

# Federal Communications Commission

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**Account number: 290108**

**Description: WITI 2009 FORM 397**  
**Application Reference Number: 20090803ABO**  
**Successfully filed at Aug 3 2009 10:02AM**

**Based on the information supplied, no fee is required.**

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| Federal Communications Commission<br>Washington, D.C. 20554  |                    | Approved by OMB<br>3060-0922 (September 2002)   |  | FOR FCC USE ONLY   |  |
| FCC 397  |                    |   |  |  |  |
| BROADCAST MID-TERM REPORT  |                    |   |  | FOR COMMISSION USE ONLY<br>FILE NO.<br>- 20090803ABO   |  |
| Legal Name of the Licensee<br>COMMUNITY TELEVISION OF WISCONSIN LICENSE, LLC   |                    |   |  |  |  |
| Mailing Address<br>1717 DIXIE HIGHWAY<br>SUITE 650   |                    |   |  |  |  |
| City<br>FT. WRIGHT   |                    | State or Country (if foreign address)<br>KY   |  | Zip Code<br>41011 -  |  |
| Telephone Number (include area code)<br>8594482700   |                    | E-Mail Address (if available)   |  |  |  |
| FCC Registration Number<br>0017791047  |                    | Facility ID Number<br>73107   |  | Call Sign<br>WITI  |  |
| <b>TYPE OF BROADCAST STATION:</b>  |                    | Commercial Broadcast Station<br><input type="radio"/> Radio<br><input checked="" type="radio"/> TV<br><input type="radio"/> Low Power TV<br><input type="radio"/> International |  | Noncommercial Broadcast Station<br><input type="radio"/> Educational Radio<br><input type="radio"/> Educational TV |  |
| <b>Application Purpose</b><br><input checked="" type="radio"/> New Program Report<br><input type="radio"/> Amendment to Program Report   |                    |   |  |  |  |
| <p>List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.</p> <p>[Station List]</p> |                    |   |  |  |  |
| Station List   |                    |   |  |  |  |
| <p>List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.</p>                       |                    |   |  |  |  |
| Call Sign  | Facility ID Number | Type<br>(check applicable box)  | Location<br>(City/State)                                     | Time Brokerage Agreement<br>(check applicable box)   |  |
| WITI   | 73107              | <input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV   | MILWAUKEE, WI  | <input type="radio"/> Yes <input checked="" type="radio"/> No  |  |
|  |                    |   |  |  |  |
| <b>SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:</b>   |                    |   |  |  |  |
| Name<br>KEVIN P. LATEK   |                    |   | Street Address<br>1200 NEW HAMPSHIRE AVENUE, NW<br>SUITE 800 |  |  |

|                    |             |                    |                                |
|--------------------|-------------|--------------------|--------------------------------|
| City<br>WASHINGTON | State<br>DC | Zip Code<br>20036- | Telephone Number<br>2027762000 |
|--------------------|-------------|--------------------|--------------------------------|

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?

☐ Yes ☒ No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

|  |  |
|--|--|
| Signed                                   | Name of Respondent<br>PAM TAYLOR                 |
| Title<br>COO, VP AND ASSISTANT SECRETARY | Telephone No. ( include area code)<br>8594482707 |
| Date<br>7/29/2009                        |  |

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**Section II****RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: CHUCK STEINMETZ

Title: VICE PRESIDENT &amp; GENERAL MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Section III****MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits****Exhibit 1****Description:** EXHIBIT 1

PLEASE SEE ATTACHED PUBLIC FILE REPORT COVERING THE PERIOD OF AUGUST 1, 2008 TO JULY 31, 2009. LICENSEE ACQUIRED THE STATION ON JULY 14, 2008 PURSUANT TO AN FCC FORM 314 (BALCT-20080604AAV). THE STATION DID NOT HIRE ANY INDIVIDUALS BETWEEN THAT TIME AND THE BEGINNING OF THE 2008-2009 EEO REPORT INCLUDED IN THIS FORM 397.

