



KTTC Television, Inc.
6301 Bandel Road NW
Rochester, MN 55901
(507) 288-4444

EEO PUBLIC FILE REPORT

Reporting Period: 12/1/2007 - 11/30/2008

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year		
1. Job Title:	Sports Anchor/Reporter	Date Filled: 12/1/2007
2. Job Title:	Producer	Date Filled: 12/17/2007
3. Job Title:	Anchor	Date Filled: 12/27/2007
4. Job Title:	Reporter	Date Filled: 1/14/2008
5. Job Title:	Producer	Date Filled: 1/23/2008
6. Job Title:	Weather	Date Filled: 2/3/2008
7. Job Title:	Reporter	Date Filled: 2/11/2008
8. Job Title:	News Director	Date Filled: 2/11/2008
9. Job Title:	Internet Director	Date Filled: 4/2/2008
10. Job Title:	Producer	Date Filled: 7/28/2008
11. Job Title:	Account Executive	Date Filled: 7/28/2008
12. Job Title:	Sales Assistant	Date Filled: 8/12/2008
13. Job Title:	Reporter - Austin Bureau	Date Filled: 9/2/2008
14. Job Title:	Producer	Date Filled: 10/6/2008

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Sports Anchor/Reporter Date Filled: 12/1/2007					
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***
University of Minnesota	Ken Stone	Twin Cities	stone104@umn.edu	Yes	4
Internal				No	1
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.					

2. Job Title:	Producer		Date Filled: 12/17/2007		
KTTC Website			dferber@kttc.com	No	No
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				Yes	1
Walk in/Other				No	No
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
Iowa Broadcasters Association		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No
National Association of Black Journalists	Diep Duong	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P.O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
UNL, Broadcasting Dept.		147 Andersen Hall Lincoln, NE 68588-0466	cojmc@unlnotes.unl.edu	No	No
NAB.org	Karen Hunter	1225 W Dayton St. Madison, WI 53706	khunter@nab.org	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
Arizona State University	Mike Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	nlja@aol.com	No	No
University of WI - Madison		1305 Linden Dr. Suite 205 Madison, WI 53715	careers@issaa.wisc.edu	No	No
University of Missouri				No	No
Syracuse University				No	No
Univ of CA at Berkley				No	No
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.					

3. Job Title:		Anchor		Date Filled: 12/27/2007	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***
University of Minnesota	Ken Stone	Twin Cities	stone104@umn.edu	Yes	1
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.					

4. Job Title:		Reporter		Date Filled: 1/14/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?*
KTTC Website			dferber@kttc.com	No	No
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Kim Carney	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				No	No
Walk in/Other				No	No
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
Iowa Broadcasters Association		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No
NAB.org	Karen Hunter	1771 N Street NW Washington, DC 20036	khunter@nab.org	No	No
National Association of Black Journalists	Diep Duong	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
Native American Journalists Assn	Classifieds	3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P. O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
UNL, Broadcasting Dept.		147 Andersen Hall Lincoln, NE 68588-0466	cojmc@unlnotes.unl.edu	No	No
University of Wisc - Madison		1305 Linden Dr. Suite 205 Madison, WI 53715	careers@issaa.wisc.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	nljga@aol.com	No	No
University of Missouri				Yes	1
Syracuse University				No	No
University of California at Berkley				No	No
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.					

5. Job Title:		Producer		Date Filled: 1/23/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?*
KTTC Website			dferber@kttc.com	No	No
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Kim Carney	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				No	No
Walk in/Other				No	No
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	Yes	1
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
Iowa Broadcasters Association		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dx.com	No	No
National Association of Black Journalists	Diep Duong	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P.O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
UNL, Broadcasting Dept.		147 Andersen Hall Lincoln, NE 68588-0466	cojmc@unlnotes.unl.edu	No	No
NAB.org	Karen Hunter	1225 W Dayton St. Madison, WI 53706	khunter@nab.org	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
Arizona State University	Mike Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	nlgja@aol.com	No	No
University of WI - Madison		1305 Linden Dr. Suite 205 Madison, WI 53715	careers@lssaa.wisc.edu	No	No
University of Missouri				No	No
Syracuse University				No	No
Univ of CA at Berkley				No	No
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.					

