

Journal Broadcast Group-Milwaukee Operations
WLWK-FM formally WKTJ-FM, WTMJ-AM, WTMJ-TV

Annual EEO Public File Report
August 1, 2008-July 31, 2009

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit 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(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
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(c)(2) of the FCC rules.

Account Manager - AM

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	7	<input type="checkbox"/>
Word of mouth Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth Market/Industry	3	<input type="checkbox"/>
Number of Applicants Interviewed	11	

Account Manager - FM 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	1	<input type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Internal Candidate Journal Sentinel	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Word of mouth Market/Industry	3	<input type="checkbox"/>
Number of Applicants Interviewed	9	

Account Manager - FM 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	4	<input type="checkbox"/>
Other Lake FM Radio Ad	3	<input type="checkbox"/>
Word of mouth Market/Industry	2	<input type="checkbox"/>
Number of Applicants Interviewed	12	

Account Manager - FM 3

Referral Source	Number of Applicants Interviewed	Hired?
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Journal Broadcast Group website		6	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Previous Applicant	4	<input type="checkbox"/>
Number of Applicants Interviewed		11	

Account Manager - Sports

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Number of Applicants Interviewed		2

Account Manager - TV 1

Referral Source	Number of Applicants Interviewed	Hired?	
Journal Broadcast Group website	4	<input type="checkbox"/>	
Recruiter	1	<input type="checkbox"/>	
Word of mouth	Previous Employee	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		6	

Account Manager - TV 2

Referral Source	Number of Applicants Interviewed	Hired?	
Journal Broadcast Group website	5	<input type="checkbox"/>	
Other	Previous Employee	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		6	

Business Operations Coordinator 1

Referral Source	Number of Applicants Interviewed	Hired?	
Journal Broadcast Group website	4	<input type="checkbox"/>	
Other	JSOnline	1	<input type="checkbox"/>
Other	Monster.com	5	<input type="checkbox"/>
Other	NAB	1	<input type="checkbox"/>
Other	Previous Employee	1	<input type="checkbox"/>
Other	Unknown	3	<input type="checkbox"/>
Recruiter	AccountTemp	2	<input type="checkbox"/>

Recruiter	Ajilon	1	<input type="checkbox"/>
Recruiter	Kforce	1	<input checked="" type="checkbox"/>
Recruiter	Kforce	5	<input type="checkbox"/>
Number of Applicants Interviewed		24	

Business Operations Coordinator 2

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Other	JobNoggin	3	<input type="checkbox"/>
Recruiter	AccountTemp	1	<input checked="" type="checkbox"/>
Recruiter	AccountTemp	3	<input type="checkbox"/>
Recruiter	Ajilon	1	<input type="checkbox"/>
Number of Applicants Interviewed		9	

Host

Referral Source		Number of Applicants Interviewed	Hired?
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	2	<input type="checkbox"/>
Number of Applicants Interviewed		3	

Operations Manager (internal no recruitment)

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1	

Producer

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Recruiter	Talent Dynamics	1	<input type="checkbox"/>
Walk-in		1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		5	

Program Director FM

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>
Word of mouth Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Grand Total

105

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV/WTMJ-AM/WLWK-FM

Type of activity listed under Outreach Initiative worksheet: Internship

Date of station participation: (on date; from date to date) February-May, 2009

Participating employees: Engineering staff

Host/Sponsor of activity: Journal Broadcast Group

Brief description of activity and station participation: 4 Milwaukee Area Technical College students enrolled in the Television Production program and the Electrical Technology program participated in a semester long internship program. Students participated in the technical production jobs under the guidance of staff engineers. Students earned 3 college credits.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: Today's TMJ4

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Job Shadowing: TV News Anchor

Date of station participation: (on date; from date to date) on 3/12/09

Participating employees: Stephanie Graham, Courtney Gerrish

Host/Sponsor of activity: Today's TMJ4

Brief description of activity and station participation: A Valparaiso Freshman is writing a "worker profile" for class. The student must choose a career to research. Since this student is a Journalism major, this student shadowed an employee at Today's TMJ4. The student primarily shadowed Courtney Gerrish, and saw what it's like to be a TV news reporter and anchor. The student also watched a live newscast.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-AM//WTMJ-TV

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Station Tour and Q&A.