**Attachment 1****Description**[2008-2009 EEO Report](#)

# Recruitment Summary:

**Reporting Period:** 08/01/08 to 7/31/09

**Total Hires Reporting Period:** 8

| Position/Job Title                     | Job Classification   | Referral Source                                |
|--|----------------------|--|
| <b>Director</b>                        | <b>Professional</b>  | <b>Fox 6 employees</b>                         |
| <b>Account Executive</b>               | <b>Sales Workers</b> | <b>Fox 6 employee</b>                          |
| <b>Photojournalist</b>                 | <b>Professional</b>  | <b>Station Web Site<br/>Myfoxmilwaukee.com</b> |
| <b>Reporter / Anchor</b>               | <b>Professional</b>  | <b>Bell Talent Inc.</b>                        |
| <b>Producer</b>                        | <b>Professional</b>  | <b>Tvjobs.com</b>                              |
| <b>Web Producer</b>                    | <b>Professional</b>  | <b>Fox 6 employee</b>                          |
| <b>Account Executive</b>               | <b>Professional</b>  | <b>Fox 6 employee</b>                          |
| <b>General Assignment<br/>Reporter</b> | <b>Professional</b>  | <b>Marquette University – K.<br/>Jacobs</b>    |

# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 8/22/08  
**Position/Job Title:** Director **Job Classification:** Professional  
  
**Recruitment Source<sup>1</sup>:** Fox 6 Employees  
**Contact Person:** \_\_\_\_\_  
**Address:** 9001 N. Green Bay Rd.  
Milwaukee, WI 53209  
  
**Total # of Interviewees:** 3

| Referral Sources <sup>2</sup>  | No. of Interviewees |
|--|---------------------|
| <b>Name:</b> <u>Fox 6 Web Site myfoxmilwaukee.com</u><br><b>Contact Person:</b> <u>M. Mikich</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | <b>2</b>            |
| <b>Name:</b> <u>Fox 6 employees</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                              | <b>1</b>            |
| <b>Name:</b> _____<br><b>Contact Person:</b> _____ <b>Phone #:</b> _____<br><b>Address:</b> _____<br><b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____  |                     |
| <b>Name:</b> _____<br><b>Contact Person:</b> _____ <b>Phone #:</b> _____<br><b>Address:</b> _____<br><b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____  |                     |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 8/27/08  
**Position/Job Title:** Account Executive  
**Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** Fox 6 Employee  
**Contact Person:** \_\_\_\_\_  
**Address:** 9001 N. Green Bay Rd.  
Milwaukee, WI 53209

**Total # of Interviewees:** 7

| Referral Sources <sup>2</sup>  | No. of Interviewees |
|--|---------------------|
| <b>Name:</b> <u>Fox 6 Web Site myfoxmilwaukee.com</u><br><b>Contact Person:</b> <u>M. Mikich</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | 1                   |
| <b>Name:</b> <u>Fox 6 employee</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                               | 1                   |
| <b>Name:</b> <u>Fox 6 employee</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                                | 1                   |
| <b>Name:</b> <u>Call In</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                                      | 1                   |
| <b>Name:</b> <u>Spots n' Dots</u><br><b>Contact Person:</b> <u>April Causey</u> <b>Phone #:</b> <u>888-884-2630</u><br><b>Address:</b> <u>600 W. Peachtree St. NW</u><br><b>City:</b> <u>Atlanta</u> <b>State:</b> <u>GA</u> <b>Zipcode:</b> <u>30308</u>                  | 1                   |
| <b>Name:</b> <u>Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                                     | 2                   |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WITI      **Date Position Filled:** 10/13/08  
**Position/Job Title:** Photojournalist      **Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** Fox 6 Web Site  
**Contact Person:** Marcia Mikich  
**Address:** 9001 N. Green Bay Rd.  
Milwaukee, WI 53209

**Total # of Interviewees:** 5

| Referral Sources <sup>2</sup>  |  | No. of Interviewees |
|--|--|---------------------|
| <b>Name:</b> <u>Fox 6 Web Site myfoxmilwaukee.com</u><br><b>Contact Person:</b> <u>M. Mikich</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> |  | 2                   |
| <b>Name:</b> <u>Fox 6 employees</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                              |  | 2                   |
| <b>Name:</b> <u>Call-In</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                                      |  | 1                   |
| <b>Name:</b> _____<br><b>Contact Person:</b> _____ <b>Phone #:</b> _____<br><b>Address:</b> _____<br><b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____  |  |                     |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 10/20/08  
**Position/Job Title:** Reporter/Anchor  
**Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** Bell Talent Agency  
**Contact Person:** Roger Bell  
**Address:** 811 N. Catalina Ave.  
Redondo Beach, CA 90277

