



MORGAN MURPHY MEDIA

July 28, 2017

Letter to Public File

EEO Public File Report

Evening Telegram Company
Madison, WI

Television Wisconsin, Inc.
Madison, WI

QueenB Radio Wisconsin, Inc.
Madison, WI

Madison Magazine, Inc.
Madison, WI

QueenB Television, LLC
La Crosse/Eau Claire, WI

Spokane Television, Inc.
Spokane, WA

Apple Valley Broadcasting, Inc
Yakima/Kennewick, WA

QueenB Radio, Inc.
Spokane, WA

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080© (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WISC-TV, Madison, Wisconsin and is required to be placed in the public inspection files of WISC-TV and posted on its website, www.channel3000.com The information contained in this report covers the time period beginning August 1, 2016 to and including July 31, 2017.

The FCC's 2003 EEO Rule requires that this Report contain the following information.

1. A list of all full-time vacancies filled by WISC-TV 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© (1) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
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© (2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or via email.



MORGAN MURPHY MEDIA

July 28, 2017

Letter to Public File

EEO Public File Report

Please see the attached spreadsheet listing all full-time positions filled during the period of 08/01/2016 – 07/31/2017, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

Supplemental initiatives implemented between 08/01/2016 - 07/31/2017:

- On-going full-time paid internship program in News Dept. (Jan-June and June-Dec) providing students with “real-life” experiences. Includes writing, editing, and on-air reporting.
- September 2016 – May 2017 Channel3000 Managing Editor Kyle Geissler teaches an on-line Journalism class at the University of Wisconsin-Whitewater where the topics of journalism jobs (including broadcasting) comes up frequently. Kyle also maintains a “jobs email list” that he uses to send out vacancy notices to past and present students.
- Tuesday, October 10, 2016 – Director of Human Resources Jeff Ver Voort attended an M3 Financial Seminar titled “Effective Retirement Plans for Today’s Workforce” which focused on Best Practices, Fiduciary Responsibilities, and increasing Financial Wellness for employees.
- October 24, 2016 – November 4 2016 - Participation in Scholarship Menu Option of the WBA’s Assistance Action Plan for EEO Compliance by Director of Human Resources, Jeff Ver Voort. Review, judge, and provide feedback for applicants for the WBA Foundation Scholarship.
- On December 12th and 13th conducted on-site AED training for 10 employees who became certified as first responders to assist in the event of an emergency situation in the building.
- Attendance at Wisconsin Broadcaster’s Winter Job Fair on January 25, 2017 by Director of Human Resources, Jeff Ver Voort.

Evening Telegram Company
Madison, WI

Television Wisconsin, Inc.
Madison, WI

QueenB Radio Wisconsin, Inc.
Madison, WI

Madison Magazine, Inc.
Madison, WI

QueenB Television, LLC
La Crosse/Eau Claire, WI

Spokane Television, Inc.
Spokane, WA

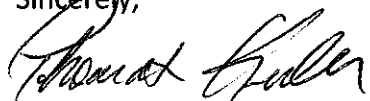
Apple Valley Broadcasting, Inc
Yakima/Kennewick, WA

QueenB Radio, Inc.
Spokane, WA

- Attendance at "Avoiding Discrimination in Employment Terminations" EEO session at the Wisconsin Broadcaster's Winter Conference on January 25, 2017 by HR Director Jeff Ver Voort & Digital Managing Editor Kyle Geissler.
- On January 27, 2017 Operations Manager Al Barcheski hosted a group of 4th grade middle school students to discuss the broadcast industry, the types of jobs in the industry, as well as the schooling needed.
- Participation at the WBA Student Seminar on Saturday March 4, 2017 by Engineering Maintenance Supervisor Kevin Ruppert, Night-side Assignment Editor Hanna McClung, and Operations Supervisor Nicole Nelson as panelists on the Speed Networking portion of the seminar.
- On April 1, 2017 re-issued an updated Emergency Preparedness Plan to all employees. This plan identifies numerous potential emergencies (medical, weather, fire, chemical spill, dangerous intruder) and instructs employees on what to do should in any of those situations. The plan includes maps of evacuation routes, with locations of first aid kits, fire extinguishers, etc.
- May 18, 2017 Director of Human Resources Jeff Ver Voort attended Attorney Michael Best & Friedrich LLP's Annual Labor Law Seminar which highlighted a variety of new updates related to employment law.
- May 24th, 25th, and 31st, conducted mandatory "Civilian Response to Active Shooter Event" training for all employees. CRASE training was conducted by the Madison Police Department and provided advice and guidance on what to do in the event of an active shooter event at the station.
- Attendance at Wisconsin Broadcaster's Summer Job Fair on June 14, 2017 by Director of Human Resources, Jeff Ver Voort.
- Attendance at the "What's New with the EEO at the FCC" EEO session at the Wisconsin Broadcaster's Summer Conference on June 14, 2017 by Director of HR, Jeff Ver Voort and General Manager Tom Keeler.