Date of station participation: (on date; from date to date) March 21, 2009 10am

Participating employees: Armen Saryan, Michael Fish

Host/Sponsor of activity: Armen Saryan

Brief description of activity and station participation: Armen Saryan provided Tour and Q & A for David Mahdasien cubscout leader for a pack in Racine. The Cub Scout pack needed a behind the scenes take in a broadcasting building. They had a general tour and Michael fish gave them the background tour of the weather center. They also discussed different careers in broadcasting and the paths to take to get into broadcasting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-AM//WTMJ-TV/WLWK-FM

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Station Tour and Q&A.

Date of station participation: (on date; from date to date) March 30, 2009 5pm-7pm

Participating employees: Helen Wagner, Joe Scialfa, Carl Moll, Dean Renniecke, Bill Michaels, Lance Allen

Host/Sponsor of activity: Helen Wagner

Brief description of activity and station participation: UW Milwaukee- Sports Marketing class had a general tour and live sessions with employees from all three stations. The class is meant to be a workshop for students to get an inside scoop from all angles of Sports broadcasting from on air, programming, and sales. Students gained useful information on opportunities in broadcasting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-AM//WTMJ-TV/WLWK-FM

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Station Tour and Q&A

Date of station participation: (on date; from date to date) April 8, 2009

Participating employees: Stephanie Rice, Mathew Blades, Armen Saryan

Host/Sponsor of activity: Stephanie Rice

Brief description of activity and station participation: Stephanie Rice provided tour and Q& A for Russ Kaschian Cub Scout leader for a pack in Butler. The Cub Scout pack needed a behind the scenes take in a broadcasting building. They had a general tour. Stopped into the studio to visit with Mathew Blades at Lake FM, Producer Armen Saryan during a live broadcast of the Green House and Brian Gotter greeted and allowed children on the set during the weather broadcast. They also discussed different careers in broadcasting and the paths to take to get into broadcasting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: Today's TMJ4

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Station Tour and Q&A.

Date of station participation: (on date; from date to date) on 4/14/09

Participating employees: Stephanie Graham

Host/Sponsor of activity: Today's TMJ4

Brief description of activity and station participation: A high school student which Stephanie Graham mentors at the YMCA was interested in pursuing broadcasting as a career. Stephanie had the student come in and visit the newsroom and watch the live newscasts. They discussed the different positions and then also took a tour of the entire station.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV/ WTMJ-AM/WLWK-FM

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting

Date of station participation: May 2009

Participating employees: Courtney Nye and Mike O'Brien

Host/Sponsor of activity: Mike O'Brien

Brief description of activity and station participation: We discussed the following topics to 3 business students at UW-Milwaukee:

- 1) Milwaukee Television marketplace. Stations, market cost per points, on air schedules.
- 2) Discussed optimum buy parameters to reach a particular demographic, points per week, reach, frequency
- 3) Discussed the account executive position, duties, typical day, qualifications to be considered for hired at into various types of mediums, internships.
- 4) Detailed both of our back rounds and career track

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV/ WTMJ-AM/WLWK-FM

Type of activity listed under Outreach Initiative worksheet: Event with educational institution related to career opportunities in broadcasting: Station Tour and Q&A.

