

Journal Broadcast Group-Milwaukee Operations
WKTI-FM, WTMJ-AM, WTMJ-TV

Annual EEO Public File Report
August 1, 2007-July 31, 2008

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.

Field Support Specialist

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Jobnoggin.com	4	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Local TV Talk Show Producer

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	3	

Radio Continuity Coordinator

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other JS Online	2	<input type="checkbox"/>
Other NAB.org	1	<input type="checkbox"/>
Number of Applicants Interviewed	5	

Radio Promotions Manager

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Number of Applicants Interviewed	4	

WKTJ-FM Account Manager

Referral Source	Number of Applicants Interviewed	Hired?
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Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		2	<input type="checkbox"/>
Internal Candidate		1	<input checked="" type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Journal Broadcast Group website		4	<input type="checkbox"/>
Other	Jobnoggin.com	1	<input checked="" type="checkbox"/>
Other	JS Online	2	<input type="checkbox"/>
Unsolicited		1	<input type="checkbox"/>
Word of mouth	Market/Industry	9	<input type="checkbox"/>
Number of Applicants Interviewed		22	

WTMJ-AM Internet Producer

Referral Source	Number of Applicants Interviewed	Hired?	
Internal Candidate	1	<input checked="" type="checkbox"/>	
Journal Broadcast Group website	1	<input type="checkbox"/>	
Word of mouth	Market/Industry	2	<input type="checkbox"/>
Number of Applicants Interviewed		4	

WTMJ-TV Account Executive

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

WTMJ-TV Anchor

Referral Source	Number of Applicants Interviewed	Hired?	
Other	TV Jobs	1	<input checked="" type="checkbox"/>
Other	TV Jobs	3	<input type="checkbox"/>
Recruiter	Talent Dynamics	2	<input type="checkbox"/>

Number of Applicants Interviewed

6

WTMJ-TV News Web Producer

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Other JS Online	1	<input type="checkbox"/>
Other NAB	2	<input type="checkbox"/>
Number of Applicants Interviewed	7	

WTMJ-TV Photojournalist

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Journal Broadcast Group website	4	<input type="checkbox"/>
Word of mouth Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed	8	

WTMJ-TV Producer 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Former Employee	1	<input checked="" type="checkbox"/>
Other TVJobs.com	3	<input type="checkbox"/>
Number of Applicants Interviewed	7	

Grand Total

79

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
ACAP Center **Added 8/29/07**		Fort Rucker, AL	(334) 255-2558		kelly.osmond@us.army.mil **new contact 2/14/08 katrina.surratt1@us.army.mil	Kelly Osmond **New contact Katrina Surratt	WTMJ-TV Account Executive 1, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Bates Technical College XXX Requested to be added 5/17/05	2320 South 19th St.	Tacoma, WA 98405	253-680-7752		ahunton@bates.ctc.edu **new contact 12/11/07 fmonroe@bates.ctc.edu	Al Hunton, Broadcast Production Technologies Instructor **New 12/11/07 Fred Monroe	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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/employer/ (new website eff 6/30/05)	Rebecca Ewanga(TV Production). Karol Baumeister (Radio)	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Cardinal Stritch College	6801 North Yates Road	Milwaukee, WI 53217	414-410-4157		career@stritch.edu	Angela	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Carroll College	100 North East Avenue	Waukesha, WI 53186	262-524-7220	262-524-6892	New: wyc@cc.edu old: wyc@carroll1.cc.edu	Jennifer Maney	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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.	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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 Dunisch **new contact 10/30/07	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Emerson College XXX-requested to be added 5-15-06	113 Gray St.	Arlington, MA 2476	781-646-1077		mdgrtnda@yahoo.com and m_dgiustina@emerson.edu , matthew_cardin@emerson.edu	Dr. Marsha Della-Guistina	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Hispanic Chamber of Commerce	816 West National Ave.	Milwaukee, WI 53204	414-643-6963	414-643-6994	mcameron@hccw.org		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Hmong American Friendship Assn.	3824 W. Vliet Street	Milwaukee, WI 53208	414-344-6575	414-344-6581	pachia@hmongamer.org (added 10/26/05)		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Journal Broadcast Group Website	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301		sspankowski@journalbroadcastgroup.com OR embow@journalbroadcastgroup.com	Shannon Spankowski	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Jobnoggin **changed 10/3/07 formerly JS Online Onwisconsin.com –Internet Website					www.jobnoggin.com **changed 10/3/07 Onwisconsin.com	Web posting	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Lao Family Community, Inc.	2331 W. Vieau Pl.	Milwaukee, WI 53204	414-385-3380	414-385-3386	kxiang@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.	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Marquette University - Broadcast Communications	1217 W. Wisconsin Ave.	Milwaukee, WI 53233	414-288-3495	414-288-3923	michael.havice@marquette.edu	Dr. Michael Havice	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Milwaukee School of Engineering	1025 North Milwaukee Street	Milwaukee, WI 53202	414-277-7120	414-277-7122	heynsb@msoe.edu New Email 4-4-06: ferraro@msoe.edu	Placement Office	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Milwaukee Urban League	2800 West Wright Street	Milwaukee, WI 53210	414-374-5850 Ext. 103	414-374-1995		Delorse Harrington	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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)	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
SER-Jobs for Progress	1020-30 West Mitchell Street	Milwaukee, WI 53204	414-649-2640	414-649-2644	info@serwisconsin.org valdez@milwaukeeser.org (New Contact as of 8-17-04)		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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		Stu Jackson	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager 1 Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Social Development Commission	231 West Wisconsin Avenue, #14	Milwaukee, WI 53203			rsteckinger@cr-sdc.org mhernandez@cr-sdc.org (new contact as of 8/26/05)		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,

