



WKBT LA CROSSE

July 31, 2017

Letter to Public File

EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080© (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WKBT-TV, La Crosse, Wisconsin, and is required to be placed in the public inspection files of WKBT-TV and posted on its website, www.news8000.com. The information contained in this report covers the time period beginning August 1, 2016 to and including July 31, 2017.

The FCC’s 2003 EEO Rule requires that this Report contain the following information.

1. A list of all full-time vacancies filled by WKBT-TV during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080© (1) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies, and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080© (2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or via email.



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Please see the attached spreadsheet listing all full-time positions that were filled during the period of 8/1/16 - 7/31/17, 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 initiatives implemented between 8/1/16 – 7/31/17 include:

- Attendance at the “State of Higher Education in Western Wisconsin” forum held on August 8, 2016, at the Lyle & Norma Andersen Education Center hosted by the La Crosse Area Chamber of Commerce by Business Manager, Lisa Smith. Panel update speakers included Joe Gow – Chancellor of the University of Wisconsin – La Crosse, Glenna Temple – Vice President of Academic Affairs of Viterbo University, and Roger Stanford – Vice President of Academics of Western Technical College.
- Attendance at the “Fall 2016 Part-time Job Fair” held on September 7, 2016, at the University of Wisconsin-La Crosse by Business Manager, Lisa Smith. Lisa answered questions about careers in television and accepted resumes for current positions that were open. 756 students attended the fair.
- Attendance at the “Part-Time/Internship Job Fair” held on September 20, 2016, at Western Technical College’s Lunda Center by Program Director Maria Roswall. Maria answered questions about careers in television and accepted resumes for current positions that were open.
- On October 21, 2016, a group from the MOMS Club of Holmen/Onalaska toured our building. There were 14 adults and 25 kids (ages 1 to 9 years old).
- On November 17, 2016, a Girl Scout Group came in for an evening tour of News 8. There were 12 students (1st-4th grade).
- On November 23, 2016, we had 24 home-schooled students and 8 adults tour the building.

- On November 23, 2016, we had 24 home-schooled students and 8 adults tour the building.
- On December 13, 2016, a group from St. Martin's Lutheran in Winona toured the station. There were 8 students (7th and 8th grade) and 2 adults. They had a normal tour, then came back and watched the noon show.
- On December 14, 2016, 18 students from Caledonia Area High School came in for a tour. This group was part of the 9th-12th grade Mass Communications class.
- On December 20, 2016, we received a letter from the Wisconsin Broadcasters Association (WBA) stating that WKBT has completed the requirements for the WBA Foundation's scholarship program. Participation in the Scholarship Menu Option of the WBA's Assistance Action Plan for EEO Compliance by Business Manager Lisa Smith to review, judge, and provide feedback for applicants for the WBA Foundation Scholarship.
- On January 12, 2017, a student from Seven Rivers school job shadowed Alex Costello, News Photojournalist. She was interested in a career in photojournalism.
- On January 19, 2017, a student from West Salem High School job shadowed Greg White, News Photojournalist. He was interested in a career in photojournalism.
- On January 25, 2017, a student from Caledonia High School job shadowed at our news station. He was interested in a career in news media.
- On January 25, 2017, Business Manager Lisa Smith participated in the WBA's Winter Conference Job/Career Fair held at the Madison Concourse Hotel in Madison, WI. There were over 40 job seekers in attendance.
- On January 25, 2017, Business Manager Lisa Smith participated in the "Avoiding Discrimination in Employment Terminations" EEO seminar at the WBA Winter Conference held at the Madison Concourse Hotel in Madison, WI.
- On February 8, 2017, News Director Anne Paape was a judge in the Regional Spelling Bee. 6th, 7th and 8th graders from 18 area high schools competed in the bee for the right to move on to the Wisconsin State Spelling Bee.
- On February 13, 2017, two students from the University of Wisconsin-La Crosse job shadowed Gregg Wavrunek, Sports Director. They were interested in a career in sports photography.