Date of station participation: (on date; from date to date) May 27 to May 28, 2009

Participating employees: Rob Lowry; Brian Gotter

Host/Sponsor of activity: Rob Lowry

Brief description of activity and station participation: TV News Executive Producer Rob Lowry takes elementary students from The Prairie School of Racine, Wisconsin on a tour of WTMJ-AM, WLWK-FM, and WTMJ-TV. While bringing the students into the building, Lowry gave the group an overview of the two Radio stations. Lowry also provided a close up look at Television News and explained to the students what it takes to put a television newscast together. He brought the students into the TV Newsroom as employees were doing their jobs, discussing the roles of each group of employees, including Television Anchors, Reporters, and Producers. The group also toured the Editing area in TV News as Editors were bringing in video feeds and editing for the early evening newscasts. One of the days of the tour turned out to be big news in the weather area and TODAY'S TMJ4'S Meteorologist Brian Gotter teamed up with Lowry, providing the group an impressive explanation about the day's weather and a demonstration of the tools he uses to produce his forecasts, such as Doplar Radar.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTJM-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: Career Fair

Date of station participation: (on date; from date to date) June 2, 2009

Participating employees: Danielle Huber, Stephanie Rice, Courtney Beiber, Tom Sheridan

Host/Sponsor of activity: MBA Women's Council - Simply For Women Career Fair

Brief description of activity and station participation: This was a career fair targeting women looking to get back into the workforce. The career fair offered training on interviewing techniques, resume writing guidelines and professional appearance. We discussed job openings, information about Journal Broadcast Group and how to get into the industry with the attendees.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTJM-AM Radio, WLWK-FM Radio

Type of activity listed under Outreach Initiative worksheet: Internships.

Date of station participation: (on date; from date to date) year round

Participating employees: WTMJ-AM Programming (Sports), WTMJ-AM Programming (News) WTMJ-AM Promotions, WTMJ-TV Morning Blend Show, WTMJ-TV Marketing, WTMJ-TV Newsroom, WTKI-FM Promotions

Host/Sponsor of activity: Journal Broadcast Group-Milwaukee Operations

Brief description of activity and station participation:

WTMJ-AM & WLWK-FM Promotions had 5 interns this period. (1 from UW-Milwaukee, 2 from Mount Mary College, 1 from Marquette, 1 from Carroll University; 1 from Wichita State University, 1 from UW-Oshkosh) Each intern assisted in developing and implementing the marketing and promotional activities. Specifically, assisted in setting up remotes and personality appearances, development/implementation of station promotions and contests, coordinated the implementation of major summer promotion and wrote promotional announcements and other marketing materials.

WTMJ-TV Morning Blend Show had 7 interns (3 from UW-Milwaukee; 3 from Marquette University and 1 from UW-Whitwater). These interns were provided training and guidance in producing live talk show; training included guest relations, writing for talk show, and web editing and writing.

WTMJ-TV news room had 5 interns. (1 from UW-Milwaukee, 3 from Marquette University, 1 from Indiana University) Each intern gained experience from all aspects of the newsroom operation and news gathering, such as assignment desk, editorial meetings, and producing/writing news stories.

WTMJ-TV Sports had 3 interns. (1 from Marquette University, 1 UW-Stevens Point, 1 UW-Madison) Each intern gained experience from all aspects of the Sports, News Operation, News Gathering, editorial meetings, editing, and producing and writing news sports stories.

WTMJ-TV Weather Center had 3 interns (3 from UW-Milwaukee) each intern gained experience from all aspects of the Weather Center operations, Weather Center Programs (VIPER, WEATHER PLUS), presentation of weather on chromokey, and writing weather scripts.

All interns receive hands-on experience and education in the department which they are interning for.

