

Period Covered: August 1, 2005-July 31, 2006

STATIONS KBJR-TV AND KRII
PRIMARY FACILITY ID (KBJR): 33658
Primary Licensee: KBJR License, Inc.
Address: 767 Third Avenue, 34th Floor, New York, NY 10017
Community of License: Superior, WI

1. The following are all full-time job vacancies filled between August 1, 2005 and July 31, 2006, identified by job title and indicating the recruitment source that referred the successful candidate.

Position
Referring Recruitment Source

CBS Local Sales Manager
KBJR TV In-House Employment Notification

Accounting Assistant
Personal Reference

Sales Assistant
KBJR TV Website

Assignment Editor
Personal Reference

Director
Personal Reference

Advertising Sales
Duluth News Tribune & Personal (2 Hires)

Reporter/Photographer/KRII
KBJR TV Website

News Producer
KBJR TV In-House Employment Notification

MIS
Duluth News Tribune

Commercial Writer/Producer
KBJR TV In-House Employment Notification

Operating Technician
Personal Reference

Director
Personal Reference

Anchor/Producer/Reporter

KBJR TV In-House Employment Notification

Meteorologist
Personal

Reporter/Photographer/Editor
Medialine

Caption Specialist
KBJR TV In-House Employment Notification

Advertising Sales
KBJR TV In-House Employment Notification

Photographer/Editor
KBJR TV Website

2. Total number of persons interviewed for full-time vacancies between August 1, 2005 and July 31, 2006: 34

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2005 and July 31, 2006. Except where indicated otherwise, all of these sources were used to recruit for all full-time job vacancies.

Recruitment Source
Contact Person /Address/ Telephone
Total Number of Interviewees Referred by Recruitment Source

Minnesota Work Force
Job Bank
James Mason, 320 W. 2nd St., Duluth, MN 55802/218 723-4730
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Duluth News Tribune
Employment Opportunities Excluded Except For Acct Asst, Advertising Sales, Commercial
Writer/Prod, MIS, Operating Technician, Director, Caption Specialist, Photographer/Editor
Liz Little, 424 W 1st. St., Duluth, MN 55802/218 723-5200
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University of Wisconsin
David Prehl, 1725 State St., LaCrosse, WI 54601/608 785-8000

KBJR TV Website
Human Resources, 246 S. Lake Ave., Duluth, MN 55802/218 720-9600
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KBJR TV In-House Employment Opportunity Notification
Human Resources, 246 S. Lake Ave., Duluth, MN 55802/218 720-9600
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Northland College
Cindy Turley, 1411 E. Ellis Ave., Ashland, WI 54806/715 682-1699

Beloit College
Sandy Riley, 700 College St., Beloit, WI 53511/608 363-2673

Minnesota Broadcasters Association
Sarah Nelson, 3033 Excelsior Blvd/Suite 301, Minneapolis, MN 55416/612 926-8123

Iowa Broadcasters
Sue Toma, PO Box 71186, Des Moines, IA 50325/515 224-7237

Leadership Institute
Melissa Tarelton, 1101 N Highland Ave., Arlington, VA 22201/703 247-2000

College of St. Catherine
Career Development Center, 2004 Randolph Ave., St. Paul, MN 55105/651 690-6000

Marian College
Rhonda Bird, 45 So. National Ave., Fond du Lac, WI 54935/920 923-7600

Edgewood College
Marihelen Denning Stoltz, 1000 Edgewood College Dr., Madison, WI 53711/608 663-4861

Minneapolis Urban League
Jeanette Lieberman, 2100 Plymouth Ave. N., Minneapolis, MN 55411/612 302-3100

Penn State University
Krista White, 101 MBNA, University Park, PA 16802/814 865-2377

South Dakota State University
Jim Paulson, PO Box 2235, Brookings, SD 57007/605 688-4151

University of Wisconsin
Mary Brinkman, 103 Administration Bldg, Menomonie, WI 54751/715 232-1602

Minnesota State University/Moorhead
Deb Hval, 1104 7TH Ave. S., Moorhead, MN 56563/218 477-2983

University of Minnesota
Duluth
Elizabeth Nelson, 10 University Dr., Duluth, MN 55812/218 726-7985

St. Norbert College
Susan Rosek, 100 Grant St., Depere, WI 54115/920 337-3181

Concordia College
Jay Thorsen, 901 S. 8th St., Moorhead, MN 56562/218 299-4321

Lake Superior College
Betsy Jacobson, 2101 Trinity Rd., Duluth, MN 55811/218 733-7600

Silver Lake College
Doug Mrotek, 2406 So Alverno Rd., Manitowac, WI 54220/920 684-6691

University of Wisconsin Eau Claire
Kathleen Peterson, 105 Garfield, Eau Claire, WI 54702/715 836-2637

Nat'l Assoc of Hispanic Journalists
News Department Employment Opportunities Only
Employment Clearing House, 529 14th St. NW, Washington, DC 20045/202 662-7145

South Dakota Public Broadcasters
Teri Roetman, PO Box 5000, Vermillion, SD 57069/800 456-0766