6. Job Title:		Weather		Date Filled: 2/3/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?*
KTTC Website			dferber@kttc.com	No	No
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucus	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				Yes	2
Walk in/Other				No	No
TV Jobs			tvjobs.com	No	No
Medialine	Mark Shilstone	P. O. Box 51909 Pacific Grove, CA 93950-6909	mark@medialine.com	No	2
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
National Association of Black Journalists	Karen Hunter	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P.O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
University of Wisc - Madison	Tara Schwertfeger	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfege@wisc.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	mlgja@aol.com	No	No
Native American Journalists Assn		3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No

7. Job Title:		Reporter		Date Filled: 2/11/2008		
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?*	
KTTC Website			dferber@kttc.com	Yes	1	
KXLT Website			dferber@kttc.com	No	No	
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No	
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No	
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No	
WREX-TV	Kim Carney	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No	
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No	
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No	
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No	
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No	
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No	
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New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No	
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No	
Employee Bulletin Board				No	No	
Walk in/Other				No	No	
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No	
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No	
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No	
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No	
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No	
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No	
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No	
Iowa Broadcasters Association		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No	
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No	
NAB.org	Karen Hunter	1771 N Street NW Washington, DC 20036	khunter@nab.org	No	No	
National Association of Black Journalists	Diep Duong	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No	
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No	
Native American Journalists Assn	Classifieds	3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No	
NBNA - Midwest Journalism Convention	Christine Diers	P. O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No	
UNL, Broadcasting Dept.		147 Andersen Hall Lincoln, NE 68588-0466	cojmc@unlnotes.unl.edu	No	No	
University of Wisc - Madison		1305 Linden Dr. Suite 205 Madison, WI 53715	careers@lssaa.wisc.edu	No	No	
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	nljja@aol.com	No	No	
University of Missouri				No	No	
Syracuse University				No	No	
University of California at Berkley				No	No	
Exigent Circumstance: This was an 'emergency' hire. Position needed to be filled immediately.						

8. Job Title:		News Director		Date Filled: 2/11/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?*
KTTC Website			dferber@kttc.com	No	1
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Kim Carney	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucus	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	2
Employee Bulletin Board				No	No
Walk in/Other				No	No
TV Jobs			tvjobs.com	No	No
Medialine	Mark Shilstone	P. O. Box 51909 Pacific Grove, CA 93950-6909	mark@medialine.com	No	No
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
National Association of Black Journalists	Karen Hunter	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P.O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
University of Wisc - Madison	Tara Schwertfeger	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfeger@wisc.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	mlgja@aol.com	No	No
Native American Journalists Assn		3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No
Brown College	Amber Luckie-Parks	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
Iowa Broadcasters Assn		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dwx.com	No	No
Rick Gevers & Associates	Rick Gevers	PO Box 577 Zionsville, IN 46077	rickgevers.com	Yes	1

9. Job Title:		Internet Director		Date Filled: 4/2/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***
KTTC Website			dferber@kttc.com	Yes	1
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOV-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				No	2
Walk in/Other				No	No
TV Jobs			tvjobs.com	No	No
Medialine	Mark Shilstone	P. O. Box 51909 Pacific Grove, CA 93950-6909	mark@medialine.com	No	No
MBA	Sarah Nelson	3033 Excelsior Blvd Minneapolis, MN 55416	snelson@minnesotabroadcas	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No
National Association of Black Journalists	Karen Hunter	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No
NBNA - Midwest Journalism Convention	Christine Diers	P. O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No
University of Wisc - Madison	Tara Schwertfege	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfege@wisc.edu	No	No
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	mlgja@aol.com	No	No
Native American Journalists Assn		3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No
Brown College	Amber Luckie-Parks	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
Iowa Broadcasters Assn		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dwx.com	No	No
Rochester Post Bulletin		18 1st Ave. SE Rochester, MN 55904	addesign@postbulletin.com	No	5