**Total # of Interviewees:** 6

| Referral Sources <sup>2</sup>   | No. of Interviewees |
|---|---------------------|
| <b>Name:</b> <u>Bell Talent Agency</u><br><b>Contact Person:</b> <u>Roger Bell</u> <b>Phone #:</b> <u>310-372-5558</u><br><b>Address:</b> <u>811 N. Catalina Ave.</u><br><b>City:</b> <u>Redono Beach</u> <b>State:</b> <u>CA</u> <b>Zipcode:</b> <u>90277</u>          | 1                   |
| <b>Name:</b> <u>Marquette University</u><br><b>Contact Person:</b> <u>K. Jacob</u> <b>Phone #:</b> <u>414-288-7423</u><br><b>Address:</b> <u>P.O. Box 1881</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53201</u>                    | 1                   |
| <b>Name:</b> <u>TVjobs.com</u><br><b>Contact Person:</b> <u>M. Holloway</u> <b>Phone #:</b> _____<br><b>Address:</b> <u>P.O. Box 4116</u><br><b>City:</b> <u>Oceanside</u> <b>State:</b> <u>CA</u> <b>Zipcode:</b> <u>92052</u>   | 1                   |
| <b>Name:</b> <u>FOX 6 Employee</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                            | 1                   |
| <b>Name:</b> <u>FOX 6 Web Site www.fox6now.com</u><br><b>Contact Person:</b> <u>M. Mikich</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | 2                   |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 12/8/08  
**Position/Job Title:** Producer  
**Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** TVjobs.com  
**Contact Person:** M. Holloway  
**Address:** P.O. Box 4116  
Oceanside, CA 92052

**Total # of Interviewees:** 4

| Referral Sources <sup>2</sup>  | No. of Interviewees |
|--|---------------------|
| <b>Name:</b> <u>TVjobs.com</u><br><b>Contact Person:</b> <u>M. Holloway</u> <b>Phone #:</b> <u>800-374-0119</u><br><b>Address:</b> <u>P.O. Box 4116</u><br><b>City:</b> <u>Oceanside</u> <b>State:</b> <u>CA</u> <b>Zipcode:</b> <u>92052</u>                              | 1                   |
| <b>Name:</b> <u>FOX 6 Web Site myfoxmilwaukee.com</u><br><b>Contact Person:</b> <u>M. Mikich</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | 1                   |
| <b>Name:</b> <u>FOX 6 Employee Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                      | 1                   |
| <b>Name:</b> <u>FOX 6 Employee Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                      | 1                   |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 6/15/09  
**Position/Job Title:** Account Executive  
**Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** Employee Referral  
**Contact Person:** \_\_\_\_\_  
**Address:** 9001 N. Green Bay Rd.  
Milwaukee, WI 53209

**Total # of Interviewees:** 9

| Referral Sources <sup>2</sup>   | No. of Interviewees |
|---|---------------------|
| <b>Name:</b> <u>FOX 6 Employee Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                     | 1                   |
| <b>Name:</b> <u>FOX 6 Web Site www.fox6now.com</u><br><b>Contact Person:</b> <u>J. Bednarek</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | 3                   |
| <b>Name:</b> <u>Referral</u><br><b>Contact Person:</b> <u>Amy Baumann – Platypus Adv.</u> <b>Phone #:</b> <u>262-522-8181</u><br><b>Address:</b> <u>N29 W23810 Woodgate Ct. #100</u><br><b>City:</b> <u>Pewaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53072</u> | 1                   |
| <b>Name:</b> <u>Applicant Drop-In</u><br><b>Contact Person:</b> <u>Julie Bednarek</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>           | 1                   |
| <b>Name:</b> <u>FOX 6 Former Employee Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-276-8300</u><br><b>Address:</b> <u>126 N. Jefferson St.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53202</u>               | 1                   |
| <b>Name:</b> <u>FOX 6 Employee Referral</u><br><b>Contact Person:</b> _____ <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u>                     | 1                   |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

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# Recruitment Reconciliation Form

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Name: FOX 6 Employee Referral

Contact Person: \_\_\_\_\_ Phone #: 414-355-6666

Address: 9001 N. Green Bay Rd.

