

Exhibit 20

Job Notification details between 8/1/2017 to 7/31/2018

Multimedia Journalist (Broadcast1Source tracking number 60649)

No. of Agencies were used: 46

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 02/19/2018

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

E-Mail: espainhour@brookspierce.com

Title: Multimedia Journalist

Experience:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience.

Requirements:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience. Demo reel must show all of the above.

Description:

Are you the journalist who can produce compelling lead story coverage?

Can you outshine the competition with your ability to craft your story on multiple platforms? If so, this could be a great opportunity.

WKOW, the ABC Affiliate in Madison, WI, is looking for an ambitious, talented, multimedia journalist. This position requires on-camera reporting, photojournalism and non-linear editing. Our multimedia journalists produce content for on-air, online and mobile platforms.

27 News is a re-engineered newsroom organized to deliver news as it happens on air, online and on the go all the time.

Additional Information:

WKOW is part of the Quincy Broadcast Group, a family-owned company with 12 stations (ABC, NBC, FOX, and CW) in 7 states. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, send a link to your most recent work, cover letter and resume to: Multimedia Journalist opening Attn: Bonnie Beer WKOW-TV5727

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 19/85**Job Notification details between 8/1/2017 to 7/31/2018**

Tokay Blvd. Madison, WI 53719 bbeer@wkow.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/19/2018	LSU School of Mass Communication	Yes	Mary Ann Sternberg	1--	msternb@lsu.edu
2/19/2018	NAACP Beloit Branch #3251	Yes	Dorothy Harrell	1--	drthyharrell@gmail.com
2/19/2018	KBJR-TV	No	Kayla Martin	1--	kmmartin@kbjr.com
2/19/2018	WPTA-TV	No	Cindy Bennett	1--	cindyb@incnow.tv
2/19/2018	WEEK-TV	No	Teddi Stonesifer	1--	tstonesifer@week.com
2/19/2018	WBNG-TV	No	Kate Garger	1--	cgarger@wbngtv.com
2/19/2018	Columbia University Graduate School of Journalism	No	Izabela Rutkowski	1--	ir2273@columbia.edu
2/19/2018	Midwestern State University	No	Dr. Jim Sernoe	1--	jim.sernoe@mwsu.edu
2/19/2018	Franklin College	No	Ann Barton	1--	abarton@franklincollege.edu
2/19/2018	Drake University	No	Kathleen Richardson	1--	Kathleen.Richardson@drake.edu
2/19/2018	University of Southern Indiana	No	Pam Doerter	1--	psdoerte@usi.edu
2/19/2018	WKOW.com	No	Bonnie Beer	1--	bbeer@wkow.com
2/19/2018	University of Connecticut	No	Steven Kalb	1--	steven.kalb@uconn.edu
2/19/2018	University of Iowa School of Journalism & Mass Communication	No	Paul Jensen	1--	paul-w-jensen@uiowa.edu
2/19/2018	Illinois Center for Broadcasting	Yes	Carl Jackson	1--	cjackson@beonair.com
2/19/2018	University of Colorado Boulder	No	Christine Mahoney	1--	Christine.Mahoney@Colorado.edu
2/19/2018	YWCA Job Placement	No	Aneesha Mitchell	1--	programassistantywca@gmail.com
2/19/2018	WXOW/WQOW	No	Theresa Wopat	1--	twopat@wxow.com
2/19/2018	WVVA-TV	No	Audrey Sluss	1--	asluss@wvva.com
2/19/2018	WSJV-TV	No	Ann Marie Pelino	1--	apelino@fox28.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 20/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/19/2018	WREX-TV	No	Trista Truesdale	1--	ttruesdale@wrex.com
2/19/2018	WKOW-TV On-air Announcement	No	Bonnie Beer	1--	By User/Other System
2/19/2018	WKOW Bulletin Boards	No	Bonnie Beer	1-608-274-9514	
2/19/2018	Wisconsin Broadcasters Association	No	Mandy Endicott	1--	By User/Other System
2/19/2018	WGEM-TV	No	Terri Stutheit	1--	tstutheit@wgem.com
2/19/2018	University of Wisconsin-Madison	No	Pat Hastings	1--	hastings@wisc.edu
2/19/2018	WAOW-TV	No	Kelly Fuller	1--	kfuller@waow.com
2/19/2018	TVJobs.com	No	Mark Holloway	1--	By User/Other System
2/19/2018	University of Missouri-Columbia School of Journalism	No	Kent Collins	1--	collinsks@missouri.edu
2/19/2018	UW-Madison Dept of Communication Arts	No	Chris Curran-Dorsano	1--	comarts@wisc.edu
2/19/2018	University of Oregon	No	Charlotte Nisser	1--	cnisser@uoregon.edu
2/19/2018	Quincy Newspapers, Inc.	No	Lesley Van Ness	1--	lvanness@quincymedia.com
2/19/2018	Quincy Herald Whig	No	Christina Wilson	1--	cbwilson@whig.com
2/19/2018	Ohio/Illinois Centers for Broadcasting	No	Don Clark	1--	dclark@beonair.com
2/19/2018	New Jersey Herald	No	Robin Fichter	1--	rfichter@njherald.com
2/19/2018	Medialine	No	Mark Shilstone	1--	medialine@medialine.com
2/19/2018	National Lesbian & Gay Journalists Association	No	Career Service	1--	info@nlga.org
2/19/2018	KTIV-TV	No	Kathy Clayton	1--	kclayton@ktiv.com
2/19/2018	Madison Media Institute	No	Nathanael Brost	1--	sarray@mediainstitute.edu
2/19/2018	KTTC-TV	No	Jodi Neyens	1--	jneyens@kttc.com
2/19/2018	KWWL-TV	No	Sandy Youngblut	1--	syongblut@kwwl.com
2/19/2018	Blackhawk Technical College	No	Career Service	1--	careercenter@blackhawk.edu
2/19/2018	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
2/19/2018	IBEW Local Union 715	No	Mark Biedenbender	1--	markbiedenbender@ibew715.com
2/19/2018	Affirmative Action Division City of Madison	No	Chrissy Thiele	1--	CThiele@cityofmadison.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 21/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/19/2018	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

WKOW Television

Fax and E-mail verification summary report for Multimedia Journalist

Position: Multimedia Journalist

Hire Date: June 8, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Are you the journalist who can produce compelling lead story coverage?

Can you outshine the competition with your ability to craft your story on multiple platforms? If so, this could be a great opportunity.

WKOW, the ABC Affiliate in Madison, WI, is looking for an ambitious, talented, multimedia journalist. This position requires on-camera reporting, photojournalism and non-linear editing. Our multimedia journalists produce content for on-air, online and mobile platforms.

27 News is a re-engineered newsroom organized to deliver news as it happens on air, online and on the go all the time.

Requirements:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience. Demo reel must show all of the above.

Experience:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience.

Additional Information:

WKOW is part of the Quincy Broadcast Group, a family-owned company with 12 stations (ABC, NBC, FOX, and CW) in 7 states. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, send a link to your most recent work, cover letter and resume to: Multimedia Journalist opening Attn: Bonnie Beer WKOW-TV5727 Tokay Blvd. Madison, WI 53719 bbeer@wkow.com

WKOW Television

Fax and E-mail verification summary report for Multimedia Journalist

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

WKOW Television**Fax and E-mail verification summary report for Multimedia Journalist**

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 2/19/2018 11:39:14 AM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 2/19/2018 11:39:15 AM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 2/19/2018 11:39:15 AM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 2/19/2018 11:39:26 AM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 2/19/2018 11:39:25 AM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 2/19/2018 11:39:26 AM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 2/19/2018 11:39:15 AM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 2/19/2018 11:39:24 AM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 2/19/2018 11:39:27 AM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 2/19/2018 11:39:16 AM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 2/19/2018 11:39:16 AM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 2/19/2018 11:39:16 AM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 2/19/2018 11:39:28 AM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 2/19/2018 11:39:16 AM
27	Medialine E-mail: medialine@medialine.com	Sent: 2/19/2018 11:39:17 AM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 2/19/2018 11:39:26 AM
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 2/19/2018 11:39:28 AM

WKOW Television**Fax and E-mail verification summary report for Multimedia Journalist**

RS Number	Recruiting Source	Date and Time
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 2/19/2018 11:39:17 AM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 2/19/2018 11:39:17 AM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 2/19/2018 11:39:18 AM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 2/19/2018 11:39:18 AM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 2/19/2018 11:39:18 AM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 2/19/2018 11:39:24 AM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 2/19/2018 11:39:25 AM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 2/19/2018 11:39:24 AM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 2/19/2018 11:39:19 AM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 2/19/2018 11:39:19 AM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 2/19/2018 11:39:25 AM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hastings@wisc.edu	Sent: 2/19/2018 11:39:20 AM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 2/19/2018 11:39:19 AM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 2/19/2018 11:39:20 AM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 2/19/2018 11:39:27 AM
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 2/19/2018 11:39:27 AM

WKOW Television**Fax and E-mail verification summary report for Multimedia Journalist**

RS Number	Recruiting Source	Date and Time
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 2/19/2018 11:39:21 AM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 2/19/2018 11:41:01 AM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 2/19/2018 11:39:25 AM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 2/19/2018 11:39:27 AM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 2/19/2018 11:39:22 AM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 2/19/2018 11:39:22 AM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 2/19/2018 11:39:23 AM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 2/19/2018 11:39:14 AM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 2/19/2018 11:39:23 AM
63	YWCA Job Placement E-mail: programassistantywca@gmail.com	Sent: 2/19/2018 11:39:23 AM

WKOW Television
Fax and E-mail verification summary report for Multimedia Journalist

Position: Multimedia Journalist

Hire Date: June 4, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Are you the journalist who can produce compelling lead story coverage?