- On February 18, 2017, a student from the University of Wisconsin-La Crosse job shadowed Matthew Clark, Weekend Producer. She was interested in a career in news media.
- On February 22, 2017, a student from the University of Wisconsin-La Crosse job shadowed Alex Costello, News Photojournalist. She was interested in a career in photojournalism.
- On March 3, 2017, News Anchor/Reporter Lisa Klein read to a classroom for Dr. Seuss's birthday and participated in the Citizen of the Month program at North Woods International School in La Crosse, WI.
- On March 9, 2017, 76 students (ages 6-7) from Mauston Area Schools came in for a tour of WKBT.
- On March 10, 2017, a student from Wabasha-Kellogg High School job shadowed Alex Costello and Chuck Oedsma, News Photojournalists. He was interested in a career in photojournalism.
- On March 10, 2017, a few students and a teacher from Riverfront, Inc. came in for a tour.
- On April 11, 2017, 17 eighth graders from Prairie Catholic Schools toured the building.
- On April 18, 2017, a student from the University of Wisconsin-La Crosse job shadowed James Smizek, Chief Director. He was interested in a career in news operations.
- On April 24, 2017, a student from Lansing-Kee High School job shadowed Joe Jerue, Satellite Feed Coordinator. He was interested in a career in news operations.
- On April 28, 2017, kindergarten students from St. Matthews School in Winona watched the noon show in the lobby and then got a tour of the studio.
- On May 5, 2017, News Anchor/Reporter Lisa Klein and Photojournalist Chuck Oedsma met with kids from various school districts for two 75-minute sessions talking about journalism. The event was held at the University of Wisconsin-La Crosse.
- On May 10, 2017, News Director Anne Paape judged the West Salem High School Senior Exit Project. West Salem seniors presented long form research presentations in order to meet their graduation requirements.
- On May 17, 2017, the Westby Syttende Mai Royalty came in and watched the noon show. There were 3 royalty and 2 moms.

- On May 18, 2017, a group of 56 eighth graders from Longfellow Middle School toured our building. The students were studying weather at this time, so the meteorologist focused more on the weather portion for this tour.
- On May 19, 2017, Photojournalist Chuck Oedsma visited area 3rd grade students at Pertsch Elementary school in Onalaska, WI, for their two-hour Careers on Wheels presentation to discuss educational background and job vehicle use.
- On May 19, 2017, 9 kindergarten students from Christ St. John in West Salem toured our building.
- On May 23, 2017, a group of 15 adults from the Handishop Day Center in Sparta came in for a tour of WKBT.
- On May 24, 2017, 50 fourth graders from Royall Intermediate School in Elroy took a tour of the station.
- On May 24, 2017, an individual job shadowed Sports Director Gregg Wavrunek. He was interested in a career in sports broadcasting. This individual is now working as a part-time sports photographer for WKBT.
- On May 25, 2017, 9 Girl Scouts (6th and 8th grade) came in for an evening tour.
- On May 26, 2017, 54 students (4th and 5th grade) from Seneca School District took a tour of the station.
- On June 2, 2017, a group from Westby Elementary School came in for a tour. There were 12 students (ages 9-10). These students have their own studio/green screen at school that they use every morning.
- On June 6, 2017, 49 second graders from Galesville Elementary toured the station.
- Attendance at the Wisconsin Broadcasters Association Summer Conference Job/Career Fair on June 14, 2017, at the Blue Harbor Resort in Sheboygan, WI, by Morgan Murphy Media Director of Human Resources, Jeff Ver Voort.
- On July 12, 2017, 34 kids (ages 5-11) from Red Balloon Early Learning Center toured our building.
- On July 18, 2017, a group from Innovative Services came in and toured WKBT. There were a few students (ages 12-16) and two mentors.

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

Sincerely,

A handwritten signature in black ink that reads "Scott Chorski". The signature is written in a cursive, slightly slanted style.