City: Milwaukee State: WI Zipcode: 53209

1

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# Recruitment Reconciliation Form

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Station: WITI Date Position Filled: 6/17/09

Position/Job Title: Web Producer

Job Classification: Professional

Recruitment Source<sup>1</sup>: Employee Referral

Contact Person:

Address: 9001 N. Green Bay Rd.  
Milwaukee, WI 53209

Total # of Interviewees: 5

| Referral Sources <sup>2</sup>  | No. of Interviewees |
|--|---------------------|
| Name: <u>FOX 6 Employee Referral</u><br>Contact Person: _____ Phone #: <u>414-355-6666</u><br>Address: <u>9001 N. Green Bay Rd.</u><br>City: <u>Milwaukee</u> State: <u>WI</u> Zipcode: <u>53209</u>             | 3                   |
| Name: <u>FOX 6 Internal Posting</u><br>Contact Person: <u>J. Bednarek</u> Phone #: <u>414-355-6666</u><br>Address: <u>9001 N. Green Bay Rd.</u><br>City: <u>Milwaukee</u> State: <u>WI</u> Zipcode: <u>53209</u> | 1                   |
| Name: <u>FOX 6 Internship Program</u><br>Contact Person: _____ Phone #: <u>414-355-6666</u><br>Address: <u>9001 N. Green Bay Rd.</u><br>City: <u>Milwaukee</u> State: <u>WI</u> Zipcode: <u>53209</u>            | 1                   |

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<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WITI **Date Position Filled:** 7/6/09  
**Position/Job Title:** General Assignment Reporter  
**Job Classification:** Professional

**Recruitment Source<sup>1</sup>:** Marquette University  
**Contact Person:** Katherine Jacob  
**Address:** P.O. Box 1881  
Milwaukee, WI 53201

**Total # of Interviewees:** 5

| Referral Sources <sup>2</sup>   | No. of Interviewees |
|---|---------------------|
| <b>Name:</b> <u>Marquette University</u><br><b>Contact Person:</b> <u>K. Jacob</u> <b>Phone #:</b> <u>414-288-7423</u><br><b>Address:</b> <u>P.O. Box 1881</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53201</u>                      | 1                   |
| <b>Name:</b> <u>FOX 6 Web Site www.fox6now.com</u><br><b>Contact Person:</b> <u>J. Bednarek</u> <b>Phone #:</b> <u>414-355-6666</u><br><b>Address:</b> <u>9001 N. Green Bay Rd.</u><br><b>City:</b> <u>Milwaukee</u> <b>State:</b> <u>WI</u> <b>Zipcode:</b> <u>53209</u> | 2                   |
| <b>Name:</b> <u>TVjobs.com</u><br><b>Contact Person:</b> <u>M. Holloway (admins@tvjobs.com)</u> <b>Phone #:</b> <u>800-374-0119</u><br><b>Address:</b> <u>P.O. Box 4116</u><br><b>City:</b> <u>Oceanside</u> <b>State:</b> <u>CA</u> <b>Zipcode:</b> <u>92052</u>         | 1                   |
| <b>Name:</b> <u>Referral</u><br><b>Contact Person:</b> <u>WTVO</u> <b>Phone #:</b> <u>815-963-5413</u><br><b>Address:</b> <u>1917 N. Meridian Rd.</u><br><b>City:</b> <u>Rockford</u> <b>State:</b> <u>IL</u> <b>Zipcode:</b> <u>61101</u>                                | 1                   |

<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment/Outreach Initiatives 2008-2009

## I. Internship programs

WITI 's internship programs are listed on our website at [www.fox6now.com](http://www.fox6now.com) and are also included in the current WBA (Wisconsin Broadcasters Association) listing of current statewide broadcasting internships

**News** : 6 participants during reporting period:

- University of Wisconsin – Milwaukee, WI (Spring 2009) – 1
- University of Wisconsin – Milwaukee, WI (Fall 2008) - 3
- Marquette University– Milwaukee, WI (Fall 2008) – 1
- University of Wisconsin – Whitewater, WI (Fall 2008) - 1

