

Period Covered: August 1, 2004-July 31, 2005

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, 2004 and July 31, 2005, identified by job title and indicating the recruitment source that referred the successful candidate.

Position
Referring Recruitment Source

Accounting Assistant
Duluth News Tribune

News Producer
TVJobs.com

Commercial Writer/Producer
Personal Reference

Director of Sales
Birschbach & Associates

News Producer
KBJR TV In-House Employment Notification

Photographer
KBJR TV In-House Employment Notification

Reporter
Personal Reference

Meteorologist
Personal Reference

Advertising Sales CBS 3
KBJR TV In-House Employment Notification

Photographer/Editor
KBJR TV In-House Employment Notification

Sales Assistant
KBJR TV In-House Employment Notification

News Producer
Personal Reference

Reporter

Personal Reference

Sports Reporter/Anchor
Personal Reference

2. Total number of persons interviewed for full-time vacancies between August 1, 2004 and July 31, 2005: 30

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2004 and July 31, 2005. 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

Gerald Shaw, 320 W. 2nd St., Duluth, MN 55802/218 723-4730

Duluth News Tribune

Employment Opportunities Excluded Except For Acct Asst, News Producer, Commercial
Writer/Prod, Photographer, Ad Sales CBS3 Judi Mosher, 424 W 1st. St., Duluth, MN 55802/218
723-5200 10

Grand Rapids Herald Review

Employment Opportunities Excluded Except For Acct Asst, News Producer, Commercial
Writer/Prod, Photographer Steve Lynch, 301 1st Ave. NW, Grand Rapids, MN 55744
218 326-6623

1

KBJR TV In-House Employment Opportunity Notification

Human Resources, 246 S. Lake Ave., Duluth, MN 55802
218 720-9600

5

KBJR TV Website

Human Resources, 246 S. Lake Ave., Duluth, MN 55802
218 720-9600

Birschbach & Associates/Employment Opportunities Excluded Except
For Director of Sales

Jim Birschbach, MediaRecruiter.com 20456 E. Orchard Place, Centennial, CO
80016

303 400-5150

4

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
Denise Chaykun, 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
Fred Kauffeld, 855 Woodrow St., 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
Career Services, 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

California Chicano News Media Association
News Department Employment Opportunities Only
Sylvia Wells, 3800 S. Figueroa St., Los Angeles, CA 90037
213 743-4960

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 Acct Asst, News Producer,
Commercial Writer/Prod, Photographer
Gail, 704 7th Ave., Virginia, MN 55792
218 741-5544

Hibbing Daily Tribune
Employment Opportunities Excluded Except For
Acct Asst, News Producer, Commercial Writer/Prod, Photographer
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

TV Jobs.com
Mark Holloway, PO Box 4116, Oceanside, CA 92052
760 754-8177
markch@tvjobs.com <<mailto:markch@tvjobs.com>>
1

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
9

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
Nedra, 2233 University #426, St. Paul, MN 55114
651 642-0811

Northland College
Cindy Turley, 1411 E. Ellis Ave., Ashland, WI 54806
715 682-1699

Superior Daily Telegram
Employment Opportunities Excluded Except For Sales CBS 3

Christine Tepke, 1226 Ogden Ave., Superior, WI 54880
715 394-4411

University of Wisconsin
David Prehl, 1725 State St., LaCrosse, WI 54601
608 785-8000

4. The following are the long term menu options implemented between August 1, 2004 and July 31, 2005, 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 April 5, 2005 and Lake Superior College Job Fair on April 6, 2005.