Scott Chorski
General Manager

Enclosures

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Weekday AM News Producer	8/31/2016	9/25/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - TVJobs.com - Craigslist.org - PurpleBriefcase.com - Indeed.com - Mediatline.com 	Internal Posting	Internal Posting News8000.com	<p>2</p> <p>1</p>
News/Station Promotions Producer	4/25/2016	10/2/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - News8000.com - Channel3000.com - WI-broadcasters.org - PurpleBriefcase.com - WI Tech Connect - JobBank.EmmyOnline.org - Craigslist.org 	Internal Posting	News8000.com Internal Posting	<p>2</p> <p>2</p>
Weekday PM News Producer	7/6/2016	10/2/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - TVJobs.com - Craigslist.org - PurpleBriefcase.com - Indeed.com - Mediatline.com 	Internal Posting	Indeed.com News8000.com Internal Posting	<p>1</p> <p>1</p> <p>1</p>
Master Control Operator	9/15/2016	10/6/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - Craigslist.org - PurpleBriefcase.com - WI Tech Connect - JobBank.EmmyOnline.org - Indeed.com 	Indeed.com	Indeed.com Internal Posting	<p>3</p> <p>2</p>
News Photojournalist	10/4/2016	10/16/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - TVJobs.com - Craigslist.org - PurpleBriefcase.com - JobBank.EmmyOnline.org - WI Tech Connect 	Internal Posting	Internal Posting	<p>2</p>

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Master Control Operator	10/17/2016	11/6/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - Craigslist.org - PurpleBriefcase.com - WI Tech Connect - JobBank.EmmyOnline.org - Indeed.com 	Internal Posting	Internal Posting	2
Digital Media Content Specialist	12/5/2016	12/12/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - News8000.com - Channel3000.com - TVJobs.com - Medialine.com 	Employee Referral	Employee Referral Internal Posting	1 1
Creative Services Producer	10/14/2016	1/9/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - Indeed.com - PurpleBriefcase.com - JobBank.EmmyOnline.org - Craigslist.org 	News8000.com	WI-Broadcasters.org Indeed.com Channel3000.com Internal Posting News8000.com	1 5 1 1 2
Weekend Sports Anchor/Sports Reporter	12/21/2016	2/3/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - TVJobs.com - PurpleBriefcase.com - JobBank.EmmyOnline.org - Medialine.com 	News8000.com	Sportscasters Talent Agency of America Internal Posting News8000.com	1 2 2
IT - Engineer	1/13/2017	2/3/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Pool of Prior Candidates - WI-broadcasters.org - News8000.com - Channel3000.com - Indeed.com - JobBank.EmmyOnline.org - PurpleBriefcase.com - WI Tech Connect 	News8000.com	News8000.com	1

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Chief Engineer	9/6/2016	2/16/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3090.com - TVJobs.com - Craigslist.org - PurpleBriefcase.com - WI Tech Connect - JobBank_EmmaOnline.org - SBE.org - JobsOutline - Indeed.com 	Indeed.com	<p>SBE.org - JobsOutline Indeed.com Employee Referral News8000.com</p>	<p>1 3 2 3</p>
NewsCast Director	2/7/2017	3/7/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3090.com - TVJobs.com - Indeed.com - PurpleBriefcase.com - JobBank_EmmaOnline.org - Medialine.com 	Internal Posting	<p>News8000.com internal Posting</p>	<p>1 4</p>
Master Control Operator	3/6/2017	3/28/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3090.com - La Crosse Tribune - Indeed.com - PurpleBriefcase.com - WI Tech Connect - JobBank_EmmaOnline.org - Craigslist.org 	Indeed.com	<p>Indeed.com Internal Posting News8000.com</p>	<p>2 2 1</p>
Master Control Operator	3/6/2017	3/28/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - News8000.com - Channel3090.com - La Crosse Tribune - Indeed.com - PurpleBriefcase.com - WI Tech Connect - JobBank_EmmaOnline.org - Craigslist.org 	Internal Posting	<p>Indeed.com Internal Posting News8000.com</p>	<p>2 2 1</p>

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Master Control Operator	3/20/2017	3/28/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - La Crosse Tribune - Indeed.com - PurpleBriefcase.com - WI Tech Connect - JobBank.EmmyOnline.org - Craigslist.org 	Internal Posting	<ul style="list-style-type: none"> - Indeed.com - Internal Posting - News8000.com 	<ul style="list-style-type: none"> 2 2 1
Business Manager	2/24/2017	4/18/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - Craigslist.org - JobBank.EmmyOnline.org - TVJobs.com - Indeed.com - PurpleBriefcase.com 	News8000.com	<ul style="list-style-type: none"> - Indeed.com - News8000.com 	<ul style="list-style-type: none"> 1 2
Newscast Director	4/20/2017	5/26/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - TVJobs.com - Indeed.com - PurpleBriefcase.com 	Internal Posting	<ul style="list-style-type: none"> - News8000.com - Internal Posting 	<ul style="list-style-type: none"> 3 1
Media Sales Representative	2/14/2017	6/1/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - WI-broadcasters.org - News8000.com - Channel3000.com - Indeed.com - JobBank.EmmyOnline.org - PurpleBriefcase.com - TVJobs.com 	Employee Referral	<ul style="list-style-type: none"> - Indeed.com - Employee Referral 	<ul style="list-style-type: none"> 3 2