**Sports**: 2 participants during reporting period:

- Syracuse (Winter 2008/2009) – 1
- University of Wisconsin – Milwaukee, WI (Spring 2009) - 1

## II. Career Outreach:

- Provide Shadowing experiences as available for High School students. (participant – July 2009) Also provide shadowing experiences for High school and elementary teachers wanting to learn more about the broadcast industry. (participant – June 2009)

### **III. Participating in events sponsored by educational institutions relating to career opportunities in broadcasting**

- September 15, 2008: Meteorologist Rob Haswell attended the Milwaukee Center of Independence luncheon speaking about weather
- October 30, 2008: Meteorologist Bart Adrian spoke to residents from the Library Square Retirement Community about weather.
- November 12, 2008: Meteorologist Bart Adrian spoke to 6<sup>th</sup> Grade students at Fritsche Middle School about weather
- November 13, 2008: Meteorologist Bart Adrian spoke to 4<sup>th</sup>-8<sup>th</sup> Graders at St. John Lutheran School in Racine about weather.
- November 21, 2008: Reporter Jeremy Ross spoke to students at Gilmore Middle School about career in reporting.
- November 23, 2008: Sports Anchor, Jen Lada attended the Arrowhead High School Varsity Girls Basketball Mother/ Daughter luncheon to discuss her career path.
- December 3, 2008: Meteorologist Bart Adrian read to students at U.S. Grant School in Milwaukee.
- December 4, 2008: Meteorologist Bart Adrian spoke to 6<sup>th</sup> Graders at Steffen Middle School about weather.
- January 22, 2009: Meteorologist Bart Adrian spoke to 4<sup>th</sup> Graders at Divine Mercy School in South Milwaukee about weather.
- February 4, 2009: Meteorologist Bart Adrian spoke to 4<sup>th</sup> Graders at Saukville Elementary about weather.
- February 18, 2009: Meteorologist Bart Adrian spoke to 3<sup>rd</sup> – 6<sup>th</sup> Graders at the Downtown Montessori Academy in Milwaukee about weather.



- February 26, 2009: Reporter / Anchor Tami Hughes spoke to and read to students at Zablocki Elementary school.
- February 26, 2009: Sports Anchor Tim Van Vooren attended and spoke at the Ozaukee Lion's Club
- March 8, 2009: Anchor/Reporter Nicole Koglin spoke to a Girl Scout Troop about a career in journalism.
- March 11, 2009: Meteorologist Bart Adrian gave a weather talk to 11<sup>th</sup> and 12<sup>th</sup> Graders at Kettle Moraine Lutheran High School in Jackson.
- March 31, 2009: Meteorologist Bart Adrian gave a weather talk to 8<sup>th</sup> Graders at Holy Family School in Whitefish Bay.
- April 22, 2009: Meteorologist Rob Haswell gave a Weather Talk to students at Oriole Lane Elementary School in Mequon.
- April 23, 2009: Anchor Kim Murphy spoke to volunteers at the Nonprofit Center of Milwaukee.
- April 27, 2009: Reporter Bob Moore spoke at the annual meeting and volunteer recognition program for the Salvation Army.
- April 28, 2009: Sports Anchor/Reporter Tim Van Vooren spoke to the YMCA, Y's Club in Ozaukee County
- April 29, 2009: Meteorologist Bart Adrian gave a weather talk to 2<sup>nd</sup> Graders at Thorson Elementary School in Cedarburg.
- May 7, 2009: Meteorologist Bart Adrian gave a Weather Talk to students at Deerfield Elementary School.
- May 8, 2009: Anchor/Reporter Kim Murphy spoke to students at St. Anthony's school for their Kid's Choice Day.
- May 8, 2009: Meteorologist Rob Haswell and Anchor/Reporter Nicole Koglin spoke to students about weather and news at Kids Choice Day at Valley View Elementary School.

- May 13, 2009: Anchor Beverly Taylor gave a speech at the Ronald McDonald House Scholarship Recognition event to students and volunteers.
- May 14, 2009: Meteorologist Bart Adrian gave a weather talk to students at St. Francis Borgia School in Cedarburg.
- June 1, 2009: Meteorologist Rob Haswell gave a weather talk at the 8<sup>th</sup> Grade Recognition Luncheon for Thomas Jefferson Middle School in Port Washington.
- June 9, 2009: Meteorologist Bart Adrian gave a weather talk to 6<sup>th</sup> Graders at Glen Hills Middle School in Glendale.
- July 22, 2009: Meteorologist Bart Adrian spoke to students at the Campbellsport Public Library's Summer Reading Program.