10. Job Title:		Producer		Date Filled: 7/28/2008		
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***	
KTTC Website			dferber@kttc.com	Yes	4	
KXLT Website			dferber@kttc.com	No	No	
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No	
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No	
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No	
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No	
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No	
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No	
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No	
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No	
KWWL	Meghan Lucus	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No	
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No	
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No	
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No	
Employee Bulletin Board				No	1	
Walk in/Other				No	No	
TV Jobs			tvjobs.com	No	No	
Medialine	Mark Shilstone	P. O. Box 51909 Pacific Grove, CA 93950-6909	mark@medialine.com	No	No	
MBA	Sarah Nelson	3033 Excelsior Blvd Minneapolis, MN 55416	snelson@minnesotabroadcas	No	No	
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No	
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No	
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	2	
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No	
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No	
National Association of Black Journalists	Karen Hunter	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No	
NBNA - Midwest Journalism Convention	Christine Diers	P. O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No	
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No	
University of Wisc - Madison	Tara Schwertfeger	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfeger@wisc.edu	No	No	
University of Minnesota	Ken Stone	206 Church Street Minneapolis, MN 55455	stone104@umn.edu	No	1	
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	mlgja@aol.com	No	No	
Native American Journalists Assn		3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No	
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No	
Brown College	Amber Luckie-Parks	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No	
Iowa Broadcasters Assn		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No	
NTA-Upper Midwest Chapter		4967 Kensington Gate Shorewood, MN 55331	info@ntauppermidwest.org	No	No	
Hispanic Link News Service		1420 N Street NW Washington, DC 20005	carlosee@hispaniclink.org	No	No	
IMAA		300 11th Ave. NW Rochester, MN 55901	abucar.iman@imaa.net	No	No	
University of Missouri	Kent Collins		collinsKS@missouri.edu	No	No	

11. Job Title:		Account Executive		Date Filled: 7/28/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***
KTTC Website			dferber@kttc.com	No	1
KXLT Website			dferber@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucus	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				No	No
Walk in/Other				No	1
MBA	Sarah Nelson	3033 Excelsior Blvd Minneapolis, MN 55416	snelson@minnesotabroadcas	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
University of Wisc - Madison	Tara Schwertfeger	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfege@wisc.edu	No	No
Brown College	Amber Luckie-Parks	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
Iowa Broadcasters Assn		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dwx.com	No	No
Rochester Post Bulletin		18 1st Ave. SE Rochester, MN 55904	addesign@postbulletin.com	Yes	1

12. Job Title:		Sales Assistant		Date Filled: 8/12/2008	
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***
KTTC Website			kohm@kttc.com	No	No
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No
WAOW-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No
Quincy Newspapers, Inc.	Bobbette Daugherty	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No
Employee Bulletin Board				No	No
Walk in/Other				No	No
TVJobs.com			tvjobs.com	No	No
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No
Channel One	Carla Johnson	131 35th St. SE Rochester, MN 55904	carlajohnson@channel-one.o	No	No
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No
Riverland Community College	Tricia Whalen	Austin, MN 55912	tricia.whelen@riverland.edu	No	No
WomenVenture	Wendie McFarland	2324 University Avenue West St. Paul, MN 55114	kharris@womenventure.org	No	No
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No
Rochester Post Bulletin		18 1st Ave. SE Rochester, MN 55904	addesign@post bulletin.com	Yes	4

13. Job Title:		Reporter - Austin Bureau		Date Filled: 9/2/2008		
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***	
KTTC Website			dferber@kttc.com	No	No	
KXLT Website			dferber@kttc.com	No	No	
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No	
WAOV-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No	
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No	
WREX-TV	Kim Carney	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No	
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No	
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No	
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No	
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No	
KWWL	Meghan Lucas	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No	
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No	
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No	
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No	
Employee Bulletin Board				No	1	
Walk in/Other				No	2	
TVJobs.com			tvjobs.com	Yes	6	
Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No	
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No	
MBA	Sarah Nelson	3033 Excelsior Blvd Minneapolis, MN 55416	snelson@minnesotabroadcas	No	No	
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mlmills@stcloudstate.edu	No	No	
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No	
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	No	No	
University of Minnesota	Ken Stone	206 Church Street Minneapolis, MN 55455	stone104@umn.edu	No	2	
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No	
Iowa Broadcasters Association		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No	
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No	
NAB.org	Karen Hunter	1771 N Street NW Washington, DC 20036	khunter@nab.org	No	No	
National Association of Black Journalists	Diep Duong	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No	
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No	
Native American Journalists Assn	Classifieds	3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No	
NBNA - Midwest Journalism Convention	Christine Diers	P.O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No	
UNL, Broadcasting Dept.		147 Andersen Hall Lincoln, NE 68588-0466	cojmc@unlnotes.unl.edu	No	No	
University of Wisc - Madison		1305 Linden Dr. Suite 205 Madison, WI 53715	careers@lssaa.wisc.edu	No	No	
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	nljja@aol.com	No	No	
University of Missouri	Kent Collins		collinsKS@missouri.edu	No	1	
Syracuse University				No	No	
University of California at Berkley				No	No	

