



MORGAN MURPHY MEDIA

July 27, 2016

Letter to Public File

EEO Public File Report

Evening Telegram Company
Madison, WI

Television Wisconsin, Inc.
Madison, WI

QueenB Radio Wisconsin, Inc.
Madison, WI

Madison Magazine, Inc.
Madison, WI

QueenB Television, LLC
La Crosse/Eau Claire, WI

Spokane Television, Inc.
Spokane, WA

Apple Valley Broadcasting, Inc.
Yakima/Kennewick, WA

QueenB Radio, Inc.
Spokane, WA

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080© (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WISC-TV, Madison, Wisconsin and is required to be placed in the public inspection files of WISC-TV and posted on its website, www.channel3000.com The information contained in this report covers the time period beginning August 1, 2015 to and including July 31, 2016.

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

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

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



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Please see the attached spreadsheet listing all full-time positions filled during the period of 08/01/2015 – 07/31/2016, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

Supplemental initiatives implemented between 08/01/2015 - 07/31/2016:

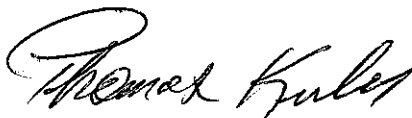
- On-going full-time paid internship program in News Dept. (Jan-June and June-Dec) providing students with “real-life” experiences. Includes writing, editing, and on-air reporting.
- On Tuesday, August 18, 2015 Operations Manager Al Barcheski participated in Madison Media Institute’s “Manage Your Career” class as a Mock Interviewer. Al interviewed students for potential broadcasting jobs and provided feedback and coaching on their interviews skills.
- September 2015 – May 2016 Channel3000 Managing Editor Kyle Geissler teaches an on-line Journalism class at the University of Wisconsin-Whitewater where the topics of journalism jobs (including broadcasting) comes up frequently. Kyle also maintains a “jobs email list” that he uses to send out vacancy notices to past and present students.
- September 26, 2015 – Hosted the Madison Chapter of the Society of Professional Journalists for a personal safety presentation titled “Staying Safe on the Job”. The Dane County Sheriff’s office presented scenario’s and tips to local media journalists for staying safe while reporting in the field. Hosted by Executive Producer Joe Radske, this training was attended by approximately a dozen local journalists.
- October 26, 2015 – November 6 2015 - Participation in Scholarship Menu Option of the WBA’s Assistance Action Plan for EEO Compliance by Director of Human Resources, Jeff Ver Voort. Review, judge, and provide feedback for 8 applicants for the WBA Foundation Scholarship.

- November 10, 11, 16, and 19th - Mandatory Harassment Prevention training provided to entire staff by labor attorney Amy Bruchs from law firm of Michael, Best, Friedrich's. 45 minute sessions reinforced the importance of respectful behavior and proper professional conduct.
- \$250.00 donation to the Wisconsin Broadcaster's Foundation (earmarked for scholarships) made on January 2, 2016.
- Monday, January 11, 2016, Production Director Al Barcheski participated in Madison Media Institute instructor Ethan Bartlett's Career Management Class as a "mock interviewer". Al interviewed MMI students for potential broadcasting jobs and provided feedback and coaching on their interview skills.
- Tuesday, January 12, 2016 Editorial Director Neil Heinen and the WISC-TV Editorial board hosted the Madison Urban League at an Ascertainment Breakfast wherein we discussed how to improve our news coverage of diversity issues in the community and how to better attract diversity applicants for future job vacancies.
- Attendance at Wisconsin Broadcaster's Winter Job Fair on January 27, 2016 by Director of Human Resources, Jeff Ver Voort.
- January 2016 – March 2016 provided Digital Sales Certification training for entire sales staff through the Local Media Association's (LMA) advanced digital sales course. The program consists of 30 training modules and offers tactical approaches to selling digital products and using digital media to increase and capture sales leads.
- Attendance at the "Hiring Smart for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination" EEO session at the Wisconsin Broadcaster's Winter Conference on January 27, 2016 by Director of HR, Jeff Ver Voort and Director of Programming/Operations, Jill Sommers.
- Attendance at the 2016 UW-Madison Student-Athlete Career Night on February 16, 2016 by General Manager Tom Keeler, General Sales Manager, Steve Scadden, and Digital Sales Manager, Susie Taylor.
- Participation at the WBA Student Seminar on Saturday February 27, 2015 by Engineering Maintenance Supervisor Kevin Ruppert on the "Broadcast Engineering" panel. Chief photographer Mike VanSusteren also demonstrated satellite truck operations and the "Live U" backpack remote broadcast gear.

