

2008 KBJR-TV/KRII PUBLIC FILE REPORT

Period Covered: August 1, 2007-July 31, 2008

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, 2007 and July 31, 2008, identified by job title and indicating the recruitment source that referred the successful candidate.

Position	Referring Recruitment Source
Creative Services Producer	KBJR TV Website
Video Journalist	KBJR TV In-House Employment Notification/Personal/St. Cloud State University (3Hires)
Advertising Sales	Duluth News Tribune/Personal (2 Hires)
Director	Personal
News Producer	Personal
Sports Video Journalist	KBJR TV Website
Morning Producer	KBJR TV In-House Employment Notification
Weekend Anchor/Video Journalist	KBJR TV In-House Employment Notification
Morning Anchor	TV Jobs.com
Assignment Editor/Video Journalist	TV Jobs.com
Advertising Sales KRII	Personal/KBJR TV Website (2 Hires)
ENG Truck Operator/Video Journalist	KBJR TV In-House Employment Notification
Advertising Sales	Self
Commercial Producer	Personal
Multi-Media Journalist	KBJR TV Website
Morning Anchor	KBJR TV In-House Employment Notification
Advertising Sales	KBJR TV Website

2. Total number of persons interviewed for full-time vacancies between August 1, 2007 and July 31, 2008:
23

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2007 and July 31, 2008. 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 Recru

		itment Sourc e
Minnesota Work Force Job Bank	Deb Snickers, 320 W. 2 nd St., Duluth, MN 55802/218 723- 4730	1
Duluth News Tribune Employment Opportunities for KBJR Advertising Sales/Director Only	Sandy Dobrava, 424 W 1 st . St., Duluth, MN 55802/218 723- 5200	1
University of Wisconsin	Career Services, 1725 State St., LaCrosse, WI 54601/608 785- 8000	0
KBJR TV Website	Human Resources, 246 S. Lake Ave., Duluth, MN 55802/218 720-9600	5
KBJR TV In-House Employment Opportunity Notification	Human Resources, 246 S. Lake Ave., Duluth, MN 55802/218 720-9600	6
Northland College	Jenna Casey, 1411 E. Ellis Ave., Ashland, WI 54806/715 682-1699	0
Beloit College	Brega Gunnison, 700 College St., Beloit, WI 53511/608 363- 2673	0
Minnesota Broadcasters Association	Linda Lasere, 3033 Excelsior Blvd/Suite 301, Minneapolis, MN 55416/612 926-8123	0
Iowa Broadcasters	Sue Toma, PO Box 71186, Des Moines, IA 50325/515 224- 7237	0
Leadership Institute	Meghann Parlett, 1101 N Highland Ave., Arlington, VA 22201/703 247-2000	0
College of St. Catherine	Career Development Center/Kimberly Betz, 2004 Randolph Ave., St. Paul, MN 55105/651 690-6000	0
Marian College	Career Center, 45 So. National Ave., Fond du Lac, WI 54935/920 923-7600	0
College of St. Scholastica	Kathy Harbaugh Career Services College of St. Scholastica 1200 Kenwood Ave. Duluth, MN 55811/218 723- 6046	0
Minneapolis Urban League	Roosevelt Pargo, 2100 Plymouth Ave. N., Minneapolis, MN 55411/612 302-3100	0
Penn State University	Tracy Wallace, 101 MBNA, University Park, PA 16802/814	0

	865-2377	
South Dakota State University	Traci Johnson, PO Box 2235, Brookings, SD 57007/605 688-4151	0
University of Wisconsin	Mary Brinkman, 103 Administration Bldg, Menomonie, WI 54751/715 232-1602	0
Minnesota State University/Moorhead	Deb Hval, 1104 7 TH Ave. S., Moorhead, MN 56563/218 477-2983	0
University of Minnesota Duluth	Elizabeth Nelson, 10 University Dr., Duluth, MN 55812/218 726-7985	0
California Chicano News Media Association News Department Employment Opportunities Only	Sylvia Wells 300 S. Grand Ave. Suite 3950 Los Angeles, CA 90071/213 437-4408 sylvia@ccnma.org	0
Concordia College	Jay Thorsen, 901 S. 8 th St., Moorhead, MN 56562/218 299-4321	0
Lake Superior College	Betsy Jacobson, 2101 Trinity Rd., Duluth, MN 55811/218 733-7600	0
Silver Lake College	Doug Mrotek, 2406 So Alverno Rd., Manitowac, WI 54220/920 684-6691	0
Wisconsin Job Service	Mary Ann Grymala, 1805 N. 14 th St., Superior, WI 54880 /715 392-0818	0
Nat'l Assoc of Hispanic Journalists News Department Employment Opportunities Only	Employment Clearing House/Virginia Galineu, 529 14 th St. NW, Washington, DC 20045/202 662-7145	0
South Dakota Public Broadcasters	Teri Roetman, PO Box 5000, Vermillion, SD 57069/605 773-6940	0
University of Wisconsin Green Bay	Linda Peacock Landrun, 2420 Nicolet Dr., Green Bay, WI 54311/920 465-2000	0
Spotsndots Advertising Sales Employment Opportunities Only	April Causey, 600 West Peachtree St. NW, Suite 350, Atlanta, GA 30308/ 888-884-2630 x1	0
University of Wisconsin Superior	Marie Harris, PO Box 2000, Superior, WI 54880/715 394-8308	0
Minnesota Council Black Minnesotans	Rebecca Johnsen, 2233 University #426, St. Paul, MN 55114/651 642-0811	0