Can you outshine the competition with your ability to craft your story on multiple platforms? If so, this could be a great opportunity.

WKOW, the ABC Affiliate in Madison, WI, is looking for an ambitious, talented, multimedia journalist. This position requires on-camera reporting, photojournalism and non-linear editing. Our multimedia journalists produce content for on-air, online and mobile platforms.

27 News is a re-engineered newsroom organized to deliver news as it happens on air, online and on the go all the time.

Requirements:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience. Demo reel must show all of the above.

Experience:

Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience.

Additional Information:

WKOW is part of the Quincy Broadcast Group, a family-owned company with 12 stations (ABC, NBC, FOX, and CW) in 7 states. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, send a link to your most recent work, cover letter and resume to: Multimedia Journalist opening Attn: Bonnie Beer WKOW-TV5727 Tokay Blvd. Madison, WI 53719 bbeer@wkow.com

WKOW Television

Fax and E-mail verification summary report for Multimedia Journalist

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

WKOW Television**Fax and E-mail verification summary report for Multimedia Journalist**

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 2/19/2018 11:39:14 AM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 2/19/2018 11:39:15 AM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 2/19/2018 11:39:15 AM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 2/19/2018 11:39:26 AM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 2/19/2018 11:39:25 AM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 2/19/2018 11:39:26 AM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 2/19/2018 11:39:15 AM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 2/19/2018 11:39:24 AM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 2/19/2018 11:39:27 AM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 2/19/2018 11:39:16 AM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 2/19/2018 11:39:16 AM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 2/19/2018 11:39:16 AM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 2/19/2018 11:39:28 AM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 2/19/2018 11:39:16 AM
27	Medialine E-mail: medialine@medialine.com	Sent: 2/19/2018 11:39:17 AM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 2/19/2018 11:39:26 AM
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 2/19/2018 11:39:28 AM

WKOW Television**Fax and E-mail verification summary report for Multimedia Journalist**

RS Number	Recruiting Source	Date and Time
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 2/19/2018 11:39:17 AM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 2/19/2018 11:39:17 AM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 2/19/2018 11:39:18 AM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 2/19/2018 11:39:18 AM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 2/19/2018 11:39:18 AM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 2/19/2018 11:39:24 AM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 2/19/2018 11:39:25 AM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 2/19/2018 11:39:24 AM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 2/19/2018 11:39:19 AM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 2/19/2018 11:39:19 AM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 2/19/2018 11:39:25 AM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hastings@wisc.edu	Sent: 2/19/2018 11:39:20 AM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 2/19/2018 11:39:19 AM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 2/19/2018 11:39:20 AM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 2/19/2018 11:39:27 AM
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 2/19/2018 11:39:27 AM

WKOW Television
Fax and E-mail verification summary report for Multimedia Journalist

RS Number	Recruiting Source	Date and Time
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 2/19/2018 11:39:21 AM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 2/19/2018 11:41:01 AM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 2/19/2018 11:39:25 AM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 2/19/2018 11:39:27 AM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 2/19/2018 11:39:22 AM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 2/19/2018 11:39:22 AM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 2/19/2018 11:39:23 AM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 2/19/2018 11:39:14 AM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 2/19/2018 11:39:23 AM
63	YWCA Job Placement E-mail: programassistantywca@gmail.com	Sent: 2/19/2018 11:39:23 AM

Bonnie Beer

From: contact@broadcast1source.com
Sent: Monday, February 19, 2018 10:39 AM
To: Bonnie Beer
Subject: Alert from Broadcast1Source

Dear Bonnie,

You recently notified the job below, and included the following Self Report Agencies in your notifications. To upload proof documentation for your manual postings to those sources, please select **Self Report Docs** from the **Jobs** menu.

Job ID: 60649

Title: Multimedia Journalist

Notification Date	Recruiting Agency Name
2/19/2018	✓ TVJobs.com
2/19/2018	✓ Wisconsin Broadcasters Association
2/19/2018	✓ WKOW-TV On-air Announcement

To upload Self report documents for the above agencies, please login to Broadcast1Source and select **Self Report Docs** from the **Jobs** Menu.

If you need additional assistance, please notify us at customerservice@broadcast1source.com.

Best regards,

The Broadcast1Source Team
www.broadcast1source.com
customerservice@broadcast1source.com
(336) 553-0620

Bonnie Beer

From: jobs@tvjobs.com
Sent: Monday, February 19, 2018 10:29 AM
To: Bonnie Beer
Subject: TVJobs.com - Multimedia Journalist job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Bonnie Beer,

Your "Multimedia Journalist" position was just posted in the TVJobs.com Database and is now available online...

Station : WKOW
Position: Multimedia Journalist
Category: News / Talent - Reporter
Job ID : TVJ#34324053
Posted : 2/19/2018
Expires : 3/19/2018
Status : Registered Employer - Job Posted Ad Text :

Multimedia Journalist

Are you the journalist who can produce compelling lead story coverage?

Can you outshine the competition with your ability to craft your story on multiple platforms? If so, this could be a great opportunity.

WKOW, the ABC Affiliate in Madison, WI, is looking for an ambitious, talented, multimedia journalist. This position requires on-camera reporting, photojournalism and non-linear editing. Our multimedia journalists produce content for on-air, online and mobile platforms. Applicants must have a degree in journalism or a related multimedia field and prior on-camera professional experience. Demo reel must show all of the above.

27 News is a re-engineered newsroom organized to deliver news as it happens on air, online and on the go all the time.

WKOW is part of the Quincy Broadcast Group, a family-owned company with 12 stations (ABC, NBC, FOX, and CW) in 7 states. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you think you qualify, want to work with a great group of people and live in one of America's best cities, send a link to your most recent work, cover letter and resume to:

Multimedia Journalist opening
Attn: Bonnie Beer
WKOW-TV
5727 Tokay Blvd.
Madison, WI 53719
bbeer@wkow.com

WKOW Television, Inc. is an Equal Opportunity Employer.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 3/19/2018.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=5577651154381917>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

Post Available Job

Required fields* are indicated below. Your job will not be posted without information in these fields.
PLEASE NOTE BEFORE POSTING: Position Available Postings to the online Job Bank will remain active FOUR (4) WEEKS, unless the Specific Closing Date indicated is earlier. Once a position has been posted, changes to the listing or early removal may NOT always be possible. If you would like your position to remain online for longer than your original specified closing date or the defaulted FOUR (4) Weeks, please resubmit position description and new closing date.

Job Title*

Job Category* ▼

Position Description/Qualifications*

Are you the journalist who
can produce compelling
lead story coverage?
Can you outshine the
competition with your

How To Apply

If you think you qualify,
want to work with a great
group of people and live in

Online Application URL

Station or Company Name*

Station or Company URL

Contact Name or Title

Contact Email

Contact Phone

Expiration Date

Submit Job

Clear Form

Wisconsin Broadcasters Association . 44 E Mifflin Street, Suite 900 . Madison, WI 53703
608.255.2600

Copyright 1998-2018 Wisconsin Broadcasters Association
[Terms and Conditions](#) . [Privacy Policy](#)

Exhibit 21

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 15/85**Job Notification details between 8/1/2017 to 7/31/2018****Photojournalist (Broadcast1Source tracking number 61703)****No. of Agencies were used:** 49

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 03/27/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** espainhour@brookspierce.com**Title:** Photojournalist**Experience:**

Duties include shooting and editing news events and ENG truck operation. A minimum of two years experience preferred.

Requirements:

The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Description:

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to: Ed Reams, News Director WKOW-TV5727 Tokay Blvd. Madison, WI, 53719 bbeer@wkow.com WKOW Television, Inc. is an Equal Opportunity Employer.