- Attendance by Channel3000 Managing Editor, Kyle Geissler at the 2016 Walker Broadcast Management Institute from April 26-28. The program provides educational opportunities for professional broadcasters. This year's attendees spent full days on the following topics: "Financial Management for Broadcasters", "How to Work More Effectively with People", and "Agile Strategy: Design It, Share It, Drive It".
- Attendance at the Media Sales Institute at the Walter Cronkite School of Journalism on June 15-16, 2016 by General Manager Tom Keeler. Purpose was to interview participants in the sales institute for consideration of vacant sales openings.
- Attendance at Wisconsin Broadcaster's Summer Job Fair on June 22, 2016 by Operation Supervisor Nicole Nelson.
- Participation on the "Ask the Manager" panel of the Engineering sessions at the Wisconsin Broadcaster's Summer conference by HR Director Jeff Ver Voort. This session allowed engineers from stations across Wisconsin to ask non-engineering related questions of various station management personnel to help them gain a better understanding of non-engineer related issues that stations are facing.
- June 30, 2016 Director of Human Resources Jeff Ver Voort attended Attorney Michael Best & Friedrich LLP's breakfast briefing on new Department of Labor Overtime Rules.

Please contact Jeff Ver Voort, Director of Human Resources, with questions on this information.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas Keeler". The signature is fluid and cursive, with the first name "Thomas" being more prominent than the last name "Keeler".

Thomas Keeler
General Manager

Enclosures

EEO Public File
August 1, 2015 - July 31, 2016

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number Of Candidates Interviewed
AM Anchor	01/16/2015	08/06/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist.org - Medialine.com - Media Match - NABJ.org - NAHJ.org - Poynter.org - TV Jobs.com - WBA.org - Zip Recruiter 	Internal Posting	Channel3000 Internal Posting TVJobs.com	1 3 1
News Producer	08/19/2015	09/24/2015 & 10/20/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of Prior Candidates - Websites - Channel3000.com - Craigslist.org - Medialine.com - TV Jobs.com - UW School of Journalism - WBA.org 	UW-Milwaukee & Channel3000.com	Channel3000.com Internal Posting Marquette University TVjobs.com Undeclared UW-Milwaukee	4 1 1 3 1 1
Sales Marketing Coordinator	08/19/2015	10/14/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist.org - Indeed.com - Jobs4WI Grads.com - TV Jobs.com - UW Student Job Center - WBA.org - WIPCCC.com 	Internal Posting	Ch. 3000.com Indeed.com Internal Posting	2 3 3

EEO Public File
August 1, 2015 - July 31, 2016

Local Sales AE	09/28/2015	10/16/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist.org - Indeed.com - MediaMatch.com - WBA.org 	Internal Posting	Internal Posting	3
Digital Services Specialist	09/28/2015	12/11/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Broadcast TV Careers - Craigslist.org - Indeed.com - MediaMatch.com - Spots&Dots - TV Jobs.com - WBA.org 	Internal Posting	Craigslist Indeed.com Internal Posting Undisclosed	1 1 1 1
Reporter	09/28/2015	12/21/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of Prior Candidates - Websites - Channel3000.com - Medialine.com - MediaMatch.com - TV Jobs.com - WBA.org 	Missouri School of Journalism	Channel 3000.com Internal Posting Missouri School of J.	1 4 1
Finance Manager	11/10/2015	12/15/2015	<ul style="list-style-type: none"> - Internal Posting - Channel3000.com - QTI Executive Search 	QTI	Channel3000.com Internal Posting QTI	1 1 2
National Sales Assistant	10/30/2015	11/25/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist - Indeed.com - Jobs 4 WI Grads - TV Jobs.com - UW Student Job Center - WBA.org 	Internal Posting	Channel3000.com Craigslist Internal Posting	1 1 1