Please contact Jeff Ver Voort, Director of HR, with questions on this information.

Sincerely,



Thomas Keeler

Vice President / General Manager

Enclosures

EEO Public File
August 1, 2016 - July 31, 2017

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number Of Candidates Interviewed
Regional Sales AE	5/6/2016	8/12/2016	- Internal Posting - List of Local Orgs - Websites - Channel3000.com - Jobs4 Wisconsin Grads - TV Jobs.com - TVB Broadcasting Jobs - Spots N Dots - WBA.org -	Spots 'N Dots	Internal Posting Spots 'N Dots	1 1
Accountant	8/5/2016	9/9/2016	- Internal Posting - List of Local Orgs - Websites - Channel3000.com - Indeed.com -	Indeed.com	Indeed.com	3
MC Op	8/5/2016	9/12/2016	- Internal Posting - List of Local Orgs - WBA Summer Job Fair - Websites - Channel3000.com - Craigslist - TVjobs.com -	WBA Job Fair	Channel3000.com WBA Job Fair	2 2
Web Developer Designer	8/26/2016	11/10/2016	- Internal Posting - List of Local Orgs - Websites - Channel3000.com - Craigslist.com - Indeed.com - Jobs4 Wisconsin Grads - TV Jobs.com - WBA.org -	Indeed.com	Craigslist Indeed.com	1 2

EEO Public File
August 1, 2016 - July 31, 2017

Reporter	12/8/2016	1/12/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of Prior Candidates - Websites <ul style="list-style-type: none"> - Channel3000.com - Collective Talent - Media Line - NABJ - TV Jobs.com - UW School of Journalism - WBA.org 	Ch3000.com	<p>Channel3000.com Internal Posting TVJobs.com MediaLine Winning B-Casting Agent Unsolicited</p>	<p>3 8 5 1 1 1</p>
MC Operator	12/9/2016	1/18/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites <ul style="list-style-type: none"> - Channel3000.com - Jobs4 Wisconsin Grads - Madison Media Institute - Pool of prior candidates - TV Jobs.com - UW Student Job Center - WBA.org 	Ch3000.com	<p>Ch3000.com Madison Media Institute</p>	<p>2 1</p>
Sales AE	12/23/2016 On-going recruitment	2/17/2017 & 2/19/2017 & 4/10/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites <ul style="list-style-type: none"> - Channel3000.com - Jobs4 Wisconsin Grads - TV Jobs.com - UW BuckyNet - WBA.org 	<p>Ch3000.com Internal Posting Internal Posting</p>	<p>Ch3000.com Internal Posting Madison Magazine</p>	<p>3 1 2</p>
Sales Assistant & Receptionist	2/2/2017	2/28/2017 & 3/14/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites <ul style="list-style-type: none"> - Channel3000.com - Indeed.com - Job Center of Wisconsin - Jobs4 Wisconsin Grads - UW BuckyNet - UW Student Job Center - WBA.org 	<p>Internal Posting Indeed.com</p>	<p>Indeed.com Internal Posting UW Student Job Center</p>	<p>2 1 1</p>