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 16/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
3/27/2018	LSU School of Mass Communication	Yes	Mary Ann Sternberg	1--	msternb@lsu.edu
3/27/2018	NAACP Beloit Branch #3251	Yes	Dorothy Harrell	1--	drthyharrell@gmail.com
3/27/2018	WPTA-TV	No	Cindy Bennett	1--	cindyb@incnow.tv
3/27/2018	KBJR-TV	No	Kayla Martin	1--	kmmartin@kbjr.com
3/27/2018	WEEK-TV	No	Teddi Stonesifer	1--	tstonesifer@week.com
3/27/2018	WBNG-TV	No	Kate Garger	1--	cgarger@wbngtv.com
3/27/2018	Franklin College	No	Ann Barton	1--	abarton@franklincollege.edu
3/27/2018	Columbia University Graduate School of Journalism	No	Izabela Rutkowski	1--	ir2273@columbia.edu
3/27/2018	Midwestern State University	No	Dr. Jim Sernoe	1--	jim.sernoe@mwsu.edu
3/27/2018	University of Southern Indiana	No	Pam Doerter	1--	psdoerte@usi.edu
3/27/2018	WKOW.com	No	Bonnie Beer	1--	bbeer@wkow.com
3/27/2018	University of Connecticut	No	Steven Kalb	1--	steven.kalb@uconn.edu
3/27/2018	University of Iowa School of Journalism & Mass Communication	No	Paul Jensen	1--	paul-w-jensen@uiowa.edu
3/27/2018	University of Colorado Boulder	No	Christine Mahoney	1--	Christine.Mahoney@Colorado.edu
3/27/2018	Drake University	No	Kathleen Richardson	1--	Kathleen.Richardson@drake.edu
3/27/2018	YWCA Job Placement	No	Aneesha Mitchell	1--	programassistantywca@gmail.com
3/27/2018	Illinois Center for Broadcasting	Yes	Carl Jackson	1--	cjackson@beonair.com
3/27/2018	WXOW/WQOW	No	Theresa Wopat	1--	twopat@wxow.com
3/27/2018	WVVA-TV	No	Audrey Sluss	1--	asluss@wvva.com
3/27/2018	WSJV-TV	No	Ann Marie Pelino	1--	apelino@fox28.com
3/27/2018	WREX-TV	No	Trista Truesdale	1--	ttruesdale@wrex.com
3/27/2018	WKOW Bulletin Boards	No	Bonnie Beer	1-608-274-9514	
3/27/2018	WKOW-TV On-air Announcement	No	Bonnie Beer	1--	By User/Other System
3/27/2018	Wisconsin Broadcasters Association	No	Mandy Endicott	1--	By User/Other System
3/27/2018	WGEM-TV	No	Terri Stutheit	1--	tstutheit@wgem.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 17/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
3/27/2018	WAOW-TV	No	Kelly Fuller	1--	kfuller@waow.com
3/27/2018	University of Wisconsin-Madison	No	Pat Hastings	1--	hastings@wisc.edu
3/27/2018	UW-Madison Dept of Communication Arts	No	Chris Curran-Dorsano	1--	comarts@wisc.edu
3/27/2018	University of Missouri-Columbia School of Journalism	No	Kent Collins	1--	collinsks@missouri.edu
3/27/2018	TVJobs.com	No	Mark Holloway	1--	By User/Other System
3/27/2018	University of Oregon	No	Charlotte Nisser	1--	cniisser@uoregon.edu
3/27/2018	Quincy Newspapers, Inc.	No	Lesley Van Ness	1--	lvanness@quincymedia.com
3/27/2018	State of WI Job Service	No	Mark Wurl	1--	By User/Other System
3/27/2018	Quincy Herald Whig	No	Christina Wilson	1--	cbwilson@whig.com
3/27/2018	Ohio/Illinois Centers for Broadcasting	No	Don Clark	1--	dclark@beonair.com
3/27/2018	MATC Career Resources	No	Patty Geske	1--	By User/Other System
3/27/2018	National Lesbian & Gay Journalists Association	No	Career Service	1--	info@nljia.org
3/27/2018	New Jersey Herald	No	Robin Fichter	1--	rfichter@njherald.com
3/27/2018	Medialine	No	Mark Shilstone	1--	medialine@medialine.com
3/27/2018	KWWL-TV	No	Sandy Youngblut	1--	syounblut@kwwl.com
3/27/2018	Madison Media Institute	No	Nathanael Brost	1--	sarray@mediainstitute.edu
3/27/2018	KTTC-TV	No	Jodi Neyens	1--	jneyens@kttc.com
3/27/2018	Edgewood College Student Resource Center	No	Kasey Dewitt	1--	By User/Other System
3/27/2018	IBEW Local Union 715	No	Mark Biedenbender	1--	markbiedenbender@ibew715.com
3/27/2018	KTIV-TV	No	Kathy Clayton	1--	kclayton@ktiv.com
3/27/2018	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
3/27/2018	Blackhawk Technical College	No	Career Service	1--	careercenter@blackhawk.edu
3/27/2018	Affirmative Action Division City of Madison	No	Chrissy Thiele	1--	CThiele@cityofmadison.com
3/27/2018	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

WKOW Television
Fax and E-mail verification summary report for Photojournalist

Position: Photojournalist

Hire Date: May 14, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station.

Requirements:

The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Experience:

Duties include shooting and editing news events and ENG truck operation. A minimum of two years experience preferred.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to: Ed Reams, News Director WKOW-TV5727 Tokay Blvd. Madison, WI, 53719 bbeer@wkow.com WKOW Television, Inc. is an Equal Opportunity Employer.

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 3/27/2018 11:35:44 AM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 3/27/2018 11:35:44 AM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 3/27/2018 11:35:45 AM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 3/27/2018 11:35:57 AM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 3/27/2018 11:35:55 AM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 3/27/2018 11:35:57 AM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 3/27/2018 11:35:45 AM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 3/27/2018 11:35:54 AM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 3/27/2018 11:35:58 AM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 3/27/2018 11:35:45 AM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 3/27/2018 11:35:46 AM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 3/27/2018 11:35:46 AM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 3/27/2018 11:35:59 AM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 3/27/2018 11:35:46 AM
27	Medialine E-mail: medialine@medialine.com	Sent: 3/27/2018 11:35:47 AM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 3/27/2018 11:35:57 AM
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 3/27/2018 11:35:59 AM

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 3/27/2018 11:35:47 AM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 3/27/2018 11:35:47 AM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 3/27/2018 11:35:48 AM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 3/27/2018 11:35:48 AM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 3/27/2018 11:35:48 AM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 3/27/2018 11:35:55 AM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 3/27/2018 11:35:56 AM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 3/27/2018 11:35:55 AM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 3/27/2018 11:35:49 AM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 3/27/2018 11:35:49 AM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 3/27/2018 11:35:56 AM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hastings@wisc.edu	Sent: 3/27/2018 11:35:50 AM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 3/27/2018 11:35:50 AM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 3/27/2018 11:35:51 AM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 3/27/2018 11:35:58 AM
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 3/27/2018 11:35:58 AM

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 3/27/2018 11:35:51 AM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 3/27/2018 11:37:38 AM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 3/27/2018 11:35:56 AM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 3/27/2018 11:35:59 AM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 3/27/2018 11:35:52 AM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 3/27/2018 11:35:53 AM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 3/27/2018 11:35:53 AM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 3/27/2018 11:35:43 AM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 3/27/2018 11:35:53 AM
63	YWCA Job Placement E-mail: programassistantywca@gmail.com	Sent: 3/27/2018 11:35:54 AM

WKOW Television
Fax and E-mail verification summary report for Photojournalist

Position: Photojournalist

Hire Date: April 23, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station.

Requirements:

The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Experience:

Duties include shooting and editing news events and ENG truck operation. A minimum of two years experience preferred.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

Contact:

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to: Ed Reams, News Director WKOW-TV5727 Tokay Blvd. Madison, WI, 53719 bbeer@wkow.com WKOW Television, Inc. is an Equal Opportunity Employer.

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 3/27/2018 11:35:44 AM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 3/27/2018 11:35:44 AM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 3/27/2018 11:35:45 AM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 3/27/2018 11:35:57 AM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 3/27/2018 11:35:55 AM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 3/27/2018 11:35:57 AM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 3/27/2018 11:35:45 AM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 3/27/2018 11:35:54 AM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 3/27/2018 11:35:58 AM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 3/27/2018 11:35:45 AM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 3/27/2018 11:35:46 AM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 3/27/2018 11:35:46 AM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 3/27/2018 11:35:59 AM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 3/27/2018 11:35:46 AM
27	Medialine E-mail: medialine@medialine.com	Sent: 3/27/2018 11:35:47 AM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 3/27/2018 11:35:57 AM
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 3/27/2018 11:35:59 AM

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 3/27/2018 11:35:47 AM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 3/27/2018 11:35:47 AM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 3/27/2018 11:35:48 AM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 3/27/2018 11:35:48 AM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 3/27/2018 11:35:48 AM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 3/27/2018 11:35:55 AM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 3/27/2018 11:35:56 AM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 3/27/2018 11:35:55 AM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 3/27/2018 11:35:49 AM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 3/27/2018 11:35:49 AM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 3/27/2018 11:35:56 AM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hastings@wisc.edu	Sent: 3/27/2018 11:35:50 AM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 3/27/2018 11:35:50 AM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 3/27/2018 11:35:51 AM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 3/27/2018 11:35:58 AM
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 3/27/2018 11:35:58 AM

WKOW Television**Fax and E-mail verification summary report for Photojournalist**

RS Number	Recruiting Source	Date and Time
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 3/27/2018 11:35:51 AM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 3/27/2018 11:37:38 AM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 3/27/2018 11:35:56 AM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 3/27/2018 11:35:59 AM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 3/27/2018 11:35:52 AM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 3/27/2018 11:35:53 AM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 3/27/2018 11:35:53 AM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 3/27/2018 11:35:43 AM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 3/27/2018 11:35:53 AM
63	YWCA Job Placement E-mail: programassistantywca@gmail.com	Sent: 3/27/2018 11:35:54 AM

Bonnie Beer

From: contact@broadcast1source.com
Sent: Tuesday, March 27, 2018 10:36 AM
To: Bonnie Beer
Subject: Alert from Broadcast1Source

Dear Bonnie,

You recently notified the job below, and included the following Self Report Agencies in your notifications. To upload proof documentation for your manual postings to those sources, please select **Self Report Docs** from the **Jobs** menu.