Referral Source	# of Interviewees referred
Channel3000.com	1
Employee Referral	5
Indeed.com	22
Internal Posting	26
News8000.com	21
SBE.org - JobsOnline	1
Sportscasters Talent Agency of America	1
WI-Broadcasters.org	1

Total Number of Persons Interviewed for all above positions (this is a raw number)	78
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Number	Information	Did Source Request Notification	# of interviewees referred by source
1	<p>ABR Employment Services 1507 Losey Blvd S. La Crosse, WI 54601 Phone - 608-782-9700 Fax - 608784-7143 Contact = Shannon Murphy-Porter spporter@abrjobs.com</p>	Y	
2	<p>Craigslist http://lacrosse.craigslist.org/</p>		
3	<p>Division of Vocational Rehabilitation 333 Buchner Place Wing B La Crosse, WI 54603 Phone = 608-785-9500 Fax = 608-785-9494 Contact = Amy Grotzke amy.sudden@dwd.wisconsin.gov</p>	Y	
4	<p>Employee Referral</p>		5
5	<p>Family & Children's Center 1707 Main Street La Crosse, WI 54601 Phone = 608-785-0001 Contact = Amber Kaio akaio@fccnetwork.org</p>	Y	
6	<p>Ho-Chunk Nation Dept of Labor PO Box 667 Black River Falls, WI 54615 Phone = 715-284-5877 Fax = 715-284-1520 Contact = Nicholas Kedrowski nicholaskedrowski@ho-chunk.com</p>	Y	
7	<p>Internal Posting 141 S. 6th Street La Crosse, WI 54601 Attn: Kevin Knerzer</p>	Y	26
8	<p>Job Service - La Crosse Division of Workforce Solutions 402 N. 8th Street La Crosse, WI 54601 Phone = 608-789-5627 Fax = 608-785-9327 Contact = Sharon Bliss bliss@workforceconnections.org</p>	Y	

Number	Information	Did Source Request Notification	# of interviewees referred by source
9	<p>Alverno College Career Education Center 3400 S. 43rd Street Milwaukee, WI 53234 Phone = 414-382-6011 Fax = 414-382-6009 Contact = Joanna Patterson www.PurpleBriefcase.com</p>		
10	<p>Bellin College of Nursing Student Services 3201 Eaton Road Green Bay, WI 54911 Phone = 920-433-6663 Fax = 920-433-1922 Contact = Janelle Maricque www.PurpleBriefcase.com</p>		
11	<p>Beloit College 700 College Street Beloit, WI 53511 Phone = 608-363-2647 Fax = 608-363-2109 Contact = Jessica Fox-Wilson jfox@beloit.edu www.PurpleBriefcase.com</p>		
12	<p>Cardinal Stritch University 6801 North Yates Road - Box 441 Milwaukee, WI 53217 Phone = 414-410-4157 Fax = 414-410-4160 Contact = Tom Kipp www.PurpleBriefcase.com</p>		
13	<p>Carroll University 100 North East Ave. Waukesha, WI 53186 Phone = 262-524-7624 Fax = 262-524-7377 Contact = Torrie Boduch www.PurpleBriefcase.com</p>		
14	<p>Carthage College 2001 Alford Park Drive Kenosha, WI 53140 Phone = 262-551-5959 Fax = 262-551-5375 Contact = Jean Frederick www.PurpleBriefcase.com</p>		

