of interviewees referred by source
24	<p align="center"><b>Mount Mary University</b> 2900 N. Menomonee River Parkway Milwaukee, WI 53222 Phone = 414-258-4810 Fax = 414-256-0181 Contact = Kathy Reid Walker <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
25	<p align="center"><b>Northland College</b> 1411 Ellis Avenue Ashland, WI 54806 Phone = 715-682-1230 Fax = 715-682-1692 Contact = Patti Fenner-Leino <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
26	<p align="center"><b>Ripon College</b> 300 Seward Street Ripon, WI 54971 Phone = 920-748-8353 Fax = 920-748-7243 Contact = Amy Gerretsen <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
27	<p align="center"><b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 Phone = 920-403-3040 Fax = 920-403-4052 Contact = Erica DeQuaine <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
28	<p align="center"><b>Silver Lake College</b> 2406 South Alverno Road Manitowoc, WI 54220 Phone = 920-686-6192 Fax = 920-684-7082 Contact = Janis Algozine <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
29	<p align="center"><b>Wisconsin Lutheran College</b> 8800 West Bluemound Road Milwaukee, WI 53226 Phone = 414-443-8949 Fax = 414-443-8505 Contact = Thad Jahns <a href="http://www.WIPCCC.com">www.WIPCCC.com</a></p>		
30	<p align="center"><b>La Crosse Area Hmong Mutual Assistance Assn</b> 2613 George Street La Crosse, WI 54603 Phone = 608-781-5744 Fax = 608-781-5011 Contact = Cathy Lee <a href="mailto:cathylee@lacrossehmaa.org">cathylee@lacrossehmaa.org</a></p>	Y	

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(08/01/2014 – 07/31/2015)**

<b>Number</b>	<b>Information</b>	<b>Did Source Request Notification</b>	<b>No of interviewees referred by source</b>
31	<p><b>La Crosse Tribune/Monster.com</b>            401 Third Street North            La Crosse, WI 54602            Phone = 608-785-7355            Fax = 608-791-8238            Contact = Becky Michaels  <a href="mailto:Becky.Michaels@lee.net">Becky.Michaels@lee.net</a></p>		7
32	<p><b>Labor Ready</b>            2617 George Street            La Crosse, WI 54601            Phone = 608-779-4780            Fax = 608-779-4784            Contact = Steve Ulbrich  <a href="mailto:1662-br@laborready.com">1662-br@laborready.com</a></p>	Y	
33	<p><b>Manpower</b>            1855 E. Main St            Onalaska, WI 54650            Phone = 608-781-8899            Fax = 608-781-8897            Contact = Kristy Bronk  <a href="mailto:kristyb@mnpwr.com">kristyb@mnpwr.com</a></p>	Y	1
34	<p><b>Medialine.com</b>            PO Box 51909            Pacific Grove, CA 93950            Phone = 800-237-8073            Fax = 831-648-5204            Contact = Mark Shilstone  <a href="mailto:mark@medialine.com">mark@medialine.com</a>  <a href="http://www.medialine.com">www.medialine.com</a></p>		
35	<p><b>Minnesota State College Southeast Tech</b>            1250 Homer Road            PO Box 409            Winona, MN 55987            Phone = 507-453-2736            Fax = 507-453-2715            Contact = Cindy Kottke  <a href="mailto:ckottke@southeastmn.edu">ckottke@southeastmn.edu</a></p>	Y	
36	<p><b>ORC Industries, Inc</b>            2700 Commerce Street            La Crosse, WI 54603            Phone = 608-781-7727            Fax = 608-781-1464            Contact = Liam Bailey  <a href="mailto:lbailey@orcind.com">lbailey@orcind.com</a></p>	Y	
37	<p><b>St. Cloud State University</b>            Society of Professional Journalists</p>	Y	