EEO Public File
August 1, 2016 - July 31, 2017

News Producer	3/21/2017	4/22/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Media Line - TV Jobs.com - UW School of Journalism - WBA.org 	Internal Posting Transfer from WKBT-TV	Channel3000.com Internal Posting University North Texas (Phyllis Slocum)	1 2 1
Traffic Coordinator	3/23/2017	4/6/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Spots 'N Dots - Traffic Directors Guild of America (tdga.com) - TVB Jobs - TV Jobs.com - WBA.org 	Internal Posting (Transfer from MC)	Internal Posting	1
News Reporter	4/14/2017	5/23/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Pool of Candidates from 12/8/16 posting - Websites - Channel3000.com - TV Jobs.com - WBA.org 	Internal Posting Transfer from KXLY-TV	Internal Posting	1
MC Operator	4/14/2017	5/3/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - TV Jobs.com - WBA.org 	Internal Posting (former employee)	Channel 3000.com Internal Posting Madison Media Institute WBA	1 1 1 2
Digital Business Development Specialist	5/17/2017	7/14/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - BigShoes.com - Channel3000.com - Indeed.com - LinkedIn - TV Jobs.com - WBA.org 	LinkedIn	LinkedIn	2

EEO Public File
August 1, 2016 - July 31, 2017

National Sales Assistant	6/5/2017	6/23/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - Handshake - Indeed.com - TV Jobs.com - UW Student Job Center - WBA.org 	Internal Posting (former employee)	Internal Posting	1
News Producer	7/12/2017	7/17/2017	<ul style="list-style-type: none"> - Internal Posting - List of Local Orgs - Websites - Channel3000.com - TV Jobs.com - WBA.org 	Internal Posting	Internal Posting	1

Total Number of Persons Interviewed for all above positions (this is a raw number)	59
---	-----------

Referral Source	# of Interviewees referred
Channel3000.com	12
Craigslst.org	1
Indeed.com	7
Internal Posting	18
LinkedIn	2
Madison Magazine	2
Madison Media Institute	2
Media Line.com	1
Phyllis Slocum	1
Spots 'N Dots	1
TV Jobs.com	5
Unsolicited	1
UW Student Job Center	1
Winning Broadcasting Agency	1
Wisconsin Broadcaster's Association	4

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
1	Apple Valley Broadcasting 1610 S. 24 th Ave Yakima, WA 98909 Attn: Cheryl Sentel (509) 453-0351 cheryls@kapptv.com	Y	
2	Asian American Journalist Assoc. 1182 Market Street Suite 320 San Francisco, CA 94102 Attn: Karen Swing (415) 346-2051 www.aaja.org		
3	Association for Women In Communications PO Box 45011 Madison, WI 53744 Contact: Mary Ellen Schultz 608-695-8254 awcmadison@gmail.com		
4	Beloit College Office of Field & Career Services 700 College Street Beloit, WI 53511 Attn: Angela Davis 608-363-2673 www.facs@beloit.edu	Y	
5	Boys & Girls Club of Dane County 2001 Taft Street Madison, WI 53713 Attn: Kate Tricker (608) 257-2606 ktricker@bgcdc.org		
6	Broadcast Center 2630 Hampton Ave St. Louis, MO 63139 Attn: Shaun Streeter 314-647-8181	Y	
7	Centro Hispano 810 W. Badger Road Madison, WI 53713 Attn: Tomy Tepepa 255-3018 tomy@chdc.us		
8	Chicana / Latina Studies Program 312 Ingraham Hall 1155 Observatory Drive Madison, WI 53706 Attn: Tricia Price 263-4486 www.chicla@mailplus.wisc.edu		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
9	City of Madison Affirmative Action Dept 215 MLK Blvd # 130 Madison, WI 53703 Attn: Stephanie Oylar 266-4082 soyler@cityofmadison.com		
10	City of Madison Dept of Civil Rights 210 Martin Luther King Jr. Blvd. #523 Madison, WI 53703 Attn: Kate McCarthy 608-266-4910	Y	
11	Collective Talent Attn: Michael Billie 813-254-9695 www.collectivetalent.com		
12	Columbia College – Chicago 600 S. Michigan Chicago, IL 60640 Attn: Matthew Green (312) 344-7280 www.mgreen@colum.edu		
13	Communication Workers of America Local 4630 1605 Center Ave – Office 5 Janesville, WI 53546 Attn: John Anderson 256-4630 President@cwalocal4630.org	Y	
14	Community Action Coalition So. Central WI 1717 N. Stoughton Rd. Madison, WI 53704 Attn: Libby Rowe 608-246-4730x215	Y	
15	Craigslist.org http://madison.craigslist.org/		1
16	D&B Associates Talent Agency PO Box 353 Neffs, PA 18065 610-767-6183 dandbassociates@msn.com		
17	Department of Veteran's Affairs Vet Center 706 Williamson St Madison, WI 53703 264-5432 Attn: Dorothy Carskedan		
18	Edgewood College Career Services 1000 Edgewood College Dr Madison, WI 53711 Attn: Shawn Johnson 663-2281 www.careers@edgewood.edu	Y	