Job ID: 61703

Title: Photojournalist

Notification Date	Recruiting Agency Name
3/27/2018	✓ Edgewood College Student Resource Center
3/27/2018	✓ MATC Career Resources
3/27/2018	✓ State of WI Job Service
3/27/2018	✓ TVJobs.com
3/27/2018	✓ Wisconsin Broadcasters Association
3/27/2018	✓ WKOW-TV On-air Announcement

To upload Self report documents for the above agencies, please login to Broadcast1Source and select **Self Report Docs** from the **Jobs** Menu.

If you need additional assistance, please notify us at customerservice@broadcast1source.com.

Best regards,

The Broadcast1Source Team
www.broadcast1source.com
customerservice@broadcast1source.com
(336) 553-0620

Edgewood

WKOW Channel 27

Position: Photojournalist
Type: Full Time
Salary: varies
City(s): Madison
State(s): WI

Posted: 03/27/18
Expires: 04/26/18
Contact: Bonnie Beer

[Employer Profile](#)[Company Link](#)[Save This Job](#)[Report As Your Job](#)[APPLY!](#)

Description

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award-winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station. Duties include shooting and editing news events and ENG truck operation.

Requirements

A minimum of two years' experience preferred. The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Photojournalist

Job ID: 891882

Contact

Bonnie Beer (Admin & HR Manager)
5727 Tokay Boulevard
Madison, Wisconsin 53719
bbeer@wkowtv.com
(608) 274-1234
608-274-9514 (Fax)

WKOW Television Inc

5727 Tokay Blvd
Madison, WI 53719-0000
(608) 274-1234
www.wkow.com

Shift	Variable Hours	Posted Date	3/27/2018
Job Type	Regular Hire	Deadline Date	4/27/2018
Pay Range	\$12.71 to \$14.00	How To Apply	E-Mail Resume & Cover Letter
Hours/Week	40	Required Education	HS/GED or equivalent
Full Time Openings	2	Preferred Education	Job Related Coursework/Certificate
Part Time Openings	0	Location	Madison, WI

Qualifications

. A minimum of two years' experience preferred. The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Duties

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award-winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station. Duties include shooting and editing news events and ENG truck operation

Additional Information

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to:

Rush your resume:

Ed Reams, News Director

WKOW-TV

5727 Tokay Blvd.

Madison, WI, 53719

bbeer@wkow.com

WKOW Television, Inc. is an Equal Opportunity Employer.

Job Posting Information

Status	The posting of this job is pending approval.
Active	Yes
Views	This job has not been viewed by any job seekers.
Emails	This job posting has not been emailed to any job seekers.



Copyright© 2010-2018 Wisconsin TechConnect Consortium



Photojournalist
(Job Number 2289971)

Employer: WKOW TV

5727 TOKAY BLVD
MADISON, WI 53719
www.wkow.com

Work Site: Dane County - Metropolitan Madison
5727 TOKAY BLVD
MADISON, WI 53719

On Bus Route? Yes
Across from West Side Transfer point at the corner of
Whitney Way and Tokay Blvd.

Pay: \$12.96 Per Hour

Duration/Usual Hours Per Week: Full-Time, 40 Hours Per Week Minimum

Shift/Work Days: Varies based on need of department.
Varies based on need of department.

Number of Openings: 1

Minimum Requirements of Employer:

Education:	No Minimum Education Level Requested
Professional Licenses / Certifications:	No Licenses or Certifications Requested
Vehicle:	No Vehicle Requested
Drivers License:	
Type:	Class D - Regular (Auto, Light Truck, Moped) Required
Endorsements:	No Endorsement Requested
Age:	No Age Requested
Experience / Qualifications:	A minimum of two years experience preferred. The position requires the ability to carry up to

50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

Duties and Responsibilities of the Job:

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO and LIVE U are some of the tools you'll work with at this aggressive, hard news station. Duties include shooting and editing news events and ENG truck operation. A minimum of two years experience preferred. The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to:

Rush your resume:
Ed Reams, News Director
WKOW-TV
5727 Tokay Blvd.
Madison, WI, 53719
bbeer@wkow.com

WKOW Television, Inc. is an Equal Opportunity Employer.

Benefits:

Insurance:	Health Insurance, Dental Insurance, Life Insurance, Disability Insurance, Vision Insurance
Leave and Holidays:	Sick Leave, Personal Leave, Vacation, Paid Holidays
Retirement & Financial:	401K Plan, Flexible Spending Accounts (Dependent & Medical)
Education and Training:	Tuition Reimbursement

Company Profile:

WKOW-TV, ABC affiliate in Madison, WI WKOW is part of Quincy Media Inc., a family owned company with 21 stations (ABC, NBC, FOX, CW) in 8 states. WKOW Television, Inc. is an Equal Opportunity Employer.

How To Apply:

E-Mail a To apply for this job, send your résumé or Job Center of Wisconsin
Résumé Résumé to bbeer@wkow.com

If you don't have a résumé, you can register and create one at Job Center of Wisconsin.

A proud partner of the  **americanjobcenter** network

Bonnie Beer

From: jobs@tvjobs.com
Sent: Tuesday, March 27, 2018 11:47 AM
To: Bonnie Beer
Subject: TVJobs.com - Photojournalist job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Bonnie Beer,

Your "Photojournalist" position was just posted in the TVJobs.com Database and is now available online...

Station : WKOW
Position: Photojournalist
Category: News - Photojournalist
Job ID : TVJ#34325975
Posted : 3/27/2018
Expires : 4/27/2018
Status : Registered Employer - Job Posted Ad Text :

Photojournalist

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a journalist who loves telling stories with memorable characters, impactful images and strong natural sound. You'll work with an award-winning staff of reporters and photographers on daily news events and investigative reports. Tapeless format, Avid editing, microwave trucks, a satellite truck, GO PRO, LIVE U and a DRONE are some of the tools you'll work with at this aggressive, hard news station. Duties include shooting and editing news events and ENG truck operation. A minimum of two years' experience preferred. The position requires the ability to carry up to 50 pounds, a valid driver's license, good driving record, and knowledge of libel laws.

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you think you qualify, want to work with a great group of people and live in one of America's best cities, RUSH your reel, cover letter and resume to:

Rush your resume:
Ed Reams, News Director
WKOW-TV
5727 Tokay Blvd.
Madison, WI, 53719
bbeer@wkow.com

WKOW Television, Inc. is an Equal Opportunity Employer.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 4/27/2018.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=5572241420104918>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

Post Available Job

Required fields* are indicated below. Your job will not be posted without information in these fields.

PLEASE NOTE BEFORE POSTING: Position Available Postings to the online Job Bank will remain active FOUR (4) WEEKS, unless the Specific Closing Date indicated is earlier. Once a position has been posted, changes to the listing or early removal may NOT always be possible. If you would like your position to remain online for longer than your original specified closing date or the defaulted FOUR (4) Weeks, please resubmit position description and new closing date.

Job Title*

Job Category* ▼

Position Description/Qualifications*

WKOW has an immediate opening for a hardworking, creative team player to join our photojournalism staff. We're looking for a

How To Apply

If you think you qualify, want to work with a great group of people and live in

Online Application URL

Station or Company Name*

Station or Company URL

Contact Name or Title

Contact Email

Contact Phone

Expiration Date

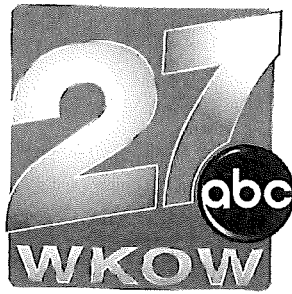
Submit Job

Clear Form

Wisconsin Broadcasters Association . 44 E Mifflin Street, Suite 900 . Madison, WI 53703
608.255.2600

Copyright 1998–2018 Wisconsin Broadcasters Association
[Terms and Conditions](#) . [Privacy Policy](#)

Exhibit 22



Weekday Evening Anchor

WKOW-TV, Madison's ABC affiliate, has an immediate opening for a main anchor for our weekday 5pm, 6pm and 10pm newscasts. We need an energetic journalist who greets each day with a smile, determination to win and team attitude. The anchor we are looking for is a newsroom leader with a passion for journalism, a competitive spirit, and a willingness to personally invest in maintaining and improving the quality of our product.