University of Wisconsin Green Bay
Linda Peacock Landrun, 2420 Nicolet Dr., Green Bay, WI 54311/920 465-2000

University of Wisconsin Platteville
Paula Staussacher, 1 University Plaza, Platteville, WI 53818/608 342-1491

University of Wisconsin Superior
Marie Harris, PO Box 2000, Superior, WI 54880/715 394-8308

Black Broadcasters Alliance
Sherman Kizart, 205 N. Michigan Ave., Suite 2015, Chicago, IL 60601/412 829-9788

Brown College
Matt Garvey, 1440 Northland Dr., Mendota Heights, MN 55120/651 905-3400

Emma Bowen Foundation for Minority Interests in Media
Sandra Rice, 524 West 57th St., New York, NY 10019 212 975-5884

Itasca Community College
Chris Schandler, 1851 E. Hwy 169, Grand Rapids, MN 55744/218 327-4460

National Association of Black College Broadcasters
Lo Jelks, PO Box 3191, Atlanta, GA 30302/404 523-6136

National Association of Black Journalists
News Department Employment Opportunities Only
Tangie Newborn, 8701 Adelphi Rd, Adelphi, MD 20783/301 445-7100

Medill School of Journalism
News Department Employment Opportunities Only
Lorraine Hasebe, 1845 Sheridan Rd., Evanston, IL 60608/847 491-2045

Native American Journalist Association
News Department Employment Opportunities Only
Ron Walters, University of South Dakota, 414 E. Clark St., Vermillion, SD 57069/605 677-5282

South Asian Journalists Association
%Columbia Graduate School of Journalism
News Department Employment Opportunities Only
Sreenivasan S., 2950 Broadway, New York, NY 10027/212 854-5979

University of Wisconsin School of Journalism
News Department Employment Opportunities Only
Erica Salkin, 821 University Ave., Vilas Hall, Madison, WI 53706/608 262-3691

Mesabi Daily News
Employment Opportunities Excluded Except For Reporter/Photographer KRll
Gail, 704 7th Ave., Virginia, MN 55792/218 741-5544

Hibbing Daily Tribune
Employment Opportunities Excluded Except For Reporter/Photographer KRII
Mary Ferris, 2142 1st Ave., Hibbing, MN 55746/218 262-1011

Medialine
Mark Shilstone, PO Box 51909, Pacific Grove, CA 93950/831 648-5200 mark@medialine.com
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TV Jobs.com
Mark Holloway, PO Box 4116, Oceanside, CA 92052/760 754-8177 markch@tvjobs.com
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University of Minnesota Minneapolis School of Journalism News Department Employment
Opportunities Only
Kelly Lavin, 111 Murphy Hall, 206 Church St., Minneapolis, MN 55455/612 625-9824

University of Wisconsin River Falls
Nancy Pace, Hawthorne Hall, 410 S. 3rd St., River Falls, WI 54022/715 425-3572

Bethany Lutheran College
Mark Wichmann, 700 Luther Dr., Mankato, MN 56001/507 344-7000

Winona State University
Sheila Rinn, PO Box 5838, Winona, MN 55987/507 457-5000

Wisconsin Indianhead Technical College
Anita King, 600 N. 21st St., Superior, WI 54880/715 394-6677

Gustavus Adolphus College
Kathy Allen, 800 W. College Ave., St. Peter, MN 56082/507 933-8000

St. Cloud State University
Karen Hornmerding, 720 4th Ave. S., St. Cloud, MN 56301/320 255-2165

Bemidji State College
Margie Glauque, 1500 Benchmark Dr. NE, Bemidji, MN 56601/218 755-2000

Southwest State University
Ginger Kaufman, 1501 State St., Marshall, MN 56258/507 537-7021

Personal Reference
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University of Mary
Kevin Allen, 7500 University Dr., Bismark, ND 58504/701 255-7500

Hibbing Community College
Toni Nemanick, 1515 E. 25th St., Hibbing, MN 55746/218 262-7200

Vermillion College
Steve Crittenden, 1900 E. Camp St., Ely, MN 55731/218 365-7200

College of St. Scholastica
Kathy Harbaugh, 1200 Kenwood Ave., Duluth, MN 55811/218 723-6000

Minnesota Council Black Minnesotans

Lester Collins, 2233 University #426, St. Paul, MN 55114/651 642/0811

4. The following are the long term menu options implemented between August 1, 2005 and July 31, 2006, including a brief description of each:

We have established an internship program designed to assist members of the community to acquire skills necessary for broadcast employment. We currently have three interns on staff. One intern is with the Emma Bowen Foundation.

We have participated in the following job fairs: University of Wisconsin/Superior Annual Career Fair on November 29, 2005, Superior Senior High School Career Fair on February 22, 2006 and Lake Superior College Job Fair on April 5, 2006. On August 19, 2005 our News Director spoke at the Asian American Journalists Association in Minneapolis, MN, which gave him the opportunity to recruit for future employment openings.

5. A copy of this Public File Report is posted on our website, www.kbjr.com.