**IV. Training: (In addition to standard training programs and tuition reimbursement)**

- Final Cut Pro training provided for engineers, News and Creative Services departments.
- Employees encouraged to take formal training courses in Computer software packages which they use in their position at company's expense.

**V. Any other activity intended to disseminate information about employment opportunities to job candidates who otherwise might be unaware of them**

WITI, on its website, has requested any organizations that are interested in receiving our employment opportunities to contact us and how to receive them. Also announced our organization is an Equal Opportunity Employer and listed our web site.

WITI continues to distribute Careers in Broadcasting booklets and distribute them to students and HS counselors at no charge.

**VI. Other Programs to Promote Outreach**

- Backpack Buddies (August and September 2008) – WITI along with local sponsors sold Backpack Buddy stuffed toys with all proceeds going to purchase school bags and school supplies to local children.
- Condella's Coats For Kids (September – October 2008) – WITI along with local sponsors collect new and/or slightly used winter coats which are cleaned and given to children who would otherwise be left without a decent coat for the cold weather.
- Drive Against Prostate Cancer (May 28, 2009) – WITI along with Froedtert Hospital and the Medical College of Wisconsin teamed up to offer free prostate screenings to men and bring awareness to this disease.

**Following organizations were/are sent WITI Postings on a regular basis:(Sample of posting attached)**

1. All positions posted with MATC – Milwaukee Area Technical College – Dept. of Television and Video  
Production: 414-297-6267  
Jenny Thomas, Career Services  
700 West State Street  
Milwaukee, WI 53233
2. All positions posted with MediaLine.com: 800-237-8073  
Mark  
P.O. Box 51909  
Pacific Grove, CA 93950
3. All positions are posted at [www.fox6now.com](http://www.fox6now.com):  
414-355-6666  
Julie Bednarek, HR  
9001 N. Green Bay Rd.  
Milwaukee, WI 53209
4. All positions are posted internally at WITI: 414-355-6666  
Julie Bednarek, HR  
9001 N. Green Bay Rd.  
Milwaukee, WI 53209
5. Applications and all postings are available at the front desk during normal business hours: 414-355-6666  
Julie Bednarek, HR  
9001 N. Green Bay Rd.  
Milwaukee, WI 53209
6. All postings sent to the other 15 Local TV owned stations:  
WJW, Cleveland; KDVR, Denver; KTVI, St. Louis; WDAF, Kansas City; KSTU, Salt Lake City; WBRC, Birmingham; WGHP, Greensboro; WREG, Memphis; WTKR, Norfolk; KFOR/MNTV, Oklahoma City; WNEP, Wilkes Barre-Scranton; WHO, Des Moines; WHNT, Huntsville-Decatur; WQAD, Davenport, Rock Island, Moline; KFSM, Ft. Smith.

7. All positions posted with Wisconsin Technical Colleges:  
608-266-1207  
Karen Schwingle  
4622 University Ave.  
Madison, WI 53705
8. IBEW Union for technical position: 414-479-0580  
Chris Albrecht  
633 S. Hawley Rd., Suite 107  
Milwaukee, WI 53214
9. All positions posted with Marquette University:  
414-288-7423  
Katherine Jacob  
P.O. Box 1881  
Milwaukee, WI 53201
10. All positions posted with the University of Wisconsin,  
Milwaukee: 414-229-1122  
Center for Career Services  
2200 E. Kenwood Blvd.  
P.O. Box 413  
Milwaukee, WI 53201
11. All positions posted with the University of Wisconsin,  
Whitewater: 262-472-1471  
Margaret O'Leary  
800 W. Main St.  
Whitewater, WI 53190
12. All positions posted with TVJobs.com: 800-374-0119  
M. Holloway  
P.O. Box 4116  
Oceanside, CA 92052
13. Account Executive position posted with Spots n' Dots on  
August 2008: 888-884-2630  
April Causey  
600 W. Peachtree St. NW  
Atlanta, GA 30308

\*No Sources Entitled to Notification.