<u>Organization</u>	<u>Address</u>	<u>City, State, Zip</u>	<u>Phone</u>	<u>Fax</u>	<u>Email</u>	<u>Contact Person</u>	<u>Jobs Sent</u>
UMOS	6550 N. 76th St.	Milwaukee, WI 53233	414-486- 5281		marian.bright@umos.org	Marian Bright	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
University of Iowa (Career Center) 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)	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
University of Wisconsin - Eau Claire		Eau Claire, WI 54702	715-836-2528	715-836-3820	gatljinj@uwec.edu	Communication Department of Journalism/Judy Gatljin	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
University of Wisconsin - Milwaukee	P.O. Box 413	Milwaukee, WI 53201	414-229-4436		plshin@uwm.edu	Mass Communication Department/Peter Leshin	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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)	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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-	salkin@wisc.edu (New method of contact added 2/7/05) **new email updated 12/14/07 hschroeder@wisc.edu	Journalism Placement Office/James Hoyt	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Al Folker	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
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 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	Torrie Kennedy	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Wisconsin Job Service/Wisconsin Job Center/Jobnet	6091 North Teutonia Ave.	Milwaukee, WI 53209	414-546-3300	414-328-2580		Employer Order Services Unit	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
Women's Center Inc.	425 North East Avenue	Waukesha, WI 53154	(262) 544-7690	(262) 574-3640	nancys@twcwaukesha.org New Email 4-4-06: segreen@twcwaukesha.org		Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,
YMCA of Greater Milwaukee	1915 North Dr. Martin Luther King, Jr. Drive	Milwaukee, WI 53212	414-374-1800	414-374-2680			Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, Local TV Talk Show Producer WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager, Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 1,

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>						
Organization	Method	Address	Phone	Email	Contact	Positions
Medialine	web posting			www.medialine.com		WTMJ-TV Anchor,
Monster Jobs	web posting			www.monster.com		WTMJ-TV Anchor,
Tvjobs.com	web posting	P.O. Box 4116 Oceanside, CA 92052	(760) 754-8177	www.tvjobs.com	Mark C. Holloway	WTMJ-TV Photojournalist, WTMJ-TV Anchor, WTMJ-TV Producer 1, WTMJ-TV News Web Producer,
TVSpy	Web posting				www.tvspy.com	WTMJ-TV Photojournalist, WTMJ-TV Producer 1, WTMJ-TV Account Executive 1, WTMJ-TV Internet Web Producer, Field Support Specialist, WTMJ-TV Producer 2,
602 Communications		6839 Charter Hills Rd.	Charlotte NC, 28277	gnewell@602communications.com	gnewell@602communications.com (Graeme Newell)	WTMJ-TV Producer 1,
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	Radio Continuity Coordinator, WTMJ-TV Photojournalist, WTMJ-TV Anchor, WTMJ-TV Producer 1, WTMJ-TV Account Executive, WTMJ-TV News Web Producer, WTMJ-AM Internet Producer, WKTI-FM Account Manager 1 Field Support Specialist, Radio Promotions Manager, WTMJ-TV Producer 2,
Talent Dynamics	Direct Contact			www.talentedynamics.com	JJ Davis	WTMJ-TV Anchor,
WTMJ-FM	on-air			On air employment ad		WKTI-FM Account Manager

Outreach Initiative Record Keeping Worksheet

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

Type of activity listed under Outreach Initiative worksheet: Tour and Q&A session

Date of station participation: (on date; from date to date) January 23, 2008 from 8:45am to 11:00am.

Participating employees: Matt Scott will provide the tour and answer behind the scenes questions, Molly Fay will host a Q&A session immediately following the broadcast. Other members of The Morning Blend staff will also assist where needed.

Host/Sponsor of activity: Matt Scott and Molly Fay

Brief description of activity and station participation: Tour and Q&A session for Marquette University, Television Performance Class. The class is meant to be a workshop for students to develop and hone their reporting, anchoring, interviewing, and hosting skills. After touring behind-the-scenes of The Morning Blend, a live local talk show, students will have the opportunity to speak with Molly Fay, one of the show's hosts to gain further insight into opportunities in broadcasting.

Outreach Initiative Record Keeping Worksheet

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

Type of activity listed under Outreach Initiative worksheet: Tour and Q&A session

Date of station participation: (on date; from date to date) January 30, 2008.