**Milwaukee Recruitment Sources Utilized during
2008-2009**

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
ACAP Center **Added 8/29/07**		Fort Rucker, AL	(334) 255-2558		2/14/08 katrina.surratt1@us.army.mil 5/26/09: rebecca.chandler@us.army.mil	Katrina Surratt Rebecca Chandler	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
American Broadcasting School XXX- Requested to be added 1/21/2009	712 N. Watson Road, Ste. 200	Arlington, TX 76011	(817) 695-2474	(817) 695-2838	michelle@radioschool.com	Michelle McConnell	Account Manager FM 3
Bates Technical College XXX Requested to be added 5/17/05	2320 South 19th St.	Tacoma, WA 98405	253-680-7240		ahunton@bates.ctc.edu **new contact 12/11/07 fmonroe@bates.ctc.edu changed 4-8-09 to: skmiller@bates.ctc.edu	Shirley Miller WorkSource Specialist	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Brown College XXX-(Requested to be added on 12/20/04)	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	rewanga@browncollege.edu, kbaumeister@browncollege.edu, http://placement.browncollege.edu (where jobs are posted) https://my.browncollege.edu/mycampus/employeef (new website eff 6/30/05)	Rebecca Ewanga(TV Production), Karol Baumeister (Radio)	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Cardinal Stritch College	6801 North Yates Road	Milwaukee, 53217	414-410-4157		career@stritch.edu	Angela	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Carroll College	100 North East Avenue	Waukesha, WI 53186	262-524-7220	262-524-6892	wyc@cc.edu old: wyc@carroll1.cc.edu, updated 6/19/09-wyc@Carrollu.edu	Jennifer Maney	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Central Michigan University XXX - requested to be added 5-15-06	340 Moore Hall	Mount Pleasant, MI 48859	989-774-3851	989-774-2426	orlik1pb@cmich.edu	Peter B. Orlik, PH.D.	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Concordia College	12800 West Lake Drive	Mequon, WI 53092	262-243-4566	262-243-4478	Online Postings: www.cuw.edu/careers jean.austin@cuw.edu	Department of Career Services/ Kim Dunisich **new contact 10/30/07	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Emerson College XXX-requested to be added 5-15-06	113 Gray St.	Arlington, MA 2476	781-646-1077		mdgrnda@yahoo.com and m_djustina@emerson.edu, matthew_cardin@emerson.edu	Dr. Marsha Della-Guistina	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Goodwill Industries	6055 N. 91st ST.	Milwaukee, WI 53225	414-353-6400	414-358-4298	human.resources@goodwillsew.com (New Method of contact added 2/7/05) *****New Email 2-12-07 lisa.norman@goodwillsew.com	Lisa Norman	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Hispanic Chamber of Commerce	816 West National Ave.	Milwaukee, WI 53204	414-643-6963	414-643-6994	mcameron@hccw.org		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Hmong American Friendship Assn.	3824 W. Vliet Street	Milwaukee, WI 53208	414-344-6575	414-344-6581	pachia@hmongamer.org (added 10/26/05)		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Interfaith Older Adults Program XXX (Requested to be added on 4-9-04)	600 West Virginia St. Suite 300	Milwaukee, WI 53204	414-291-7500 ext.233	414-291-7510	cbrown@interfaithmilw.org,bsmith@interfaithmilw.org(New Contact as of 8-12-04)	Barb Smith	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Journal Broadcast Group Website	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301		sspankowski@journalbroadcastgroup.com OR embow@journalbroadcastgroup.com	Shannon Spankowski	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Jobnoggin (Monster.com) **changed 10/3/07 formerly JS Online Onwisconsin.com -Internet Website					www.jobnoggin.com **changed 10/3/07 Onwisconsin.com	Web posting	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director AM,
Lao Family Community, Inc.	2331 W. Vieau Pl.	Milwaukee, WI 53204	414-385-3380	414-385-3386	kxieng@ameritech.net (New method of contact added 2-7-05) New email 4-4-06: vangyelaofamily@hotmail.com Prefers to have postings faxed	Randy W.	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Marquette University - Broadcast Communications	1217 W. Wisconsin Ave.	Milwaukee, WI 53233	414-288-3495	414-288-3923	michael.havice@marquette.edu	Dr. Michael Havice	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Milwaukee Area Technical College	700 West State Street	Milwaukee, WI 53233	414-297-6244	414-297-6612 Back-up # 414-297-8143	ses@matc.edu (New method of contact added 2/7/05)	Employment Development Center	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Milwaukee Indian Manpower Council	3134 W. State Street	Milwaukee, WI 53208	414-342-0700	414-342-0804	baier@spottedeagle.us or kroenke@spottedeagle.us (New method of contact added 2/7/05)	Doug LaBelle	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Milwaukee School of Engineering	1025 North Milwaukee Street	Milwaukee, WI 53202	414-277-7120	414-277-7122	heyneb@msoe.edu New Email 4-4-06: ferraro@msoe.edu	Placement Office	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,