EEO Public File
August 1, 2015 - July 31, 2016

Sports Anchor	11/18/2015	12/21/2015	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Collective Talent.com - Medialine.com - MediaMatch.com - TV Jobs.com - WBA.org - WorkinSports.com 	Collective Talent	Collective Talent.com Internal Posting Medialine.com Unknown	1 2 1 1
Local Sales AE	1/14/2015	3/25/2016 & 4/12/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist - Jobs4 Wisconsin Grads - Media Recruiter.com - TV Jobs.com - UW Buckynet - WBA.org 	UW Bucky Net	UW Buckynet	2
Local Sales Manager	1/14/2015	3/14/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Media Recruiter.com - Spot N' Dots - TVB jobs - TV Jobs.com - TV Newscheck - WBA.org 	Internal Posting	Internal Posting Spots N' Dots TVB Jobs	6 1 1
News Producer	1/14/2015	02/23/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of Prior Candidates - Websites - Channel3000.com - Medialine.com - MediaMatch.com - TV Jobs.com - WBA.org 	Channel3000.com	Channel3000.com Pool of Prior Candidates TVjobs.com	1 9 1

EEO Public File
August 1, 2015 - July 31, 2016

Sales Marketing Asst Receptionist	1/26/2016	04/12/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites <ul style="list-style-type: none"> - Channel3000.com - Craigslist - Jobs 4 WI Grads - Job Center of WI - UW Student Job Center - WI Tech Connect - WBA.org 	Channel3000.com	Channel3000.com WBA.org	3 1
Executive Producer	2/26/2016	6/23/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of former Prod. candidates - Websites <ul style="list-style-type: none"> - Channel3000.com - JournalismJobs.com - MediaLine - NABJ.com - NAHJ.com - TV Jobs.com - WBA 	Pool of former producer candidates	Pool of former producer candidates (Internal Posting)	1
Bureau Reporter	2/26/2016	5/20/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites <ul style="list-style-type: none"> - Channel3000.com - Collective Talent - Journalism Jobs.com - MediaLine - NABJ.com - NAHJ.com - TV Jobs.com - WBA 	Missouri School of Journalism	Indeed.com Internal Candidate Media Line.com Missouri School of Jour. Tvjobs.com	1 1 1 3 2

EEO Public File
August 1, 2015 - July 31, 2016

Local Sales AE	4/2/2016	6/6/2016 & 6/20/2016	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of former applicants - Websites <ul style="list-style-type: none"> - Channel3000.com - Career Builder - Indeed.com - Jobs4 Wisconsin Grads - LinkedIn - Spots N' Dots - TV Jobs.com - UW Buckynet - WBA.org - 	Linked In & Indeed.com	Indeed.com LinkedIn	2 3

Total Number of Persons Interviewed for all above positions (this is a raw number)	88
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Referral Source	# of Interviewees referred
Channel3000.com	14
Collective Talent	1
Craigslst.org	2
Indeed.com	7
Internal Posting	27
LinkedIn	3
Medialine	2
Missouri School of Journalism	4
Pool of prior candidates	9
QTI Placement Services	2
Spots 'N Dots	1
TV Jobs.com	7
TVB Jobs	1
U-Milwaukee	1
Unspecified	3
UW-Madison Buckynet	2
Marquette University	1
Wisconsin Broadcaster's Association	1