Participating employees: Karen Brienzo

Host/Sponsor of activity: Karen Brienzo & Cub Scouts

Brief description of activity and station participation: Tour and Q&A session for 5 Cub Scouts. The children took a tour of both our TV and Radio stations. They learned how the radio shows are put on the air and how the music and commercials are scheduled. They also had a chance to go into the TV Studio and see how some of the equipment worked including camera shots. Our 10PM Anchor Mike Jacobs visited with the scouts and went over his job and duties.

Outreach Initiative Record Keeping Worksheet

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

Type of activity listed under Outreach Initiative worksheet: Internship

Date of station participation: (on date; from date to date) Jan-May, 2008

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: WTMJ-TV/WTMJ-AM/WKTI-FM

Type of activity listed under Outreach Initiative worksheet: Facilities tour

Date of station participation: (on date; from date to date) May 1, 2008

Participating employees: Kent Aschenbrenner, Director of Engineering, Scott Schimmele, Staff Engineer

Host/Sponsor of activity: Journal Broadcast Group

Brief description of activity and station participation: 6 students and instructors from the electronics program at ITT Technical Institute were provided a facilities of our studio and transmitter.

Outreach Initiative Record Keeping Worksheet

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

Type of activity listed under Outreach Initiative worksheet: Advisory Committee's

Date of station participation: (on date; from date to date) 8 meetings in the past year

Participating employees: Kent Aschenbrenner

Host/Sponsor of activity: Industry Advisory Committee

Brief description of activity and station participation: Kent is a member of the industry advisory committee for the following college level programs. He attends regular meetings to discuss curriculum for these programs. Typical meetings topics include current and future opportunities in broadcasting at Journal Broadcast Group and in the industry. Current students often participate in these meetings.

Milwaukee Area Technical College (MATC) Electrical Technology A.A.S. program
Milwaukee Area Technical College (MATC) Television Production A.A.S program
ITT Technical Institute Electrical Technology A.A.S. and B.S. programs

Outreach Initiative Record Keeping Worksheet

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

Type of activity listed under Outreach Initiative worksheet: Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) July 23, 2008 –July 26, 2008

Participating employees: Anne Schepp, VP Human Resources; Shannon Spankowski, Corporate HR Generalist; Karin Movesian, News Director KTNV-TV Las Vegas, NV; Bill Berra, VP News & News Director WTMJ-TV Milwaukee, WI; Willie Garrett, Marketing/Promotions Director WGBA-TV Green Bay; Maureen Mack, Executive Producer, Special Projects WTMJ-TV Milwaukee.

Host/Sponsor of activity: UNITY, Chicago, IL

Brief description of activity and station participation: UNITY held a job fair for both television and radio participants at the UNITY convention. Journal Broadcast Group had a booth set-up. We provided a list of all of our current job openings. We also provided information packets regarding our organization to participants and answered all questions regarding job and internship opportunities. Our news directors also had the opportunity to view and critiqued demo tapes.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WTMJ-TV, WTMJ-AM, WKTI-FM

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, WKTI-FM Promotions

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

Brief description of activity and station participation: During the course of this reporting period, we had 14 interns working with AM Sports Programming. (8 from Marquette University, 1 from Syracuse University, 1 from Cardinal Strich University and 2 from Gateway Technical College) Each intern learned how to record games, write radio scripts, edit highlights and sound bits using digital editing equipment, upload sound bites and read scripts for sports packages. Other duties were assigned for Brewers coverage, and by supervisors.

WTMJ-AM news had 2 interns (1 from UW-Milwaukee and 1 from Syracuse). Each intern learned about day to day news production and assisted in these tasks such as recording audio, pulling, sound, conducting research, writing scripts and leaning to voice newscasts.

WTMJ-AM Programming had 1 intern from Gateway Technical College. This intern assisted in recording commercials and/or programming production as needed.

WTMJ-AM & WKTI-FM Promotions had 24 interns this period. (10 from UW-Milwaukee, 1 from UW-Madison, 4 from Marquette, 1 from UW-Green Bay, 1 from Gateway Technical College of Kenosha, 1 from St. Norbert College, 1 from MATC, 1 from Western Illinois University, 1 from WI Lutheran College, 1 from DePauw University, 1 from UW-Oshkosh, 1 from University of Puget Sound and 1 from UW-Steven's Point) 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 two interns from Marquette University. This intern helped escort guests, set up segments, confirmed bookings, and did some editing and web work.

WTMJ-TV Marketing had 1 intern from UW-Milwaukee. This intern shadowed marketing producers; learned to write, produce and edit promos for news; coordinated daily NBC programming promos; assisted with planning of station-sponsored events such as Children's Fest, TODAY'S TMJ4 Community Baby Shower, Milwaukee Komen Race for the Cure; helped Morning Blend producers coordinate segment bookings.

WTMJ-TV news room had 8 interns. (2 from UW-Milwaukee, 2 from Marquette University, 1 from UW-Parkside, 1 from Cardinal Stritch University, 1 from Columbia College of Chicago and 1 from Syracuse) Each intern gained experience from all aspects of the newsroom operation and news gathering, such as, assignment desk, editorial meetings, and producing and writing news stories.

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