**Milwaukee Recruitment Sources Utilized during
2008-2009**

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Milwaukee Urban League	2800 West Wright Street	Milwaukee, WI 53210	414-374-5850 Ext. 103	414-374-1995		Delorse Harrington	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Mississippi State University, Department of Communication XXX Requested to be added 5/17/05	PO Box PF/130 McComas Hall	Mississippi State, MS 39761	662-325-7952	662-325-3210	kbrown@comm.msstate.edu	Karyn Brown	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Mount Mary College	2900 North Menomonee River Pkwy.	Milwaukee, WI 53213	414-258-4810		wallscm@mtmary.edu **new contact 1/18/08 adcarddev@mtmary.edu		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
National Association of Hispanic Journalists	1193 National Press Building 529 14th Street NW	Washington, DC 20045	202-662-7145	202-662-7144	jobbank@nahj.org	Aurea Martin	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Ohio & Illinois Centers for Broadcasting XXX (Requested to be added 4-03)	9000 Sweet Valley Drive	Valley View, Ohio 44125	216-447-9117	216-642-9232	gary@beonair.com	Gary James (National Placement Director)	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
SER-Jobs for Progress	1020-30 West Mitchell Street	Milwaukee, WI 53204	414-649-2640	414-649-2644	info@serwisconsin.org valdez@milwaukeeeser.org (New Contact as of 8-17-04)		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
Silver Spring Neighborhood Ct.	5460 North 64th Street	Milwaukee, WI 53203	414-463-7950 Ext. 60	414-463-4858 414-535-0373 (used this fax # as back up when other fax didn't work)		Stu Jackson	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Host, Producer, Program Director FM,
Social Development Commission	231 West Wisconsin Avenue, #14	Milwaukee, WI 53203			rstoekinger@cr-sdc.org mherandez@cr-sdc.org (new contact as of 8/26/05)		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
UMOS	6550 N. 76th St.	Milwaukee, WI 53233	414-486-5281		marian.bright@umos.org	Marian Bright	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
United Cerebral Palsy of Southeastern Wisconsin XXX (request to be added on 2-10-04)	7519 W. Oklahoma	Milwaukee, WI 53219	414-329-4500	414-329-4510	mpayleitner@ucpsew.org (New method of contact added 2/08/05)	Roselle Rogers	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Colorado at Boulder XXX School of Journalism and Mass Communication (requested to be added on 4-20-04)	1511 University Ave. 478UCB	Boulder, CO 80309	303-492-0460	303-492-0969	elizabeth.gaeddert@colorado.edu	Beth Gaeddert, Director of Career Services and External Affairs	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Iowa (Career Center) (full time positions requiring Bachelor's degrees only) XXX (Added 5-27-03)	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1029	molly-rechkemmer@uiowa.edu ; https://www.myinterfase.com/uiowa/employer/ (New method of contact as of 9/14/04)	Molly Rechkemmer; Christine Wells (Contact changed 9/14/04)	Account Manager AM, Account Manager FM 1, Account Manager FM 3, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Host
University of North Texas XXX Requested to be added 5/17/05	PO Box 310589	Denton, TX 76203	940-565-2565	940-369-7838	Slocum@unt.edu	Phyllis Slocum, Faculty Advisor Dept. of Radio, Television and Film	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin - Eau Claire		Eau Claire, WI 54702	715-836-2528	715-836-3820	gatlinj@uwec.edu	Communication Department of Journalism/Judy Gatlin	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin - Green Bay - Careers	2420 Nicolet Drive SS 1916	Green Bay, WI 54311	(920) 465-2163	(920) 465-2920	susterp@uwgb.edu	Pam Suster	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin - Milwaukee	P.O. Box 413	Milwaukee, WI 53201	414-229-4436		pleshin@uwm.edu	Mass Communication Department/Peter Leshin	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin - Oshkosh - Careers (Faxes would not go through beginning 11-13-03 and they didn't return my phone calls) Added new email address as of 1-8-04	800 Algoma Blvd.	Oshkosh, WI 54901	920-424-2181	920-424-1000	careerservice@uwosh.edu (New method of contact 8-14-06) www.uwosh.edu/career/	c/o Al Folks New contact 6/11/07 Jaime Page-Stadler (pagestad@uwosh.edu)	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin- Madison (Added 1-8-04)	821 University Ave	Madison, WI 53706	608-263-4858	608-262-1316 Fax # was wrong it's 608-262-1361 (1-15-04)	hschroeder@wisc.edu - Effective 1/6/2009 post at http://journalism.wisc.edu/	Heather Lee Schroeder, Student Services Coordinator hschroeder@wisc.edu	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Producer, Program Director FM,
University of Wisconsin - Stevens Point	134 Old Main Bldg.	Stevens Point, WI 54481	715-346-3226	715-346-3724	career@uwsp.edu	Career Services/Lorry Walters	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,
University of Wisconsin-Oshkosh Radio, TV & Film (requested to be added 11-30-04)	800 Algoma Blvd.	Oshkosh, WI 54901	(920) 424-3133		folker@uwosh.edu Eff. 11/18/08: stokesj@uwosh.edu	11-18-08: New contact is Justine Stokes Al Folker	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM,