We're seeking an experienced journalist who excels in covering breaking news and reporting stories that make a difference. The person we hire will have a record of aggressively using social media to engage with and respond to the community and one who uses that engagement on multiple broadcast platforms, through social media and online.

Our anchors are newsroom leaders who help mentor and grow producers and reporters. The ideal candidate will write and edit scripts with conversational communication in mind. We are looking for a versatile, enterprising self-starter who is fast, efficient, and works well under tight deadlines.

In addition to anchoring, we're looking for a journalist who can develop sources; someone who isn't afraid to head out into the field and break the big stories. The successful candidate will also have editorial oversight in the daily newscast product.

Excellent time-management skills are key in this deadline-driven business. Applicants must also embrace the multi-platform approach of today's newsroom.

Leading candidates will have at least 5 years broadcast experience. If you think you're qualified and want to live and work in one of America's most livable cities, please send us a copy of your most recent anchoring and reporting.

WKOW is part of the Quincy Media, Inc., a family-owned company. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

Weekday Evening Anchor opening
Attn: Bonnie Beer
WKOW-TV
5727 Tokay Blvd.
Madison, WI, 53719
bbeer@wkow.com

WKOW Television, Inc. is an Equal Opportunity Employer.
Posted March 22, 2018

Job Notification Details Report**Date:** 3/4/2020**From:** Madison,WI**Page:** 3/85**Job Notification details between 8/1/2017 to 7/31/2018****Weekday Evening Co-Anchor (Broadcast1Source tracking number 64654)****No. of Agencies were used:** 0

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 03/30/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** espainhour@brookspierce.com**Title:** Weekday Evening Co-Anchor**Experience:**

Leading candidates will have at least 5 years broadcast experience.

Requirements:

Excellent time-management skills are key in this deadline-driven business. Applicants must also embrace the multi-platform approach of today's newsroom.

Description:

WKOW-TV, Madison's ABC affiliate, has an immediate opening for a main anchor for our weekday 5pm, 6pm and 10pm newscasts. We need an energetic journalist who greets each day with a smile, determination to win and team attitude. The anchor we are looking for is a newsroom leader with a passion for journalism, a competitive spirit, and a willingness to personally invest in maintaining and improving the quality of our product.

We're seeking an experienced journalist who excels in covering breaking news and reporting stories that make a difference. The person we hire will have a record of aggressively using social media to engage with and respond to the community and one who uses that engagement on multiple broadcast platforms, through social media and online.

Our anchors are newsroom leaders who help mentor and grow producers and reporters. The ideal candidate will write and edit scripts with conversational communication in mind. We are looking for a versatile, enterprising self-starter who is fast, efficient, and works well under tight deadlines.

In addition to anchoring, we're looking for a journalist who can develop sources; someone who isn't afraid to head out into the field and break the big stories. The successful candidate will also have editorial oversight in the daily newscast product.

If you think you're qualified and want to live and work in one of America's most livable cities, please send us a copy of your most recent anchoring and reporting.

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 4/85**Job Notification details between 8/1/2017 to 7/31/2018****Additional Information:**

WKOW is part of the Quincy Media, Inc., a family-owned company. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer.

Contact:

Weekday Evening Anchor opening
Attn: Bonnie Beer WKOW-TV5727 Tokay Blvd. Madison, WI,
53719
bbeer@wkow.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email

Exhibit 23

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 11/85**Job Notification details between 8/1/2017 to 7/31/2018****Content Manager (Broadcast1Source tracking number 63019)****No. of Agencies were used:** 47

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 05/08/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** espainhour@brookspierce.com**Title:** Content Manager**Experience:**

If you are energized by trying something new every day, we want to talk with you. At least 3 years of strong newsroom management experience as well as sound editorial and ethical judgment is required. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

Requirements:

At least 3 years of strong newsroom management experience as well as sound editorial and ethical judgment is required.

Description:

WKOW-TV, the ABC affiliate, in Madison, Wisconsin is seeking a take charge leader to help guide us to a future that goes well beyond traditional broadcast news.

This position, functioning as the literal hub of our news organization, will serve as an editorial decision maker for our TV, Web, Mobile and Social Networking platforms.

WKOW 27 News is a continuous local news source with an ever immediate deadline mentality. The Content Manager is the second ranking position in the department and directly oversees and is in nearly constant contact with all involved in our news gathering processes. The Content Manager weighs the full editorial possibility of every story, and makes immediate decisions on how it will be disseminated on the appropriate platforms. This senior leader will work very closely with the News Director, Senior Executive Producer & Digital Content Manager to ensure that our customers are being served on all platforms.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer.

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 12/85**Job Notification details between 8/1/2017 to 7/31/2018****Contact:**

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to: Ed Reams News Director WKOW – TV 5727 Tokay Blvd. Madison, WI 53719 ereams@wkow.com NO PHONE CALLS PLEASE

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2018	NAACP Beloit Branch #3251	Yes	Dorothy Harrell	1--	drthyharrell@gmail.com
5/8/2018	Columbia College Chicago	No	Jennifer Halperin	1--	jhalperin@colum.edu
5/8/2018	WPTA-TV	No	Cindy Bennett	1--	cindyb@incnow.tv
5/8/2018	KBJR-TV	No	Kayla Martin	1--	kmmartin@kbjr.com
5/8/2018	LSU School of Mass Communication	Yes	Mary Ann Sternberg	1--	msternb@lsu.edu
5/8/2018	WEEK-TV	No	Teddi Stonesifer	1--	tstonesifer@week.com
5/8/2018	WBNG-TV	No	Kate Garger	1--	cgarger@wbngtv.com
5/8/2018	Franklin College	No	Ann Barton	1--	abarton@franklincollege.edu
5/8/2018	Midwestern State University	No	Dr. Jim Sernoe	1--	jim.sernoe@mwsu.edu
5/8/2018	Columbia University Graduate School of Journalism	No	Izabela Rutkowski	1--	ir2273@columbia.edu
5/8/2018	WKOW.com	No	Bonnie Beer	1--	bbeer@wkow.com
5/8/2018	University of Connecticut	No	Steven Kalb	1--	steven.kalb@uconn.edu
5/8/2018	University of Iowa School of Journalism & Mass Communication	No	Paul Jensen	1--	paul-w-jensen@uiowa.edu
5/8/2018	University of Southern Indiana	No	Pam Doerter	1--	psdoerte@usi.edu
5/8/2018	Drake University	No	Kathleen Richardson	1--	Kathleen.Richardson@drake.edu
5/8/2018	University of Colorado Boulder	No	Christine Mahoney	1--	Christine.Mahoney@Colorado.edu
5/8/2018	YWCA Job Placement	No	Aneesha Mitchell	1--	programassistantywca@gmail.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 13/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2018	Illinois Center for Broadcasting	Yes	Carl Jackson	1--	cjackson@beonair.com
5/8/2018	WXOW/WQOW	No	Theresa Wopat	1--	twopat@wxow.com
5/8/2018	WVVA-TV	No	Audrey Sluss	1--	asluss@wvva.com
5/8/2018	WSJV-TV	No	Ann Marie Pelino	1--	apelino@fox28.com
5/8/2018	WREX-TV	No	Trista Truesdale	1--	ttruesdale@wrex.com
5/8/2018	WKOW-TV On-air Announcement	No	Bonnie Beer	1--	By User/Other System
5/8/2018	WKOW Bulletin Boards	No	Bonnie Beer	1-608-274-9514	
5/8/2018	Wisconsin Broadcasters Association	No	Mandy Endicott	1--	By User/Other System
5/8/2018	University of Wisconsin-Madison	No	Pat Hastings	1--	hastings@wisc.edu
5/8/2018	WAOW-TV	No	Kelly Fuller	1--	kfuller@waow.com
5/8/2018	WGEM-TV	No	Terri Stutheit	1--	tstutheit@wgem.com
5/8/2018	University of Missouri-Columbia School of Journalism	No	Kent Collins	1--	collinsks@missouri.edu
5/8/2018	UW-Madison Dept of Communication Arts	No	Chris Curran-Dorsano	1--	comarts@wisc.edu
5/8/2018	University of Oregon	No	Charlotte Nisser	1--	cnisser@uoregon.edu
5/8/2018	Quincy Newspapers, Inc.	No	Lesley Van Ness	1--	lvanness@quincymedia.com
5/8/2018	Quincy Herald Whig	No	Christina Wilson	1--	cbwilson@whig.com
5/8/2018	TVJobs.com	No	Mark Holloway	1--	By User/Other System
5/8/2018	Ohio/Illinois Centers for Broadcasting	No	Don Clark	1--	dclark@beonair.com
5/8/2018	Madison Media Institute	No	Nathanael Brost	1--	sarray@mediainstitute.edu
5/8/2018	New Jersey Herald	No	Robin Fichter	1--	rfichter@njherald.com
5/8/2018	National Lesbian & Gay Journalists Association	No	Career Service	1--	info@nlga.org
5/8/2018	Medialine	No	Mark Shilstone	1--	medialine@medialine.com
5/8/2018	KTIV-TV	No	Kathy Clayton	1--	kclayton@ktiv.com
5/8/2018	KWWL-TV	No	Sandy Youngblut	1--	syongblut@kwwl.com
5/8/2018	KTTC-TV	No	Jodi Neyens	1--	jneyens@kttc.com
5/8/2018	Blackhawk Technical College	No	Career Service	1--	careercenter@blackhawk.edu

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 14/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2018	Collective Talent	No	Michael Bille	1---	bille@michaelsmedia.com
5/8/2018	IBEW Local Union 715	No	Mark Biedenbender	1--	markbiedenbender@ibew715.com
5/8/2018	Affirmative Action Division City of Madison	No	Chrissy Thiele	1--	CThiele@cityofmadison.com
5/8/2018	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

WKOW Television
Fax and E-mail verification summary report for Content Manager

Position: Content Manager

Hire Date: July 16, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

WKOW-TV, the ABC affiliate, in Madison, Wisconsin is seeking a take charge leader to help guide us to a future that goes well beyond traditional broadcast news.