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
1	Apple Valley Broadcasting 1610 S. 24 th Ave Yakima, WA 98909 Attn: Cheryl Sentel (509) 453-0351 cheryls@kapptv.com	Y	
2	Asian American Journalist Assoc. 1182 Market Street Suite 320 San Francisco, CA 94102 Attn: Karen Swing (415) 346-2051 www.aaaja.org		
3	Association for Women In Communications PO Box 45011 Madison, WI 53744 Contact: Mary Ellen Schultz 608-695-8254 awcmadison@gmail.com		
4	Beloit College Office of Field & Career Services 700 College Street Beloit, WI 53511 Attn: Angela Davis 608-363-2673 www.facs@beloit.edu	Y	
5	Boys & Girls Club of Dane County 2001 Taft Street Madison, WI 53713 Attn: Kate Tricker (608) 257-2606 ktricker@bgcdc.org		
6	Broadcast Center 2630 Hampton Ave St. Louis, MO 63139 Attn: Shaun Streeter 314-647-8181	Y	
7	Centro Hispano 810 W. Badger Road Madison, WI 53713 Attn: Tomy Tepepa 255-3018 tomy@chdc.us		
8	Chicana / Latina Studies Program 312 Ingraham Hall 1155 Observatory Drive Madison, WI 53706 Attn: Tricia Price 263-4486 www.chicla@mailplus.wisc.edu		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
9	City of Madison Affirmative Action Dept 215 MLK Blvd # 130 Madison, WI 53703 Attn: Stephanie Oyler 266-4082 soyler@cityofmadison.com		
10	City of Madison Dept of Civil Rights 210 Martin Luther King Jr. Blvd. #523 Madison, WI 53703 Attn: Kate McCarthy 608-266-4910	Y	
11	Collective Talent Attn: Michael Billie 813-254-9695 www.collectivetalent.com		1
12	Columbia College – Chicago 600 S. Michigan Chicago, IL 60640 Attn: Matthew Green (312) 344-7280 www.mgreen@colum.edu		
13	Communication Workers of America Local 4630 701 Watson Ave. Suite 104 Madison, WI 53713 Attn: Terry Russell 256-4630 President@cwalocal4630.org	Y	
14	Community Action Coalition So. Central WI 1717 N. Stoughton Rd. Madison, WI 53704 Attn: Libby Rowe 608-246-4730x215	Y	
15	Craigslist.org http://madison.craigslist.org/		2
16	D&B Associates Talent Agency PO Box 353 Neffs, PA 18065 610-767-6183 dandbassociates@msn.com		
17	Department of Veteran's Affairs Vet Center 706 Williamson St Madison, WI 53703 264-5432 Attn: Dorothy Carskedan		
18	Edgewood College Career Services 1000 Edgewood College Dr Madison, WI 53711 Attn: Shawn Johnson 663-2281 www.careers@edgewood.edu	Y	