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
19	Facebook 1601 S. California Ave Palo Alto, CA 94304		
20	Herzing University 5218 E. Terrace Drive Madison, WI 53718 608-249-6611 Contact = Marion Duren marion@msn.herzing.edu		
21	Highland Community College 2998 W. Pearl City Rd Freeport, IL 61032 Attn: Jim Yeager 815-559-3432	Y	
22	Illinois Center for Broadcasting 455 Eisenhower Lane S., Suite 200 Lombard, IL 60148 Attn: Bob Hillman 847-962-1586 bhillman@beonair.com		
23	Illinois News Broadcasters Association Inba.net Bob Roberts 'borowmaq@aol.com'		
24	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 800-462-5842 www.indeed.com		7
25	Internal Posting 7025 Raymond Road Madison, WI 53719 Attn: Jeff Ver Voort		18
26	International College of Broadcasting 6 South Smithville Rd Dayton, OH 45431 Attn: Kenny Pyles 937-258-8251	Y	
27	Job Center of Wisconsin 1819 Aberg Ave Madison, WI 53704 608-242-4900 www.danejobs.com		
28	Journalism Jobs.com Berkeley, CA 510-653-1521 http://journalismjobs.com		
29	JournalismNext.com Attn: Hedy Liu 703-629-0178		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
30	KXLY-TV 500 W. Boone Ave Spokane, W 99201 Attn: Jill Barrett (509) 324-4000 jill@kxly.com	Y	
31	LaComunidad Newspaper Inc. 1117 S. Park Street Madison, WI 53713 Attn: Dante Vicarra 255-2805 www.dante@latinocomunidad.com		
32	LinkedIn Corporate Headquarters 2029 Stierlin Court Mountain View, CA 94043 302-636-5400		2
33	Lost Remote LostRemote.com		
34	Luther College 700 College Drive Decorah, IA 52101 Attn: Lynn Ingvalson 563-387-1025	Y	
35	Madison Advertising Federation 7185 Hickory Hill Road Verona, WI 53593 Attn: :Lois 831-9242 http://www.madadfed.com		
36	Madison Community Foundation 2 Science Ct Madison, WI 53717 Attn: Allie Detert 608-232-1763	Y	
37	Madison Magazine 7025 Raymond Road Madison, WI 53719 Attn: Cindy Morris 270-3600 cmorris@madisonmagazine.com	Y	2
38	Madison Media Institute 2702 Agriculture Drive Madison, WI 53718 Attn: Laura Mael 663-2000 lmael@mediainstitute.com	Y	2
39	Madison Writers Network Madison, WI Attn: Joan Fischer http://www.madisonwritersnetwork.org/		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
40	Marquette University 1250 W. Wisconsin Ave Milwaukee, WI 52233 (800) 222-6544 www.marquette.edu		
41	Medialine.com PO Box 51909 Pacific Grove, CA 93950 (800) 237-8073 www.medialine.com		1
42	MediaMatch.com 8112 ½ W. 3rd Street, Suite A Los Angeles, CA 90048 323-284-5589 www.mediamatch.com		
43	Miller, Annette MG&E PO Box 1231 Madison, WI 53701 (608) 252-7126 amiller@mge.com		
44	Missouri School of Journalism 76 Gannett Hall University of Missouri-Columbia Columbia, MO 65211 Attn: Dr. Barbara G. Willis 573-882-0373 mujourcareerservices@missouri.edu	Y	
45	Monster.com 622 Third Avenue, 39th Floor New York, NY 10017 Crystal Rodgers 317-616-5029		
46	National Assoc. of Black Journalists 8701 A-Adelphi Road Adelphi, MD 20783-1716 (301) 446-7100 www.nabj.org		
47	National Association of Broadcasters 1771N. Street NW Washington DC, 20036 Attn: Jobs 202-429-5300 http://www.nab.org/		
48	Northwestern University 2145 Sheridan Rd Evanston, IL 60208 (847) 491-3741		
49	NWT Talent Agency 2421 NW 162nd Lane Des Moines, IA 50325 515-987-3649 Att: Jay Allen		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
50	Ohio Center for Broadcasting 9885 Rockside Road, Suite 160 Valley View, OH 44125 Attn: Janice Hannah-Hardy 216-503-5900	Y	
51	Ohio University E.W. Scripps School of Journalism 218 Schoonover Center, 20 E. Union St. Athens, OH 45701 Attn: Debra Depeel and Karen Peters 740-593-2591	Y	
52	Outreach Inc. 600 Williamson St. Suite P-1 Madison, WI 53703 Attn: Angie Rehling 608-255-8582 angier@lgbtoutreach.org	Y	
53	Parchia, Mellody 608-233-7453 m.p1747@yahoo.com Requested as individual	Y	
54	Pool of Prior Candidates 7025 Raymond Road Madison, WI 53719 Attn: Jeff Ver Voort		
55	Poynter Institute 801 Third Street South St. Petersburg, FL 33701 727-821-9494		
56	QTI Placement Services 702 E Washington Ave Madison, WI 53703 (608) 257-1057 www.qtigroup.com		
57	QueenB Radio Wisconsin 51 Means Drive Platteville, WI 53818 Attn: Herb Cody (608) 723-7671 sfururuth@queenbradio.com	Y	
58	Rick Gevers & Associates PO Box 577 Zionsville, IN 46077 Attn: Rick Gevers 317-769-7900 rick@rickgevers.com		
59	RSM CPA 8040 Excelsior Dr #300 Madison, WI 53717 (608) 833-3361		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
60	RTNDA 1600 K Street, NW, Suite 700 Washington, DC 20006 Attn: Nicole S. Newsome 202-467-5208--direct line 800-80-RTNDA--toll free http://www.rtna.org		
61	Sanford - Brown College 1440 Northland Drive Mendota Heights, MN 55120 Attn: Christine Dye 651-905-3509	Y	
62	Society of Broadcast Engineers Chapter 24 7025 Raymond Rd Madison, WI 53719 Attn: Kevin Ruppert 608-277-5151		
63	South Asian Journalist Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027 Attn: Sreenath Sreenivasan 212-854-5979 www.saja.org		
64	Spots N' Dots 1635 Old Highway 41 Kennesaw, GA 30152 (888-884-2630) www.sponsndots.com		1
65	State of Wisconsin Job Service 1819 Aberg Ave Madison, WI 53704 Attn: Lori Grimh 242-4884 www.lois.grimh@dwd.state.wi.us		
66	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Attn: Mark Holloway (800) 374-8177 www.tvjobs.com		5
67	TVandRadioJobs.com http://tvandradiojobs.com		
68	TVB Broadcast Television Jobs 120 Wall Street 15th Floor New York, NY 10005-3908 212-486-1111 www.tvb.org		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
69	Unity Journalists for Diversity 7950 Jones Branch Drive McLean, VA 22107 Attn: Ruchi Pandey (703) 854-3585 http://unityjournalists.org		
70	University of North Texas Phyllis Slocum 940.565.2565		1
71	Urban League of Greater Madison 2222 S. Park St Madison, WI 53703 Attn: Lauren Andraski 608-729-1239 www.ulgm.org	Y	
72	UW – Barron County 1800 College Drive Rice Lake, WI 54868 Attn: Elizabeth Owen 715-234-8176 ext 5436 elizabeth.owen@uwc.edu	Y	
73	UW - Madison Department of Afro-American Studies 4141 Helen C. White Hall, 600 N. Park St. Madison, WI 53706 Attn: Robin Schmidt 608-263-1642 rhschmidt@wisc.edu	Y	
74	UW - Madison Dept of Communication Arts 821 University Ave Madison, WI 53706 Attn: Sandy Rizzo 262-2543 www.skrizzo@wisc.edu	Y	
75	UW-Madison Equity & Diversity Resource Center 500 Lincoln Drive Room 179A Bascom Hall Madison, WI 53716 Attn: Kathee Judkins 263-2378		
76	UW-Madison School of Journalism & Mass Com 821 University Ave 5134 Vilas Hall Madison, WI 53706 263-4858 advising@journalism.wisc.edu		