This position, functioning as the literal hub of our news organization, will serve as an editorial decision maker for our TV, Web, Mobile and Social Networking platforms.

WKOW 27 News is a continuous local news source with an ever immediate deadline mentality. The Content Manager is the second ranking position in the department and directly oversees and is in nearly constant contact with all involved in our news gathering processes. The Content Manager weighs the full editorial possibility of every story, and makes immediate decisions on how it will be disseminated on the appropriate platforms. This senior leader will work very closely with the News Director, Senior Executive Producer & Digital Content Manager to ensure that our customers are being served on all platforms.

Requirements:

At least 3 years of strong newsroom management experience as well as sound editorial and ethical judgment is required.

Experience:

If you are energized by trying something new every day, we want to talk with you. At least 3 years of strong newsroom management experience as well as sound editorial and ethical judgment is required. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer.

Contact:

WKOW Television

Fax and E-mail verification summary report for Content Manager

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to:Ed ReamsNews DirectorWKOW – TV5727 Tokay Blvd.Madison, WI 53719ereams@wkow.comNO PHONE CALLS PLEASE

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

WKOW Television
Fax and E-mail verification summary report for Content Manager

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 5/8/2018 4:11:17 PM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 5/8/2018 4:11:18 PM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 5/8/2018 4:11:18 PM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 5/8/2018 4:11:28 PM
8	Columbia College Chicago E-mail: jhalperin@colum.edu	Sent: 5/8/2018 4:11:31 PM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 5/8/2018 4:11:27 PM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 5/8/2018 4:11:29 PM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 5/8/2018 4:11:18 PM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 5/8/2018 4:11:26 PM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 5/8/2018 4:11:30 PM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 5/8/2018 4:11:19 PM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 5/8/2018 4:11:19 PM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 5/8/2018 4:11:19 PM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 5/8/2018 4:11:30 PM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 5/8/2018 4:11:20 PM
27	Medialine E-mail: medialine@medialine.com	Sent: 5/8/2018 4:11:20 PM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 5/8/2018 4:11:28 PM

WKOW Television**Fax and E-mail verification summary report for Content Manager**

RS Number	Recruiting Source	Date and Time
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 5/8/2018 4:11:31 PM
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 5/8/2018 4:11:20 PM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 5/8/2018 4:11:20 PM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 5/8/2018 4:11:21 PM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 5/8/2018 4:11:21 PM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 5/8/2018 4:11:21 PM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 5/8/2018 4:11:26 PM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 5/8/2018 4:11:28 PM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 5/8/2018 4:11:27 PM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 5/8/2018 4:11:22 PM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 5/8/2018 4:11:22 PM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 5/8/2018 4:11:27 PM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hastings@wisc.edu	Sent: 5/8/2018 4:11:23 PM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 5/8/2018 4:11:22 PM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 5/8/2018 4:11:23 PM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 5/8/2018 4:11:29 PM

WKOW Television
Fax and E-mail verification summary report for Content Manager

RS Number	Recruiting Source	Date and Time
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 5/8/2018 4:11:29 PM
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 5/8/2018 4:11:23 PM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 5/8/2018 4:20:14 PM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 5/8/2018 4:11:28 PM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 5/8/2018 4:11:30 PM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 5/8/2018 4:11:25 PM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 5/8/2018 4:11:25 PM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 5/8/2018 4:11:25 PM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/8/2018 4:11:17 PM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 5/8/2018 4:11:25 PM
63	YWCA Job Placement E-mail: programassistantywca@gmail.com	Sent: 5/8/2018 4:11:26 PM

Bonnie Beer

From: contact@broadcast1source.com
Sent: Tuesday, May 08, 2018 3:12 PM
To: Bonnie Beer
Subject: Alert from Broadcast1Source

Dear Bonnie,

You recently notified the job below, and included the following Self Report Agencies in your notifications. To upload proof documentation for your manual postings to those sources, please select **Self Report Docs** from the **Jobs** menu.

Job ID: 63019

Title: Content Manager

Notification Date	Recruiting Agency Name
✓ 5/8/2018	TVJobs.com
✓ 5/8/2018	Wisconsin Broadcasters Association
✓ 5/8/2018	WKOW-TV On-air Announcement

To upload Self report documents for the above agencies, please login to Broadcast1Source and select **Self Report Docs** from the **Jobs** Menu.

If you need additional assistance, please notify us at customerservice@broadcast1source.com.

Best regards,

The Broadcast1Source Team
www.broadcast1source.com
customerservice@broadcast1source.com
(336) 553-0620

Bonnie Beer

From: jobs@tvjobs.com
Sent: Tuesday, May 08, 2018 3:02 PM
To: Bonnie Beer
Subject: TVJobs.com - Content Manager job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Bonnie Beer,

Your "Content Manager" position was just posted in the TVJobs.com Database and is now available online...

Station : WKOW

Position: Content Manager

Category: News - Assistant News Directors Job ID : TVJ#34328575 Posted : 5/8/2018 Expires : 6/8/2018 Status :

Registered Employer - Job Posted Ad Text :

Content Manager

WKOW-TV, the ABC affiliate, in Madison, Wisconsin is seeking a take charge leader to help guide us to a future that goes well beyond traditional broadcast news.

This position, functioning as the literal hub of our news organization, will serve as an editorial decision maker for our TV, Web, Mobile and Social Networking platforms.

WKOW 27 News is a continuous local news source with an ever immediate deadline mentality. The Content Manager is the second ranking position in the department and directly oversees and is in nearly constant contact with all involved in our news gathering processes. The Content Manager weighs the full editorial possibility of every story, and makes immediate decisions on how it will be disseminated on the appropriate platforms. This senior leader will work very closely with the News Director, Senior Executive Producer & Digital Content Manager to ensure that our customers are being served on all platforms.

If you are energized by trying something new every day, we want to talk with you. At least 3 years of strong newsroom management experience as well as sound editorial and ethical judgment is required. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to:

Ed Reams

News Director

WKOW "TV

5727 Tokay Blvd.

Madison, WI 53719

ereams@wkow.com

NO PHONE CALLS PLEASE

WKOW Television, Inc. is an Equal Opportunity Employer.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 6/8/2018.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=5574161200724916>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

Post Available Job

Required fields* are indicated below. Your job will not be posted without information in these fields.
PLEASE NOTE BEFORE POSTING: Position Available Postings to the online Job Bank will remain active FOUR (4) WEEKS, unless the Specific Closing Date indicated is earlier. Once a position has been posted, changes to the listing or early removal may NOT always be possible. If you would like your position to remain online for longer than your original specified closing date or the defaulted FOUR (4) Weeks, please resubmit position description and new closing date.

Job Title*

Job Category*

Position Description/Qualifications*

WKOW-TV, the ABC affiliate, in Madison, Wisconsin is seeking a take charge leader to help guide us to a future that goes well beyond

How To Apply

If you have the drive to succeed, send your reel, writing samples, a resume

Online Application URL

Station or Company Name*

Station or Company URL

Contact Name or Title

Contact Email

Contact Phone

Expiration Date

Submit Job

Clear Form

Wisconsin Broadcasters Association . 44 E Mifflin Street, Suite 900 . Madison, WI 53703
608.255.2600

Copyright 1998-2018 Wisconsin Broadcasters Association
[Terms and Conditions](#) . [Privacy Policy](#)

Exhibit 24

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 8/85**Job Notification details between 8/1/2017 to 7/31/2018****Assignment Editor (Broadcast1Source tracking number 63107)****No. of Agencies were used:** 47

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 05/10/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** espainhour@brookspierce.com**Title:** Assignment Editor**Experience:**

Experience with web and social media posting is required. Good people and communication skills required.

Requirements:

Experience with web and social media posting is required. Good people and communication skills required.