14. Job Title:		Producer		Date Filled: 10/6/2008		
Source	Contact Person	Address	Telephone #	Referred Person Hired?	Referred Person Interviewed?***	
KTTC Website			dferber@kttc.com	No	4	
KXLT Website			dferber@kttc.com	No	No	
KTIV-TV	Kathy Clayton	3135 Floyd Blvd Sioux City, IA 51108	800-234-5848	No	No	
WAOV-TV	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	No	No	
WGEM-TV	Donna Vancil	513 Hampshire Quincy, IL 62301	800-728-6600	No	No	
WREX-TV	Trista Truesdale	10322 Auburn Street Rockford, IL 61103	800-223-9739	No	No	
WSJV-TV	Heather Stewart	58096 CR #7 S Elkhart, IN 46517	800-975-8881	No	No	
WVVA-TV	Wanda Davidson	Route 460 Bypass Bluefield, WV 24701	304-325-5487	No	No	
WXOW-TV	Pam Sletten	3705 County Highway 25 LaCrescent, MN 55947	507-895-9969	No	No	
WKOW-TV	Jessica Miller	5727 Tokay Blvd Madison, WI 53719	608-274-1234	No	No	
KWWL	Meghan Lucus	500 East Fourth Street Waterloo, IA 50703	319-291-1200	No	No	
Quincy Herald Whig	Julie Hutmacher	130 South Fifth Street Quincy, IL 62301	800-373-9444	No	No	
New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860	973-383-1500	No	No	
Quincy Newspapers, Inc.	Lesli Pryor	130 South Fifth Street Quincy, IL 62301	217-223-5100	No	No	
Employee Bulletin Board				No	2	
Walk in/Other				No	No	
TV Jobs			tvjobs.com	No	No	
Medialine	Mark Shilstone	P. O. Box 51909 Pacific Grove, CA 93950-6909	mark@medialine.com	No	No	
MBA	Linda Lasere	3033 Excelsior Blvd Minneapolis, MN 55416	llasere@minnesotabroadcast	No	No	
St. Cloud State University	Mark Mills	125 Stewart Hall St. Cloud, MN 56301	mmills@stcloudstate.edu	No	No	
University Center Rochester	Rose Conway	851 30th Ave. SE Rochester, MN 55904	rose.conway@roch.edu	No	No	
Winona State University	Cindy Hanson	P. O. Box 5838 Winona, MN 55987	career@winona.edu	Yes	2	
IBNA (IA Broadcast News Assn)	Jeff Stein	P. O. Box 231 Waverly, IA 50677	jeff.stein@wartburg.edu	No	No	
National Association of Hispanic Journalists	Leticia Salazar	1000 National Press Building Washington, DC 20045-2100	jobbank@nahj.org	No	No	
National Association of Black Journalists	Karen Hunter	8701A Adelphi Road Adelphi, MD 20783-1716	nabj@nabj.org	No	No	
NBNA - Midwest Journalism Convention	Christine Diers	P. O. Box 8372 Grand Forks, ND 58202-8372	chris@innovators.net	No	No	
University of Kansas	Dr. Max Utsler	1000 Sunnyside Lawrence, KS 66045	utsler@ku.edu	No	No	
University of Wisc - Madison	Tara Schwertfeger	1305 Linden Dr. Suite 205 Madison, WI 53715	tschwertfeger@wisc.edu	No	No	
University of Minnesota	Ken Stone	206 Church Street Minneapolis, MN 55455	stone104@umn.edu	No	1	
National Lesbian and Gay Journalists		2120 L Street NW Washington, DC 20037	mlgja@aol.com	No	No	
Native American Journalists Assn		3359 36th Ave. South Minneapolis, MN 55406	info@naja.com	No	No	
Arizona State University	Michael Wong	P. O. Box 871305 Tempe, AZ 85287-1305	mike.wong@asu.edu	No	No	
Brown College	Amber Luckie-Parks	1440 Northland Drive Mendota Heights, MN 55120	aluckie-parks@browncollege.	No	No	
Iowa Broadcasters Assn		P. O. Box 71186 Des Moines, IA 50325	iowaiba@dw.com	No	No	
NTA-Upper Midwest Chapter		4967 Kensington Gate Shorewood, MN 55331	info@ntauppermidwest.org	No	No	
Hispanic Link News Service		1420 N Street NW Washington, DC 20005	carloese@hispaniclink.org	No	No	
IMAA		300 11th Ave. NW Rochester, MN 55901	abucar.iman@imaa.net	No	No	
University of Missouri	Kent Collins		collinsKS@missouri.edu	No	No	

