

KBJR-TV, KDLH, KRII
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Meteorologist	2-3, 5, 7-13, 15-24, 26-41	5
Content Manager	2-4, 7-13, 15-24, 26-35, 37-41	4
Morning Anchor/Producer	2-4, 7-13, 15-24, 26-35, 37-41	4
Weekend Newscast Director	2-3, 7-13, 15-35, 37-41	13
News Anchor	1-4, 7-35, 37-41	4
News Anchor	1-4, 7-35, 37-41	1
Photojournalist	2-3, 7-13, 15-24, 26-35, 37-41	9
Morning Anchor	2-4, 7-13, 15-24, 26-35, 37-41	4
Evening News Anchor	2-4, 7-13, 15-24, 26-41	4
Weekend Newscast Director	2-3, 7-13, 15-24, 26-35, 37-41	13
KBJR Weekend Anchor/Multimedia Journalist	2-3, 7-13, 15-24, 26-35, 37-41	20
Producer	2-3, 6-13, 15-24, 26-35, 37-41	9
Producer	2-3, 6-13, 15-24, 26-35, 37-41	6
KBJR Sports Anchor	2-4, 6-13, 15-24, 26-35, 37-41	4
Multimedia Journalist	2-3, 5, 7-13, 15-24, 26-35, 37-41	5
Assignment Editor	2-3, 6-13, 15-24, 26-35, 37-41	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	College of St. Catherine 2004 Randolph Avenue St. Paul, Minnesota 55105 Phone : 651-690-6000 Url : http://www.stkate.edu/career Tina Wagner Manual Posting	Y	0
4	Current Employee/Internal Promotion	N	6
5	Employee Referral	N	2
6	Former Intern	N	3
7	Gustavus Adolphus College 800 West College Avenue St. Peter, Minnesota 56082 Phone : 507-933-7524 Email : careerfd@gustavus.edu Jill VanOsdol	Y	0
8	Indeed 6433 Champion Grandview Way Austin , Texas 78750 Phone : 800-462-5842 Url : www.indeed.com Robert Faulkner Manual Posting	N	2
9	KBJR Website 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Kayla Martin Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
11	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
12	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
13	Lake Superior College 2101 Trinity Road Duluth, Wisconsin 55811 Phone : 218-733-7600 Email : careerservices@lsc.edu Eric Brandt	Y	2
14	Linked In	N	1
15	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Phone : 570-348-6247 Email : careerservices@marywood.edu Career Services	Y	0
16	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 301 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda Lasere	Y	0
18	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey 07860 Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
19	Northland College 1411 E. Ellis Avenue Ashland, Wisconsin 54806 Phone : 715-682-1699 Email : pfen-lei@northland.edu Patti Fenner-Lerno	Y	0
20	QMI - Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Url : www.quincymediareers.com Email : lvanness@quincymedia.com Lesley Van Ness	N	2
21	Silver Lake College 2406 South Alverno Road Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Email : jan.algozine@sl.edu Jan Algozine	Y	0
22	Sportscasters Talent Agency of America Online Agency Minnesota Phone : 949-648-7822 Url : http://www.staatalent.com Email : jon@staatalent.com Jon Chelesnik	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
24	University of Wisconsin - Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
25	University of Wisconsin - Superior PO Box 2000 Superior, Wisconsin 54880 Phone : 715-394-8406 Email : vnsc@uwsuper.edu Kathy Pykkonen	N	0
26	University of Wisconsin School of Journalism 821 University Avenue Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Url : https://journalism.wisc.edu/career-services/for-em Beth Horstmeier Manual Posting	Y	0
27	WAOW-Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Url : www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
28	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org Michelle Vetterkind Manual Posting	Y	0

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29	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Url : http://www.wbng.com Email : cgarger@wbngtv.com Kate Garger	N	0
30	WEEK - Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
31	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
32	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
33	WI Technical College System 345 W Washington Avenue Madison, Wisconsin 53705 Phone : 715-394-6677 Url : http://www.wisconsintechconnect.com Angela Scott Manual Posting	Y	0
34	Winona State University /Phelps PO Box 5838 Winona, Minnesota 55987 Phone : 507-457-5000 Email : srinn@winona.edu Sheila Rinn	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
36	Word of Mouth Referral	N	2
37	WPTA-Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
38	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
39	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
41	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/6/2018	Establishment of training programs for station personnel	On November 6, 2018, General Sales Manager Todd Wentworth attended a one day workshop at the University of Wisconsin - Madison. The course was called, Leader: Coach or Critic where he learned to improve his power as a coach, helping your people to grow and adapt to today's dynamic business demands. Proven principles of emotional intelligence, motivation, change, and communication will hone your coaching and mentoring abilities. Through better coaching, you'll enhance your retention, maximize productivity and create a nimble, learning organization.	1	General Sales Manager
2	11/27/2018	Participation in events or programs sponsored by educational institutions	KBJR's Chief Meteorologist spoke to a group of students at Churchhill Elementary in Cloquet, Minnesota about his experience and daily duties working as a meteorologist at KBJR.	1	Chief Meteorologist
3	12/6/2018	Participation in events or programs sponsored by educational institutions	KBJR's Chief Meteorologist spoke to a group of students at Ordean East Middle School in Duluth, Minnesota at their Career Fair about his experience and daily duties working as a meteorologist at KBJR.	1	Chief Meteorologist