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
77	UW-Madison BuckyNet 1545 Observatory Drive Hiram Smith Hall Madison, WI 53706 608-262-1464 Contact: Larry Meiller & Kristin Haakenson meiller@wisc.edu kahaakenson@wisc.edu		
78	UW-Wisconsin System Job Board Posts to 13 UW-System Colleges http://www.jobs4wigrads.com/		1
79	Virterbo Univeristy 900 Viterbo Drive La Crosse, WI 54601 Attn: Anne Ellefson (608)796-3828 careers@viterbo.edu	Y	
80	Western Technical College – Mauston 1000 College Ave Mauston, WI 53948 Attn: Sarah Wilke and Katy Muchenberger 608-847-7364 wilkes@westerntc.edu	Y	
81	Western Wisconsin Technical College 400 7th St. North La Crosse, WI 54601 Attn: Karol Parr 608-785-9440 parrk@westerntc.edu	Y	
82	WI Community Action Program (WISCAP) 1310 Mendota Street Suite 107 Madison, WI 53714 Attn: Diana Austin 608-244-4422 wiscap@wiscap.org	Y	
83	WI Division of Vocational Rehab Dept of Workforce Development 201 E. Washington Ave Madison, WI 53703 Attn: Tamara Monsees 608-261-0076 tamara.monsees@dwd.wisconsin.gov	Y	
84	Winning Talent Agency Charlotte, NC. http://www.winningbroadcasting.com/ 703-201-9469		1
85	Wisconsin Broadcasters Assoc 44 E Mifflin St Suite 900 Madison, WI 53703 Attn: Mandy Endicott 255-2600 mendicott@wi-broadcasters.org	Y	4