Number	Information	Did Source Request Notification	# of interviewees referred by source
15	<p>Concordia University Wisconsin 12800 N. Lake Shore Drive Mequon, WI 553097 Phone = 262-243-4401 Fax = 262-243-4478 Contact = Ben Rohde www.PurpleBriefcase.com</p>		
16	<p>Edgewood College 1000 Edgewood College Drive Madison, WI 53711 Phone = 608-663-2311 Fax = 608-663-2278 Contact = Sarah Hanson sarahanson@edgewood.edu www.PurpleBriefcase.com</p>		
17	<p>Lakeland College PO Box 359 Sheboygan, WI 53082 Phone = 920-565-1388 Fax = 920-565-1311 Contact = Jessica Lambrecht www.PurpleBriefcase.com</p>		
18	<p>Lawrence University 711 East Boldt Way, SPC 21 Appleton, WI 54911 Phone = 920-832-6561 Fax = 920-832-7368 Contact = Mary Meany careerservices@lawrence.edu www.PurpleBriefcase.com</p>		
19	<p>Marian University 45 South National Avenue Fond du Lac, WI 54935 Phone = 920-923-7161 Fax = 920-926-2113 Contact = Mary Hallen www.PurpleBriefcase.com</p>		
20	<p>Marquette University PO Box 1881 Milwaukee, WI 53201 Phone = 414-288-7424 Fax = 414-288-5302 Contact = Laura Kestner-Ricketts laura.kestner@marquette.edu www.PurpleBriefcase.com</p>		

Number	Information	Did Source Request Notification	# of interviewees referred by source
21	<p>Milwaukee Institute of Art & Design 273 East Erie Street Milwaukee, WI 53202 Phone = 414-847-3274 Fax 414-291-8077 Contact = Christina Wick-Heiser christinaheiser@miad.edu www.PurpleBriefcase.com</p>		
22	<p>Milwaukee School of Engineering 1025 North Broadway Milwaukee, WI 53202 Phone = 414-277-4517 Fax = 414-277-7122 Contact = Mary Spencer Career-services@msoe.edu www.PurpleBriefcase.com</p>		
23	<p>Mount Mary University 2900 N. Menomonee River Parkway Milwaukee, WI 53222 Phone = 414-258-4810 Fax = 414-256-0181 Contact = Jena Mohne mahnej@mtmary.edu www.PurpleBriefcase.com</p>		
24	<p>Northland College 1411 Ellis Avenue Ashland, WI 54806 Phone = 715-682-1230 Fax = 715-682-1692 Contact = Kristy Liphart kliphart@northland.edu www.PurpleBriefcase.com</p>		
25	<p>Ripon College 300 Seward Street Ripon, WI 54971 Phone = 920-748-8353 Fax = 920-748-7243 Contact = Lindsay Blumer blumerl@ripon.edu www.PurpleBriefcase.com</p>		
26	<p>St. Norbert College 100 Grant Street De Pere, WI 54115 Phone = 920-403-3040 Fax = 920-403-4052 Contact = Mary Ellen Olson careers@snc.edu www.PurpleBriefcase.com</p>		

Number	Information	Did Source Request Notification	# of interviewees referred by source
27	<p>Silver Lake College 2406 South Alverno Road Manitowoc, WI 54220 Phone = 920-686-6192 Fax = 920-684-7082 Contact = Janis Algozine Jan.algozine@sl.edu www.PurpleBriefcase.com</p>		
28	<p>Wisconsin Lutheran College 8800 West Bluemound Road Milwaukee, WI 53226 Phone = 414-443-8949 Fax = 414-443-8505 Contact = Thad Jahns Thad.jahns@wlc.edu www.PurpleBriefcase.com</p>		
29	<p>La Crosse Area Hmong Mutual Assistance Assn 2613 George Street La Crosse, WI 54603 Phone = 608-781-5744 Fax = 608-781-5011 Contact = Cathy Lee cathylee@lacrossehmaa.org</p>	Y	
30	<p>La Crosse Tribune/Monster.com 401 Third Street North La Crosse, WI 54602 Phone = 608-785-7355 Fax = 608-791-8238 Contact = Becky Michaels Becky.Michaels@lee.net</p>		
31	<p>Labor Ready 2617 George Street La Crosse, WI 54601 Phone = 608-779-4780 Fax = 608-779-4784 Contact = Steve Ulbrich 1662-br@laborready.com</p>	Y	
32	<p>Manpower 1855 E. Main St Onalaska, WI 54650 Phone = 608-781-8899 Fax = 608-781-8897 Contact = Kristy Bronk kristyb@mnpwr.com</p>	Y	