**Milwaukee Recruitment Sources Utilized during
2008-2009**

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Waukesha Co. Technical College	800 Main Street	Pewaukee, WI 53072	262-695-7803	262-695-7816	eocdept@wctc.edu sesdept@wctc.edu (contact changed 10/12/05)	The Workforce Development Center	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM.
Wisconsin Broadcasters Association	44 E. Mifflin Suite 900	Madison, WI 53703	608-255-2600	608-256-3986	lbaun@wi-broadcasters.org OR New method of contact 4-4-06: http://wi-broadcasters.org/members/jobs/postavailable.htm mencicott@wi-broadcasters.org	Mandy	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Host, Producer
Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 North Teutonia Ave.	Milwaukee, WI 53209	414-546-3300	414-328-2580	marcia.alberti@dwd.state.wi.us & mary.froehlich@dwd.state.wi.us (New method of contact added 6-14-04) mary.froehlich@dwd.state.wi.us OR charles.malinowski@dwd.state.wi.us (New contact as of 12/27/04) **new contact added 12/11/07 roberta.lamb@dwd.state.wi.us	Employee Order Services Unit	Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM.
Women's Center Inc.	425 North East Avenue	Waukesha, WI 53154	(262) 544-7690	(262) 574-3640	naney@twcwaukesha.org New Email 4-4-06: segreen@twcwaukesha.org		Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM.
YMCA of Greater Milwaukee	1915 North Dr. Martin Luther King, Jr. Drive	Milwaukee, WI 53212	414-374-1800	414-374-2680			Account Manager AM, Account Manager FM 1, Account Manager FM 2, Account Manager FM 3, Account Manager Sports, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1, Business Operations Coordinator 2, Host, Producer, Program Director FM.

XXX indicates sources that requested to be added to the list

<i>These sources were utilized in addition for the following job positions during this reporting period.</i>						
<u>Organization</u>	<u>Method</u>	<u>Address</u>	<u>Phone</u>	<u>Email</u>	<u>Contact</u>	<u>Positions</u>
Tvjobs.com	web posting	P.O. Box 4116 Oceanside, CA 92052	(760) 754-8177	www.tvjobs.com	Mark C. Holloway	Account Manager TV 2, Operations Coordinator 1
TVSpy	Web posting				www.tvspy.com	Account Manager TV 1, Account Manager TV 2
WLWK Lake FM Radio Ad						Account Manager FM 2
National Association of Broadcasters	web posting	1771 N. St. NW, Washington DC 20036	202-429-5300	www.nab.org	Karen L. Hunter Contact email: khunter@nab.org	Account Manager AM, Account Manager FM 1, Account Manager TV 1, Account Manager TV 2, Business Operations Coordinator 1