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
86	Wisconsin Jobs.com N89 W16790 Appleton Avenue Suite 200 Menomonee Falls, WI 53051 LocalCareers.com Phone: (262) 255-7400		
87	Wisconsin NOW 122 State Street Suite 403 Madison, WI 53703 Attn: Tizzy Hyatt 255-3911 www.winow@execpc.com		
88	Wisconsin Public Television 821 University Ave Madison, WI 53706 Attn: Nola Mills 263-2114 www.millsn@wpt.org		
89	Wisconsin State Journal & Partners 1901 Fish Hatchery Road Madison, WI Attn: Peggy Elath 252-6310 www.pelath@capitalnewspapers.com		
90	Wisconsin Tech Connect 4622 University Avenue Madison, WI 53705 608-266-1207 Posts to 16 Wisconsin Technical Colleges http://www.wisconsintechconnect.com/		
91	Wisconsin Women of Color Network PO Box 2337 Madison, WI 53701		
92	WISC-TV Website Ch.3000.com 7025 Raymond Road Madison, WI 53719 Attn: Kyle Geissler	Y	12
93	WisPolitics Publishing 14 W. Mifflin, Ste. 308 Madison, WI 53703 Attn: Jeff Mayers (608) 441-8418 www.wispolitics.com		
94	WKBT-TV 141 South 6 th Street LaCrosse, WI 54601 Attn: Kevin Knerzer (608) 782-4678 kknerzer@wkbt.com	Y	
95	Worksmart Network 505 Broadway Street, Room 232 Baraboo, WI 53913 Attn: Judy Gaffney 608-355-4808	Y	

Recruitment Sources
(08/01/2016 – 07/31/2017)

Number	Information	Did Source Request Notification	No of interviewees referred by source
96	YWCA Madison 3101 Latham Dr Madison, WI 53713 Attn: Wendy Tougas 257-1436 wtougas@ywcamadison.org		
97	Zip Recruiter 877-252-1062 www.ziprecruiter.com		
98	Zz – Unsolicited		1