Number	Information	Did Source Request Notification	# of interviewees referred by source
33	<p>Medialine.com PO Box 51909 Pacific Grove, CA 93950 Phone = 800-237-8073 Fax = 831-648-5204 Contact = Mark Shilstone mark@medialine.com www.medialine.com</p>		
34	<p>Minnesota State College Southeast Tech 1250 Homer Road PO Box 409 Winona, MN 55987 Phone = 507-453-2736 Fax = 507-453-2715 Contact = Cindy Kottke ckottke@southeastmn.edu</p>	Y	
35	<p>ORC Industries, Inc 2700 Commerce Street La Crosse, WI 54603 Phone = 608-781-7727 Fax = 608-781-1464 Contact = Liam Bailey lbailey@orcind.com</p>	Y	
36	<p>The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 Phone = 317-846-9000 Contact = Chriss Scherer, CPBE, CBNT www.sbe.org</p>		1
37	<p>St. Cloud State University Society of Professional Journalists 720 4th Ave S, -- SH14 St. Cloud, MN 56301 Phone = 612-626-7752 Contact = Michael Vadnie Spi@stcloudstate.edu</p>	Y	
38	<p>St. Mary's University of Minnesota 700 Terrace Heights, Box 6 Winona, MN 55987 Phone = 507-457-6695 Fax = 507-457-6990 Contact = Michelle Prigge mprigge@smumn.edu</p>	Y	

Number	Information	Did Source Request Notification	# of interviewees referred by source
39	<p>www.tvjobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Phone = 800-374-8177 Fax = 760-754-2115 Contact = Mark Holloway www.tvjobs.com</p>		
40	<p>UW-La Crosse Career Services 1725 State Street, Wilder Hall La Crosse, WI 54601 Phone = 608-785-8514 Fax = 608-785-8518 Contact = Rebecca Lee careers@uwlax.edu</p>	Y	
41	<p>UW-Platteville Communications Technologies 1 University Plaza Platteville, WI 53818 Phone = 608-342-1836 Fax = 608-342-1172 Contact = Diana Trendt careercenter@uwplatt.edu</p>	Y	
42	<p>Viterbo University Career Planning & Placement 900 Viterbo Drive La Crosse, WI 54601 Phone = 608-796-3828 Fax = 608-796-3050 Contact = Anne Ellefson careers@viterbo.edu</p>	Y	
43	<p>Winona State University Career Info PO Box 5838 Winona, MN 55987 Phone = 507-457-5878 Fax = 507-457-5516 Contact = Toni Drier career@winona.edu</p>	Y	
44	<p>Wisconsin Broadcasters Assoc 44 E Mifflin St Suite 900 Madison, WI 53703 Phone = 608-255-2600 Fax = 608-256-3986 Contact: Mandy Endicott mendicott@wi-broadcasters.org</p>		1

Number	Information	Did Source Request Notification	# of interviewees referred by source
45	<p>WISC-TV www.Channel3000.com 7025 Raymond Road Madison, WI 53719 Phone = 608-277-5142 Fax = 608-278-5568 Contact = Jeff VerVoort ivervoort@wisctv.com</p>	Y	1
46	<p>WKBT-TV www.news8000.com 141 S. 6th Street La Crosse, WI 54601 Phone = 608-793-4516 Fax = 608-782-4674 Contact = Kevin Knerzer kknerzer@wkbt.com</p>	Y	21
47	<p>Workforce Connections, Inc. PO Box 2908 La Crosse, WI 54601 Phone = 608-789-5620 Fax = 608-785-9939 Contact = Sharon Bliss bliss@workforceconnections.org</p>	Y	
48	<p>Western Technical College 400 Seventh Street North La Crosse, WI 54601 Phone = 608-785-9440 www.wisconsinotechconnect.com studentemployment@westerntc.edu</p>	Y	
49	<p>Indeed.com 177 Broad Street, 6th Floor Stamford, CT 0690 1-800-462-5842 sales@indeed.com</p>		22
50	<p>Sportscasters Talent Agency of America Phone = 949-648-7822 Contact = Melodie Turori mel@staatalent.com https://staatalent.com</p>		1
51	<p>The National Academy of Television Upper Midwest Chapter Phone = 612-455-1748 Contact = Whitney Mares wmares@psbpr.com http://midwesternmys.org</p>		