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
19	Facebook 1601 S. California Ave Palo Alto, CA 94304		
20	Herzing University 5218 E. Terrace Drive Madison, WI 53718 608-249-6611 Contact = Marion Duren marion@msn.herzing.edu		
21	Highland Community College 2998 W. Pearl City Rd Freeport, IL 61032 Attn: Jim Yeager 815-559-3432	Y	
22	Illinois Center for Broadcasting 455 Eisenhower Lane S., Suite 200 Lombard, IL 60148 Attn: Bob Hillman 847-962-1586 bhillman@beonair.com		
23	Illinois News Broadcasters Association Inba.net Bob Roberts 'borowmaq@aol.com'		
24	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 800-462-5842 www.indeed.com		7
25	Internal Posting 7025 Raymond Road Madison, WI 53719 Attn: Jeff Ver Voort		27
26	International College of Broadcasting 6 South Smithville Rd Dayton, OH 45431 Attn: Kenny Pyles 937-258-8251	Y	
27	Job Center of Wisconsin 1819 Aberg Ave Madison, WI 53704 608-242-4900 www.danejobs.com		
28	Journalism Jobs.com Berkeley, CA 510-653-1521 http://journalismjobs.com		
29	JournalismNext.com Attn: Hedy Liu 703-629-0178		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
30	KXLY-TV 500 W. Boone Ave Spokane, W 99201 Attn: Jill Barrett (509) 324-4000 jill@kxly.com	Y	
31	LaComunidad Newspaper Inc. 1117 S. Park Street Madison, WI 53713 Attn: Dante Vicarra 255-2805 www.dante@latinocommunidad.com		
32	LinkedIn Corporate Headquarters 2029 Stierlin Court Mountain View, CA 94043 302-636-5400		3
33	Lost Remote LostRemote.com		
34	Luther College 700 College Drive Decorah, IA 52101 Attn: Lynn Ingvalson 563-387-1025	Y	
35	Madison Advertising Federation 7185 Hickory Hill Road Verona, WI 53593 Attn: :Lois 831-9242 http://www.madadfed.com		
36	Madison Community Foundation 2 Science Ct Madison, WI 53717 Attn: Allie Detert 608-232-1763	Y	
37	Madison Magazine 7025 Raymond Road Madison, WI 53719 Attn: Cindy Morris 270-3600 cmorris@madisonmagazine.com	Y	
38	Madison Media Institute 2702 Agriculture Drive Madison, WI 53718 Attn: Laura Mael 663-2000 lmael@mediainstitute.com	Y	
39	Madison Writers Network Madison, WI Attn: Joan Fischer http://www.madisonwritersnetwork.org/		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
40	Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 52233 (800) 222-6544 www.marquette.edu		1
41	Medialine.com PO Box 51909 Pacific Grove, CA 93950 (800) 237-8073 www.medialine.com		2
42	MediaMatch.com 8112 ½ W. 3rd Street, Suite A Los Angeles, CA 90048 323-284-5589 www.mediamatch.com		
43	Miller, Annette MG&E PO Box 1231 Madison, WI 53701 (608) 252-7126 amiller@mge.com		
44	Missouri School of Journalism 76 Gannett Hall University of Missouri-Columbia Columbia, MO 65211 Attn: Dr. Barbara G. Willis 573-882-0373 mujourcareerservices@missouri.edu	Y	4
45	Monster.com 622 Third Avenue, 39th Floor New York, NY 10017 Crystal Rodgers 317-616-5029		
46	National Assoc. of Black Journalists 8701 A-Adelphi Road Adelphi, MD 20783-1716 (301) 446-7100 www.nabj.org		
47	National Association of Broadcasters 1771 N. Street NW Washington DC, 20036 Attn: Jobs 202-429-5300 http://www.nab.org/		
48	Northwestern University 2145 Sheridan Rd Evanston, IL 60208 (847) 491-3741		
49	NWT Talent Agency 2421 NW 162nd Lane Des Moines, IA 50325 515-987-3649 Att: Jay Allen		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
50	Ohio Center for Broadcasting 9885 Rockside Road, Suite 160 Valley View, OH 44125 Attn: Janice Hannah-Hardy 216-503-5900	Y	
51	Ohio University E.W. Scripps School of Journalism 218 Schoonover Center, 20 E. Union St. Athens, OH 45701 Attn: Debra Depeel and Karen Peters 740-593-2591	Y	
52	Outreach Inc. 600 Williamson St. Suite P-1 Madison, WI 53703 Attn: Angie Rehling 608-255-8582 angier@lgbtoutreach.org	Y	
53	Parchia, Melody 608-233-7453 m.p1747@yahoo.com Requested as individual	Y	
54	Pool of Prior Candidates 7025 Raymond Road Madison, WI 53719 Attn: Jeff Ver Voort		9
55	Poynter Institute 801 Third Street South St. Petersburg, FL 33701 727-821-9494		
56	QueenB Radio Wisconsin 51 Means Drive Platteville, WI 53818 Attn: Herb Cody (608) 723-7671 sfurusetth@queenbradio.com	Y	
57	QTI Placement Services 702 E Washington Ave Madison, WI 53703 (608) 257-1057 www.qtigroup.com		2
58	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077 Attn: Rick Gevers 317-769-7900 rick@rickgevers.com		
59	RSM CPA 8040 Excelsior Dr #300 Madison, WI 53717 (608) 833-3361		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
60	RTNDA 1600 K Street, NW, Suite 700 Washington, DC 20006 Attn: Nicole S. Newsome 202-467-5208--direct line 800-80-RTNDA--toll free http://www.rtna.org		
61	Sanford - Brown College 1440 Northland Drive Mendota Heights, MN 55120 Attn: Christine Dye 651-905-3509	Y	
62	Society of Broadcast Engineers Chapter 24 7025 Raymond Rd Madison, WI 53719 Attn: Kevin Ruppert 608-277-5151		
63	South Asian Journalist Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027 Attn: Sreenath Sreenivasan 212-854-5979 www.saja.org		
64	Spots N' Dots 1635 Old Highway 41 Kennesaw, GA 30152 (888-884-2630) www.sponsndots.com		1
65	State of Wisconsin Job Service 1819 Aberg Ave Madison, WI 53704 Attn: Lori Grimh 242-4884 www.lois.grimh@dwd.state.wi.us		
66	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Attn: Mark Holloway (800) 374-8177 www.tvjobs.com		7
67	TVandRadioJobs.com http://tvandradiojobs.com		
68	TVB Broadcast Television Jobs 120 Wall Street 15th Floor New York, NY 10005-3908 212-486-1111 www.tvb.org		1

