

KBJR-TV, KDLH, KRII
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
CBS Weekend Anchor/Multimedia Journalist	1-2, 7-8, 10-24, 26-35, 37-41	20
Weekend Meteorologist	1-2, 7-24, 26-35, 37-41	9
Creative Services Commercial Producer	1-4, 7-24, 26-35, 37-41	9
Creative Services Commercial Producer	1-4, 7-24, 26-35, 37-41	4
Promotion Producer	1-2, 4, 6-35, 37-41	4
News Video Editor	1-3, 7-8, 10-15, 17, 19-24, 26-35, 37-41	3
News Video Editor	1-3, 7-8, 10-15, 17, 19-24, 26-35, 37-41	3
Sports Anchor/Multimedia Journalist	1-2, 5, 7-8, 10-24, 26-35, 37-41	5
Social Media and Digital Content Manager	1-3, 5, 7-8, 10-24, 26-35, 37-41	10
News Photojournalist	1-2, 5, 7-8, 10-20, 22-24, 26-35, 37-41	5
Content Producer / Multimedia Journalist	1-2, 7-20, 22-24, 26-35, 37-41	9
News Content Producer	1-3, 7-8, 10-17, 19-20, 22-24, 26-41	36
News Content Producer	1-3, 7-8, 10-17, 19-20, 22-24, 26-41	10
News Content Producer	1-3, 7-8, 10-17, 19-20, 22-24, 26-41	3
Newscast Director	1-3, 5, 7-8, 10-17, 19-20, 22-24, 26-35, 37-41	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
2	College of St. Catherine 2004 Randolph Avenue St. Paul, Minnesota 55105 Phone : 651-690-6000 Url : http://www.stkate.edu/career Tina Wagner Manual Posting	Y	0
3	Current Employee	N	6
4	Current Employee - Transfer/Promotion	N	2
5	Employee Referral	N	4
6	Former Employee	N	1
7	Gustavus Adolphus College 800 West College Avenue St. Peter, Minnesota 56082 Phone : 507-933-7524 Email : careerfd@gustavus.edu Jill VanOsdol	Y	0
8	Indeed 6433 Champion Grandview Way Austin , Texas 78750 Phone : 800-462-5842 Url : www.indeed.com Robert Faulkner Manual Posting	N	0
9	Indeed.com	N	10
10	KBJR Website 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Kayla Martin Manual Posting	N	5

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11	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
12	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
13	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
14	Lake Superior College 2101 Trinity Road Duluth, Wisconsin 55811 Phone : 2187337612 Email : careerservices@lsc.edu Kaitlyn Steffen	Y	0
15	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Phone : 570-348-6247 Email : careerservices@marywood.edu Career Services	Y	0
16	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
17	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 301 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda Lasere	Y	0

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18	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey 07860 Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
19	Northland College 1411 E. Ellis Avenue Ashland, Wisconsin 54806 Phone : 715-682-1699 Email : pfen-lei@northland.edu Patti Fenner-Lerno	Y	0
20	QMI - Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Url : www.quincymediareers.com Email : lvanness@quincymedia.com Lesley Van Ness	N	2
21	Silver Lake College 2406 South Alverno Road Manitowoc, Wisconsin 54220 Phone : 920-686-6192 Email : jan.algozine@sl.edu Jan Algozine Prong 2 Ended Date: 12/20/2019	N	0
22	Sportscasters Talent Agency of America Online Agency Minnesota Phone : 949-648-7822 Url : http://www.staatalent.com Email : jon@staatalent.com Jon Chelesnik	Y	0
23	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	1

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24	University of Wisconsin - Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Email : careers@uwgb.edu Linda Peacock-Landrum	Y	0
25	University of Wisconsin - Superior PO Box 2000 Superior, Wisconsin 54880 Phone : 715-394-8406 Email : vnsc@uwsuper.edu Kathy Pykkonen	N	0
26	University of Wisconsin School of Journalism 821 University Avenue Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Url : https://journalism.wisc.edu/career-services/for-em Beth Horstmeier Manual Posting	Y	0
27	WAOW-Kimberly Her 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 7158480195 Url : www.waow.com Email : kher@waow.com Kimberly Her	N	0
28	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : http://www.wi-broadcasters.org Michelle Vetterkind Manual Posting	Y	0
29	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Url : http://www.wbng.com Email : cgarger@wbngtv.com Kate Garger	N	0

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30	WEEK - Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
31	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
32	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
33	WI Technical College System 345 W Washington Avenue Madison, Wisconsin 53705 Phone : 715-394-6677 Url : http://www.wisconsintechconnect.com Angela Scott Manual Posting	Y	0
34	Winona State University /Phelps PO Box 5838 Winona, Minnesota 55987 Phone : 507-457-5000 Email : srinn@winona.edu Sheila Rinn	Y	0
35	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
36	Word of Mouth Referral	N	1

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37	WPTA-Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : www.21alive.com Email : cindyb@incnow.tv Cindy Bennett	N	0
38	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
39	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
41	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/15/2019	Establishment of training programs for station personnel	Ramona Marozas, KBJR Evening Producer, attend The Native American Journalists Association in association with the Fourth Annual Conference on Native American Nutrition (CNAN) from September 15-18, 2019 in Prior Lake, Minnesota. The conference program featured sessions about Indigenous media, journalism training and workshops, and a wealth of information to support and enhance knowledge and skills of our membership. This year, the joint conference also focused on food systems, nutrition and health in Indian Country.	1	Producer

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2	9/30/2019	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of September 30, 2019, all employees at the station were required to participate in a session entitled "Diversity and Inclusion: A Step-by-Step Guide for Employees" and "Fire Safety and Evacuation" These courses require each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	67	Vice President/Station Manager General Sales Manager Creative Service Manager Programming Manager
3	11/6/2019	Participation in events or programs sponsored by educational institutions	KBJR's Chief Meteorologist spoke to a group of students at Marengo Valley School in Marengo, Wisconsin about his experience and daily duties working as a meteorologist at KBJR on November 6, 2019.	1	Chief Meteorologist
4	11/12/2019	Participation in events or programs sponsored by educational institutions	KBJR's Chief Meteorologist spoke to a group of students at Washington Elementary School in Cloquet, Minnesota about his experience and daily duties working as a meteorologist at KBJR on November 12, 2019.	1	Chief Meteorologist

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5	11/19/2019	Establishment of training programs for station personnel	On November 19, 2019 Kevin Jacobsen, News Director, attended Secrets of Newsroom Hiring and Retention webinar hosted by the Radio Television Digital News Association (RTDNA). The webinar covered: How to hire a rockstar team that complements and builds your newsroom's skills, How to avoid common mistakes that can even break the law, How to retain great employees, and when they do leave, how to use their success to hire amazing replacements, raising the bar for everyone and How to train your managers to hire as well as you do.	1	News Director
6	1/1/2020	Establishment of an intern program designed to assist members of the community	KBJR-TV offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. KBJR had one Quintern during the fall period of 2019. KBJR had one Quintern during the spring period of 2020. KBJR had two Quinterns during the summer period of 2020.	2	Creative Service Director News Director
7	1/27/2020	Participation in events sponsored by community groups	On January 27, 2020, CBS 3 Anchor Lyanne Valdez attended Media Moms: Kids and Careers at The Riveter: Minneapolis in Edina, Minnesota. In this "don't miss" event, The Riveter hosted a panel discussion with four well-known and respected working TV moms who shared candidly about how they try to make it all work, while juggling their high-demand careers.	1	CBS 3 Anchor