Brown College	Amber Luckie-Parks, 1440 Northland Dr., Mendota Heights, MN 55120/651 905-3400	0
Emma Bowen Foundation for Minority Interests in Media	Sandra Rice, 524 West 57 th St., New York, NY 10019/ 212 975-5884	0
Itasca Community College	Chris Schandler, 1851 E. Hwy 169, Grand Rapids, MN 55744/218 327-4460	0
National Association of Black College Broadcasters	Lo Jelks, PO Box 3191, Atlanta, GA 30302/404 523-6136	0
National Association of Black Journalists News Department Employment Opportunities Only	Ryan Williams, 8701 Adelphi Rd, Adelphi, MD 20783/301 445-7100	0
Medill School of Journalism News Department Employment Opportunities Only	Jim O'Brien, 1845 Sheridan Rd., Evanston, IL 60608/847 491-2045	0
Native American Journalist Association News Department Employment Opportunities Only	Robin Christian, University of Oklahoma, 395 W. Lindsey, Norman, OK 73019-4201/405 325-3521	0
South Asian Journalists Association %Columbia Graduate School of Journalism News Department Employment Opportunities Only	Sam Johnapple., 2950 Broadway, New York, NY 10027/212 854-5979	0
University of Wisconsin School of Journalism News Department Employment Opportunities Only	Daron Nealis, 821 University Ave., Vilas Hall, Madison, WI 53706/608 262-3691	0
Fond du Lac Tribal & Community College	Patricia Grace 2101 14 th St. Cloquet, MN 55720/218 879-0800	0
University of Minnesota Duluth American Indian Studies	John Red Horse 1123 University Dr. 116 Cina Hall Duluth, MN 55812/218 726-8771	0
Medialine News Department Employment Opportunities Only	Mark Shilstone, PO Box 51909, Pacific Grove, CA 93950/831 648-5200 mark@medialine.com	0
Jobs.com TV	Mark Holloway, PO Box 4116, Oceanside, CA 92052/760 754-8177 markch@tvjobs.com	2
University of Minnesota Minneapolis School of Journalism News Department Employment Opportunities Only	Kristen Cullen, 111 Murphy Hall, 206 Church St., Minneapolis, MN 55455/612	0

	625-9824	
University of Wisconsin River Falls	Nancy Pace, Hawthorne Hall, 410 S. 3 rd St., River Falls, WI 54022/715 425-3572	0
Bethany Lutheran College	Mary Jo Starkson, 700 Luther Dr., Mankato, MN 56001/507 344-7000	0
Winona State University	Sheila Rinn, PO Box 5838, Winona, MN 55987/507 457- 5000	0
Wisconsin Indianhead Technical College	Kim Schmidt, 600 N. 21 st St., Superior, WI 54880/715 394- 6677	0
Gustavus Adolphus College	Kathy Allen, 800 W. College Ave., St. Peter, MN 56082/507 933-8000	0
St. Cloud State University	Karen Hornmerding, 720 4 th Ave. S., St. Cloud, MN 56301/320 255-2165	1
Bemidji State University	Margie Giauque, 1500 Benchmark Dr. NE, Bemidji, MN 56601/218 755-2988	0
Southwest State University	Linda Kruse, 1501 State St., Marshall, MN 56258/507 537- 7021	0
Personal Reference		6
University of Mary	Kevin Allen, 7500 University Dr., Bismark, ND 58504/701 255-7500	0
Hibbing Community College	Terri Brandt, 1515 E. 25 th St., Hibbing, MN 55746/218 262- 7200	0
Vermillion College	Steve Crittenden, 1900 E. Camp St., Ely, MN 55731/218 365- 7200	0
Television Bureau of Advertising Advertising Sales Employment Opportunities Only	Arleen Fong, 3 E. 54 th St., 10 th Floor, New York, NY 10022/212 486-1111	0
Rhineland Daily News Employment Opportunities Excluded Except for 1 KBJR Sales Opportunity	Classifieds, 314 Country St., Rhineland, WI 54501/715 365-6363	0
Self		1

4. The following are the long term menu options implemented between August 1, 2007 and July 31, 2008, 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 the following interns on staff: weather 1, sports 1 and news 2.

We have participated in the following job fairs: University of Wisconsin-Superior Annual Job/Career Fair November 14, 2007 Josh Miller attended. Fond du Lac Tribal Community College Job Fair February 13, 2008 and Lake Superior College Job Fair April 2, 2008 Dustin DeSanto attended.

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