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
69	Unity Journalists for Diversity 7950 Jones Branch Drive McLean, VA 22107 Attn: Ruchi Pandey (703) 854-3585 http://unityjournalists.org		
70	Urban League of Greater Madison 2222 S. Park St Madison, WI 53703 Attn: Lauren Andraski 608-729-1239 www.ulgm.org	Y	
71	UW – Barron County 1800 College Drive Rice Lake, WI 54868 Attn: Elizabeth Owen 715-234-8176 ext 5436 elizabeth.owen@uwc.edu	Y	
72	UW - Madison Department of Afro-American Studies 4141 Helen C. White Hall, 600 N. Park St. Madison, WI 53706 Attn: Robin Schmidt 608-263-1642 rhschmidt@wisc.edu	Y	
73	UW - Madison Dept of Communication Arts 821 University Ave Madison, WI 53706 Attn: Sandy Rizzo 262-2543 www.skrizzo@wisc.edu	Y	
75	UW-Madison Equity & Diversity Resource Center 500 Lincoln Drive Room 179A Bascom Hall Madison, WI 53716 Attn: Kathee Judkins 263-2378		
75	UW-Madison School of Journalism & Mass Com 821 University Ave 5134 Vilas Hall Madison, WI 53706 263-4858 advising@journalism.wisc.edu		
76	UW-Madison BuckyNet 1545 Observatory Drive Hiram Smith Hall Madison, WI 53706 608-262-1464 Contact: Larry Meiller & Kristin Haakenson meiller@wisc.edu kahaakenson@wisc.edu		2

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
77	UW-Wisconsin System Job Board Posts to 13 UW-System Colleges http://www.jobs4wigrads.com/		1
78	Viterbo Univeristy 900 Viterbo Drive La Crosse, WI 54601 Attn: Anne Ellefson (608)796-3828 careers@viterbo.edu	Y	
79	Western Technical College – Mauston 1000 College Ave Mauston, WI 53948 Attn: Sarah Wilke and Katy Muchenberger 608-847-7364 wilkes@westerntc.edu	Y	
80	Western Wisconsin Technical College 400 7th St. North La Crosse, WI 54601 Attn: Karol Parr 608-785-9440 parrk@westerntc.edu	Y	
81	WI Community Action Program (WISCAP) 1310 Mendota Street Suite 107 Madison, WI 53714 Attn: Diana Austin 608-244-4422 wiscap@wiscap.org	Y	
82	WI Division of Vocational Rehab Dept of Workforce Development 201 E. Washington Ave Madison, WI 53703 Attn: Tamara Monsees 608-261-0076 tamara.monsees@dwd.wisconsin.gov	Y	
83	Wisconsin Broadcasters Assoc 44 E Mifflin St Suite 900 Madison, WI 53703 Attn: Mandy Endicott 255-2600 mendicott@wi-broadcasters.org	Y	1
84	Wisconsin Jobs.com N89 W16790 Appleton Avenue Suite 200 Menomonee Falls, WI 53051 LocalCareers.com Phone: (262) 255-7400		
85	Wisconsin NOW 122 State Street Suite 403 Madison, WI 53703 Attn: Tizzy Hyatt 255-3911 www.winow@execpc.com		

Recruitment Sources
(08/01/2015 – 07/31/2016)

Number	Information	Did Source Request Notification	No of interviewees referred by source
86	Wisconsin Public Television 821 University Ave Madison, WI 53706 Attn: Nola Mills 263-2114 www.millsn@wpt.org		
87	Wisconsin State Journal & Partners 1901 Fish Hatchery Road Madison, WI Attn: Peggy Elath 252-6310 www.pelath@capitalnewspapers.com		
88	Wisconsin Tech Connect 4622 University Avenue Madison, WI 53705 608-266-1207 Posts to 16 Wisconsin Technical Colleges http://www.wisconsintechconnect.com/		
89	Wisconsin Women of Color Network PO Box 2337 Madison, WI 53701		
90	Channel3000.com WISC-TV Website 7025 Raymond Road Madison, WI 53719 Attn: Kyle Geissler	Y	14
91	WisPolitics Publishing 14 W. Mifflin, Ste. 308 Madison, WI 53703 Attn: Jeff Mayers (608) 441-8418 www.wispolitics.com		
92	WKBT-TV 141 South 6 th Street LaCrosse, WI 54601 Attn: Lisa Smith (608) 782-4678 lsmith@wkbt.com	Y	
93	Worksmart Network 505 Broadway Street, Room 232 Baraboo, WI 53913 Attn: Judy Gaffney 608-355-4808	Y	
94	YWCA Madison 3101 Latham Dr Madison, WI 53713 Attn: Wendy Tougas 257-1436 wtougas@ywcamadison.org		
95	Zip Recruiter 877-252-1062 www.ziprecruiter.com		
96	Zz - Unsolicited		
97	Zz - Unspecified		3