Description:

WKOW-TV is seeking an experienced Assignment Editor who loves breaking news and thrives in a competitive environment. We're looking for a detail-oriented person who can maintain a comprehensive file of news stories, keep track of current events, coordinate and assign news staff in their daily news coverage responsibilities and assist in the scheduling of news staff.

This is a Monday – Friday dayside position. If you are energized by trying something new every day, we want to talk with you. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer.

Contact:

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to: Ed Reams News Director WKOW – TV5727 Tokay Blvd. Madison, WI 53719 ereams@wkow.com NO PHONE CALLS PLEASE

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 9/85**Job Notification details between 8/1/2017 to 7/31/2018**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com.

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/10/2018	NAACP Beloit Branch #3251	Yes	Dorothy Harrell	1--	drthyharrell@gmail.com
5/10/2018	Columbia College Chicago	No	Jennifer Halperin	1--	jhalperin@colum.edu
5/10/2018	WPTA-TV	No	Cindy Bennett	1--	cindyb@incnow.tv
5/10/2018	KBJR-TV	No	Kayla Martin	1--	kmmartin@kbjr.com
5/10/2018	LSU School of Mass Communication	Yes	Mary Ann Sternberg	1--	msternb@lsu.edu
5/10/2018	WEEK-TV	No	Teddi Stonesifer	1--	tstonesifer@week.com
5/10/2018	WBNG-TV	No	Kate Garger	1--	cgarger@wbngtv.com
5/10/2018	Franklin College	No	Ann Barton	1--	abarton@franklincollege.edu
5/10/2018	Midwestern State University	No	Dr. Jim Sernoe	1--	jim.sernoe@mwsu.edu
5/10/2018	Columbia University Graduate School of Journalism	No	Izabela Rutkowski	1--	ir2273@columbia.edu
5/10/2018	WKOW.com	No	Bonnie Beer	1--	bbeer@wkow.com
5/10/2018	University of Connecticut	No	Steven Kalb	1--	steven.kalb@uconn.edu
5/10/2018	University of Iowa School of Journalism & Mass Communication	No	Paul Jensen	1--	paul-w-jensen@uiowa.edu
5/10/2018	University of Southern Indiana	No	Pam Doerter	1--	psdoerte@usi.edu
5/10/2018	Drake University	No	Kathleen Richardson	1--	Kathleen.Richardson@drake.edu
5/10/2018	University of Colorado Boulder	No	Christine Mahoney	1--	Christine.Mahoney@Colorado.edu
5/10/2018	YWCA Job Placement	No	Aneesha Mitchell	1--	programassistantywca@gmail.com
5/10/2018	WXOW/WQOW	No	Theresa Wopat	1--	twopat@wxow.com
5/10/2018	Illinois Center for Broadcasting	Yes	Carl Jackson	1--	cjackson@beonair.com
5/10/2018	WVVA-TV	No	Audrey Sluss	1--	asluss@wvva.com
5/10/2018	WSJV-TV	No	Ann Marie Pelino	1--	apelino@fox28.com
5/10/2018	WREX-TV	No	Trista Truesdale	1--	ttruesdale@wrex.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 10/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/10/2018	Wisconsin Broadcasters Association	No	Mandy Endicott	1--	By User/Other System
5/10/2018	WKOW Bulletin Boards	No	Bonnie Beer	1-608-274-9514	
5/10/2018	WKOW-TV On-air Announcement	No	Bonnie Beer	1--	By User/Other System
5/10/2018	WGEM-TV	No	Terri Stutheit	1--	tstutheit@wgem.com
5/10/2018	WAOW-TV	No	Kelly Fuller	1--	kfuller@waow.com
5/10/2018	University of Wisconsin-Madison	No	Pat Hastings	1--	hastings@wisc.edu
5/10/2018	University of Missouri-Columbia School of Journalism	No	Kent Collins	1--	collinsks@missouri.edu
5/10/2018	UW-Madison Dept of Communication Arts	No	Chris Curran-Dorsano	1--	comarts@wisc.edu
5/10/2018	University of Oregon	No	Charlotte Nisser	1--	cnisser@uoregon.edu
5/10/2018	Quincy Newspapers, Inc.	No	Lesley Van Ness	1--	lvanness@quincymedia.com
5/10/2018	Quincy Herald Whig	No	Christina Wilson	1--	cbwilson@whig.com
5/10/2018	TVJobs.com	No	Mark Holloway	1--	By User/Other System
5/10/2018	Ohio/Illinois Centers for Broadcasting	No	Don Clark	1--	dclark@beonair.com
5/10/2018	New Jersey Herald	No	Robin Fichter	1--	rfichter@njherald.com
5/10/2018	Medialine	No	Mark Shilstone	1--	medialine@medialine.com
5/10/2018	National Lesbian & Gay Journalists Association	No	Career Service	1--	info@nlga.org
5/10/2018	Madison Media Institute	No	Nathanael Brost	1--	sarray@mediainstitute.edu
5/10/2018	KWWL-TV	No	Sandy Youngblut	1--	syounblut@kwwl.com
5/10/2018	KTTC-TV	No	Jodi Neyens	1--	jneyens@kttc.com
5/10/2018	KTIV-TV	No	Kathy Clayton	1--	kclayton@ktiv.com
5/10/2018	IBEW Local Union 715	No	Mark Biedenbender	1--	markbiedenbender@ibew715.com
5/10/2018	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
5/10/2018	Blackhawk Technical College	No	Career Service	1--	careercenter@blackhawk.edu
5/10/2018	Affirmative Action Division City of Madison	No	Chrissy Thiele	1--	CThiele@cityofmadison.com
5/10/2018	www.mediagignow.com	No	MediaGigNow.com	1--	customerservice@mediagignow.com

WKOW Television
Fax and E-mail verification summary report for Assignment Editor

Position: Assignment Editor

Hire Date: June 5, 2018

This report, generated by Broadcast1Source, verifies that WKOW Television used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

WKOW-TV is seeking an experienced Assignment Editor who loves breaking news and thrives in a competitive environment. We're looking for a detail-oriented person who can maintain a comprehensive file of news stories, keep track of current events, coordinate and assign news staff in their daily news coverage responsibilities and assist in the scheduling of news staff.

This is a Monday – Friday dayside position. If you are energized by trying something new every day, we want to talk with you. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

Requirements:

Experience with web and social media posting is required. Good people and communication skills required.

Experience:

Experience with web and social media posting is required. Good people and communication skills required.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities. WKOW Television, Inc. is an Equal Opportunity Employer.

Contact:

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to: Ed Reams News Director WKOW – TV 5727 Tokay Blvd. Madison, WI 53719 ereams@wkow.com NO PHONE CALLS PLEASE

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Date: 3/4/2020

Page: 12/132

WKOW Television

Fax and E-mail verification summary report for Assignment Editor

WKOW Television**Fax and E-mail verification summary report for Assignment Editor**

RS Number	Recruiting Source	Date and Time
1	Affirmative Action Division City of Madison E-mail: CThiele@cityofmadison.com	Sent: 5/10/2018 5:36:58 PM
4	Blackhawk Technical College E-mail: careercenter@blackhawk.edu	Sent: 5/10/2018 5:36:58 PM
6	Collective Talent E-mail: bille@michaelsmedia.com	Sent: 5/10/2018 5:36:59 PM
7	Columbia University Graduate School of Journalism E-mail: ir2273@columbia.edu	Sent: 5/10/2018 5:37:09 PM
8	Columbia College Chicago E-mail: jhalperin@colum.edu	Sent: 5/10/2018 5:37:12 PM
10	Drake University E-mail: Kathleen.Richardson@drake.edu	Sent: 5/10/2018 5:37:08 PM
15	Franklin College E-mail: abarton@franklincollege.edu	Sent: 5/10/2018 5:37:10 PM
16	IBEW Local Union 715 E-mail: markbiedenbender@ibew715.com	Sent: 5/10/2018 5:36:59 PM
17	Illinois Center for Broadcasting E-mail: cjackson@beonair.com	Sent: 5/10/2018 5:37:07 PM
19	KBJR-TV E-mail: kmmartin@kbjr.com	Sent: 5/10/2018 5:37:11 PM
20	KTIV-TV E-mail: kclayton@ktiv.com	Sent: 5/10/2018 5:36:59 PM
21	KTTC-TV E-mail: jneyens@kttc.com	Sent: 5/10/2018 5:37:00 PM
22	KWWL-TV E-mail: syoungblut@kwwl.com	Sent: 5/10/2018 5:37:00 PM
24	LSU School of Mass Communication E-mail: msternb@lsu.edu	Sent: 5/10/2018 5:37:11 PM
25	Madison Media Institute E-mail: sarray@mediainstitute.edu	Sent: 5/10/2018 5:37:00 PM
27	Medialine E-mail: medialine@medialine.com	Sent: 5/10/2018 5:37:01 PM
28	Midwestern State University E-mail: jim.sernoe@mwsu.edu	Sent: 5/10/2018 5:37:10 PM

WKOW Television**Fax and E-mail verification summary report for Assignment Editor**