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4	1/1/2019	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of August 24, 2018, all employees at the station were required to participate in a session entitled "We're All different." As of January 31, 2019, all employees were required to participate in a session entitled "Harassment and Diversity." These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	65	Vice President/Station Manager General Sales Manager Creative Services Manager Programming Manager

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5	2/27/2019	Establishment of training programs for station personnel	On February 27, 2019 through March 2, 2019 our News Director attended The Kneeland Project's Spring 2019 Kneeland Leadership Forum and was joined by some of the most influential experts in the country to help lead & facilitate the sessions. We will unite some of the industry's most seasoned, veteran news directors to tackle such issues such as; What the broadcasting world will look like in the next three, five, ten years and beyond; how the core values and high ethical standard must continue to play a major role in local journalism; how social media is changing the face of our business; how processes and systems need to change to meet the challenges of the next decade; challenges and opportunities in times of change, including leading change and helping others find and maintain focus and more.	1	News Director
6	3/13/2019	Participation in Job Fairs	On March 13, 2019 KBJR-TV Account Executive Dasiy Cartier along with CBS 3 Anchors Lyanne Valdez and Colin Austin Haskins and Commercial Producers Dan Puleasga and Nick Beattie, attended the Fond du Lac Career and College Fair which was held at the Fond du Lac Tribal and Community College in Cloquet, Minnesota. Approximately 1,100 high school students from 16 area schools were in attendance.	5	Account Executive Meteorologist Anchor Commercial Producer
7	3/13/2019	Participation in Job Fairs	On March 13, 2019 KBJR-TV hiring representative Kayla Martin attended the Lake Superior College Career and Transfer Fair which was held at the Lake Superior College Main Campus in Duluth, Minnesota. Many job seekers were in attendance.	1	Administration and Human Resources Manager

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8	3/19/2019	Participation in other activities designed by the station employment unit	On March 13, 2019 News Director Kevin Jacobsen along with two news employees, Ryan Haff and Briggs LeSavage attended sessions at the two-day Truth and Transformation: Changing Racial Narratives in Media Conference. The conference is a community-media partnership that aims to change problematic racial narratives and their representation in local news media on March 19-20, 2019 at Hamline University.	3	News Director Content Manager Anchor
9	3/21/2019	Participation in other activities designed by the station employment unit	KBJR Station Tour Program - A group of students from Stella Maris Academy toured the KBJR Station on March 21, 2019. They learned how a television station operates and received information about career in broadcast.	1	Executive Producer
10	4/2/2019	Establishment of training programs for station personnel	The 2019 Walker Broadcast 1 Station Manager Management Institute, held April 2-4, 2019 with our KBJR Station Manager and General Sales Manager in attendance. The Institute - the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin-Madison in conjunction with the UW School of Business. This year's 3-day Management Institute spent full days on the following topics: Marketing and the Future, Developing People Around You and Creativity.	2	General Sales Manager Station Manager
11	5/23/2019	Participation in events sponsored by community groups	KBJR's Chief Meteorologist spoke to a group of students who visited the station from the Duluth Composite Squadron of Civil Air Patrol about his experience and daily duties working as a meteorologist at KBJR on May 23, 2019. They also received a Station Tour.	1	Chief Meteorologist

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12	6/3/2019	Establishment of an intern program designed to assist members of the community	KBJR-TV offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. KBJR had two Quinterns during the summer period of 2019.	1	News Director
13	7/11/2019	Provision of training to management	Our Administration and Human Resources Manager attended a day long seminar on Human Resources Law on July 11, 2019 at The Inn on Lake Superior, organized and put on by Skill Path. The workshop covered elements of HR law in a fast-paced, plain-English way that will provide a whole new level of understanding to anyone who has to deal with the many different facets of employment law. We cover everything from ADA, to the FLSA, to fringe benefits and non-discrimination.	1	Administration and Human Resources Manager