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(08/01/2014 – 07/31/2015)**

Number	Information	Did Source Request Notification	No of interviewees referred by source
	720 4 <sup>th</sup> Ave S. – SH14 St. Cloud, MN 56301 Phone = 612-626-7752 Contact = Michael Vadnie <u><a href="mailto:Spj@stcloudstate.edu">Spj@stcloudstate.edu</a></u>		
38	<b>St. Mary's University of Minnesota</b> 700 Terrace Heights, Box 6 Winona, MN 55987 Phone = 507-457-6695 Fax = 507-457-6990 Contact = Vicki McDonald <u><a href="mailto:vmedonal@smumn.edu">vmedonal@smumn.edu</a></u>	Y	
39	<b>TV jobs.com Broadcast Employment Services</b> PO Box 4116 Oceanside, CA 92052 Phone = 800-374-8177 Fax = 760-754-2115 Contact = Mark Holloway <u><a href="http://www.tvjobs.com">www.tvjobs.com</a></u>		1
40	<b>UW-La Crosse Career Services</b> 1725 State Street, Wilder Hall La Crosse, WI 54601 Phone = 608-785-8514 Fax = 608-785-8518 Contact = Rebecca Lee <u><a href="mailto:careers@uwlax.edu">careers@uwlax.edu</a></u>	Y	1
41	<b>UW-Platteville Communications Technologies</b> 1 University Plaza Platteville, WI 53818 Phone = 608-342-1836 Fax = 608-342-1172 Contact = Diana Trendt <u><a href="mailto:careercenter@uwplatt.edu">careercenter@uwplatt.edu</a></u>	Y	
42	<b>Viterbo University Career Planning &amp; Placement</b> 900 Viterbo Drive La Crosse, WI 54601 Phone = 608-796-3828 Fax = 608-796-3050 Contact = Anne Ellefson <u><a href="mailto:careers@viterbo.edu">careers@viterbo.edu</a></u>	Y	

**Recruitment Sources**  
(08/01/2014 – 07/31/2015)

Number	Information	Did Source Request Notification	No of interviewees referred by source
43	<p align="center"><b>Winona State University Career Info</b> PO Box 5838 Winona, MN 55987 Phone = 507-457-5878 Fax = 507-457-5516 Contact = Toni Drier <a href="mailto:career@winona.edu">career@winona.edu</a></p>	Y	
44	<p align="center"><b>Wisconsin Broadcasters Assoc</b> 44 E Mifflin St Suite 900 Madison, WI 53703 Phone = 608-255-2600 Fax = 608-256-3986 Contact: Mandy Endicott <a href="mailto:mendicott@wi-broadcasters.org">mendicott@wi-broadcasters.org</a></p>		
45	<p align="center"><b>WISC-TV Channel3000.com</b> 7025 Raymond Road Madison, WI 53719 Phone = 608-277-5142 Fax = 608-278-5568 Contact = Jeff VerVoort <a href="mailto:jvervoort@wisctv.com">jvervoort@wisctv.com</a></p>	Y	3
46	<p align="center"><b>WKBT-TV Job Spot</b> 141 S. 6<sup>th</sup> Street La Crosse, WI 54601 Phone = 608-793-4516 Fax = 608-782-4674 Contact = Lisa Smith <a href="mailto:lsmith@wkbt.com">lsmith@wkbt.com</a></p>	Y	16
47	<p align="center"><b>Workforce Connections, Inc.</b> PO Box 2908 La Crosse, WI 54601 Phone = 608-789-5620 Fax = 608-785-9939 Contact = Wanda Palmer <a href="mailto:Palmerw@workforceconnections.org">Palmerw@workforceconnections.org</a></p>	Y	
48	<p align="center"><b>Western Technical College</b> 400 Seventh Street North La Crosse, WI 54601 Phone = 608-785-9200 Contact = Karol Parr <a href="mailto:park@westerntc.edu">park@westerntc.edu</a></p>	Y	6

**Recruitment Sources**  
**(08/01/2014 – 07/31/2015)**

<b>Number</b>	<b>Information</b>	<b>Did Source Request Notification</b>	<b>No of interviewees referred by source</b>
49	Customer Referral		1
50	Z – Unspecified		