RS Number	Recruiting Source	Date and Time
29	NAACP Beloit Branch #3251 E-mail: drthyharrell@gmail.com	Sent: 5/10/2018 5:37:12 PM
30	National Lesbian & Gay Journalists Association E-mail: info@nlgia.org	Sent: 5/10/2018 5:37:01 PM
31	New Jersey Herald E-mail: rfichter@njherald.com	Sent: 5/10/2018 5:37:01 PM
32	Ohio/Illinois Centers for Broadcasting E-mail: dclark@beonair.com	Sent: 5/10/2018 5:37:01 PM
34	Quincy Herald Whig E-mail: cbwilson@whig.com	Sent: 5/10/2018 5:37:02 PM
35	Quincy Newspapers, Inc. E-mail: lvanness@quincymedia.com	Sent: 5/10/2018 5:37:02 PM
40	University of Colorado Boulder E-mail: Christine.Mahoney@Colorado.edu	Sent: 5/10/2018 5:37:07 PM
41	University of Connecticut E-mail: steven.kalb@uconn.edu	Sent: 5/10/2018 5:37:09 PM
42	University of Iowa School of Journalism & Mass Communication E-mail: paul-w-jensen@uiowa.edu	Sent: 5/10/2018 5:37:08 PM
43	University of Missouri-Columbia School of Journalism E-mail: collinsks@missouri.edu	Sent: 5/10/2018 5:37:03 PM
44	University of Oregon E-mail: cnisser@uoregon.edu	Sent: 5/10/2018 5:37:03 PM
45	University of Southern Indiana E-mail: psdoerte@usi.edu	Sent: 5/10/2018 5:37:08 PM
46	University of Wisconsin-Madison School of Journalism and Mass Communication E-mail: hasting@wisc.edu	Sent: 5/10/2018 5:37:04 PM
47	UW-Madison Dept of Communication Arts E-mail: comarts@wisc.edu	Sent: 5/10/2018 5:37:03 PM
48	WAOW-TV E-mail: kfuller@waow.com	Sent: 5/10/2018 5:37:04 PM
49	WBNG-TV E-mail: cgarger@wbngtv.com	Sent: 5/10/2018 5:37:10 PM

WKOW Television**Fax and E-mail verification summary report for Assignment Editor**

RS Number	Recruiting Source	Date and Time
50	WEEK-TV E-mail: tstonesifer@week.com	Sent: 5/10/2018 5:37:10 PM
51	WGEM-TV E-mail: tstutheit@wgem.com	Sent: 5/10/2018 5:37:05 PM
53	WKOW Bulletin Boards Fax: 1-608-274-9514	Sent: 5/10/2018 5:41:56 PM
55	WKOW.com E-mail: bbeer@wkow.com	Sent: 5/10/2018 5:37:09 PM
57	WPTA-TV E-mail: cindyb@incnow.tv	Sent: 5/10/2018 5:37:11 PM
58	WREX-TV E-mail: ttruesdale@wrex.com	Sent: 5/10/2018 5:37:06 PM
59	WSJV-TV E-mail: apelino@fox28.com	Sent: 5/10/2018 5:37:06 PM
60	WVVA-TV E-mail: asluss@wvva.com	Sent: 5/10/2018 5:37:06 PM
61	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/10/2018 5:36:57 PM
62	WXOW/WQOW E-mail: twopat@wxow.com	Sent: 5/10/2018 5:37:07 PM
63	YWCA Job Placement E-mail: programassistentywca@gmail.com	Sent: 5/10/2018 5:37:07 PM

Bonnie Beer

From: contact@broadcast1source.com
Sent: Thursday, May 10, 2018 4:37 PM
To: Bonnie Beer
Subject: Alert from Broadcast1Source

Dear Bonnie,

You recently notified the job below, and included the following Self Report Agencies in your notifications. To upload proof documentation for your manual postings to those sources, please select **Self Report Docs** from the **Jobs** menu.

Job ID: 63107

Title: Assignment Manager

Notification Date	Recruiting Agency Name
5/10/2018	TVJobs.com
5/10/2018	Wjsconsin Broadcasters Association
5/10/2018	WKOW-TV On-air Announcement

To upload Self report documents for the above agencies, please login to Broadcast1Source and select **Self Report Docs** from the **Jobs** Menu.

If you need additional assistance, please notify us at customerservice@broadcast1source.com.

Best regards,

The Broadcast1Source Team
www.broadcast1source.com
customerservice@broadcast1source.com
(336) 553-0620

Bonnie Beer

From: jobs@tvjobs.com
Sent: Thursday, May 10, 2018 4:29 PM
To: Bonnie Beer
Subject: TVJobs.com - Assignment Editor job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Bonnie Beer,

Your "Assignment Editor" position was just posted in the TVJobs.com Database and is now available online...

Station : WKOW
Position: Assignment Editor
Category: News - Assignment Editor
Job ID : TVJ#34328733
Posted : 5/10/2018
Expires : 6/10/2018
Status : Registered Employer - Job Posted Ad Text :

Assignment Editor

WKOW-TV is seeking an experienced Assignment Editor who loves breaking news and thrives in a competitive environment. We're looking for a detail-oriented person who can maintain a comprehensive file of news stories, keep track of current events, coordinate and assign news staff in their daily news coverage responsibilities and assist in the scheduling of news staff. Experience with web and social media posting is required. Good people and communication skills required.

This is a Monday – Friday dayside position. If you are energized by trying something new every day, we want to talk with you. Come work with a dynamic and growing newsroom in one of the top places to live in the country.

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

If you have the drive to succeed, send your reel, writing samples, a resume and something surprising that will set you apart to:

Ed Reams
News Director
WKOW – TV
5727 Tokay Blvd.
Madison, WI 53719
ereams@wkow.com
NO PHONE CALLS PLEASE

WKOW Television, Inc. is an Equal Opportunity Employer.

Notes:

1. We recommend that you either save or print this page and provide

the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 6/10/2018.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=1540361231671915>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

Post Available Job

Required fields* are indicated below. Your job will not be posted without information in these fields.
PLEASE NOTE BEFORE POSTING: Position Available Postings to the online Job Bank will remain active FOUR (4) WEEKS, unless the Specific Closing Date indicated is earlier. Once a position has been posted, changes to the listing or early removal may NOT always be possible. If you would like your position to remain online for longer than your original specified closing date or the defaulted FOUR (4) Weeks, please resubmit position description and new closing date.

Job Title*

Job Category*

Position Description/Qualifications*

WKOW-TV is seeking an experienced Assignment Editor who loves breaking news and thrives in a competitive environment.

How To Apply

If you have the drive to succeed, send your reel, writing samples, a resume

Online Application URL

Station or Company Name*

Station or Company URL

Contact Name or Title

Contact Email

Contact Phone

Expiration Date

Submit Job

Clear Form

Wisconsin Broadcasters Association . 44 E Mifflin Street, Suite 900 . Madison, WI 53703
608.255.2600

Copyright 1998-2018 Wisconsin Broadcasters Association
[Terms and Conditions](#) . [Privacy Policy](#)

Exhibit 25

Job Notification Details Report**Date:** 3/4/2020**From:** Madison, WI**Page:** 1/85**Job Notification details between 8/1/2017 to 7/31/2018****Weekday Morning Anchor (Broadcast1Source tracking number 64656)****No. of Agencies were used:** 0

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below**Sent On:** 05/23/2018**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** espainhour@brookspierce.com**Title:** Weekday Morning Anchor**Experience:**

You need at least 2 years broadcast experience to be considered. If you think you're qualified and want to live and work in one of America's most livable cities, please send a copy of your most recent anchoring and reporting.

Requirements:

Applicants must have a degree in journalism or a related multimedia field.

Description:

WKOW-TV, Madison's ABC affiliate, has an immediate opening for a bright, motivated anchor to take the lead for a popular state-wide weekend morning newscast serving the Wisconsin markets of Madison, Wausau, La Crosse, Eau Claire and Duluth, MN / Superior. WI. We need an energetic journalist who greets each day with a smile and has a team attitude. We need an aggressive, competitive journalist who can be a presence in the newsroom, on the set and out in the field. Successful candidates must have strong producing skills, the ability to write and deliver compelling stories under deadline pressure and a track record of enterprising unique stories. This position is great for someone who loves creative control of a newscast. Experience with non-linear editing is essential. Knowledge of I-News is a plus. Our producers and multimedia journalists produce content for on-air, online and mobile platforms.

Additional Information:

WKOW is part of Quincy Media, Inc., a family owned company. Throughout Quincy, positions are available for candidates with all levels of experience and the advancement you are seeking. Visit www.CareersAtQuincy.com for links to all stations and opportunities.

Contact:

If you have the drive to succeed, send your reel and resume to: Ed Reams News Director WKOW – TV5727 Tokay Blvd. Madison, WI 53719 ereams@wkow.com NO PHONE CALLS PLEASE

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Beer at bbeer@wkow.com

Job Notification Details Report**Date:** 3/4/2020**From:** Madison,WI**Page:** 2/85**Job Notification details between 8/1/2017 to 7/31/2018**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email