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):				62	
D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Telephone #	# of Interviewees Referred	
KTTC Website		dferber@kttc.com		12	
Employee Referral/Bulletin Board				10	
Winona State University	Vicki Decker	career@winona.edu		5	
University of Minnesota	Ken Stone	stone104@umn.edu		9	
Quincy Newspapers, Inc.	Lesli Pryor	lpryor@qni.biz		2	
Rochester Post Bulletin	Classifieds	addesign@postbulletin.com		10	
tvjobs.com		tvjobs.com		6	
Medialine		medialine@medialine.com		2	
University of Missouri	Kent Collins			2	
Rick Gevers & Associates	Rick Gevers	rick@rickgevers.com		1	
Walk-in/Other/Unsolicited				3	
E. Outreach Activities					

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.



KTTC Television, Inc.
6301 Bandel Road NW
Rochester, MN 55901
(507) 288-4444

EQUAL EMPLOYMENT OPPORTUNITY

Notification of Job Vacancies

KTTC-TV, licensee of KTTC Television, Inc., is an equal opportunity employer. KTTC-TV provides notification of full-time job vacancies to organizations assisting job seekers. Any organization, which would like to receive notification of job openings at our station, should contact us, and request to be included on our employment opportunity notification list. Organizations can make such requests by mail to: KTTC-TV, 6301 Bandel Road NW, Rochester, MN 55901, fax 507-288-6324, or email ljacobs@kttc.com. When making such requests, please provide us with the name of the organization, address, phone number, fax number, email address, and the name of the contact representative to whom notifications should be sent.



KTTC Television, Inc.
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OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008	Name of Activity: Intern Program
Description of Initiative:	
<p>KTTC's internship program was established to help students gain hands-on knowledge of the television industry. Students are encouraged to ask questions, get involved, and actively seek to learn. Students must receive credit from an accredited college or university and be at least a junior or senior. Students must have prior written approval from a school professor or counselor who will serve as administrator of this individual's for-credit internship program. A student wishing to be considered for an internship must complete an application and submit it, along with a resume and cover letter to:</p> <p>Internship Coordinator</p> <p>KTTC-TV</p> <p>6301 Bandel Road NW</p> <p>Rochester, MN 55901</p>	
<p>Interns will be chosen based on skill, interest, presentation, and availability. It is the policy of the company to prohibit unlawful discrimination because of race, religion, color, citizenship, national origin, ancestry, sex, gender, age, physical or mental disability or other characteristics protected by applicable state or federal law. Internships can last up to five months, depending on the number of hours required by the intern's school. Internships may be in more than one department depending on departmental approval and student's desire.</p>	
<p>We highly encourage each intern to make a total commitment to the experience and stay through the conclusion of that semester's program. Hours vary, but we do not expect an intern to ever be here more than 15-20 hours in a week. We are also extremely flexible when it comes to a student's schedule and we work with each to make sure he/she is having a quality experience, getting his/her</p>	

school work done and spending enough time here to understand the business.

Duties include, but are not limited to:

-Logging tapes, answering phones, editing video, writing stories for broadcast, running the teleprompter, accompanying reporters/photographers on stories

Other KTTC Intern Guidelines:

-Station dress code requires a business-like appearance

-Interns may be taught how to operate in-house equipment and the newsroom computer system

-Interns will not be allowed to operate this equipment without supervision or a supervisor's okay to do so

-There will be no personal (non-KTTC) use of company equipment

-Interns will not allowed to bring guests into the station

-In order to provide security to both the intern and the company, a photo identification badge must be worn during the intern's scheduled shift

-Interns are asked to remain in the department to which they are assigned

During the period 12/1/2007 through 11/30/2008 **four** students completed internships at KTTC from the following colleges:

(1) Rochester Community & Technical College - Rochester, MN

(1) University of Minnesota - Twin Cities

(1) St. Cloud State - St. Cloud, MN

(1) St. Louis University - St. Louis, MO



KTTC Television, Inc.
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Rochester, MN 55901
(507) 288-4444

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008	Name of Activity: Job Shadow
<p>Description of Initiative:</p> <p>KTTC encourages students to become "Job Shadows" at KTTC,</p> <p>Job-shadowing is a career-exploration activity for students to help them determine a career path to follow. Shadowing also helps students see how their textbook learning can be applied in the real world. During the job-shadow experience, the students follow a professional in the field through his or her work day. The student observes the rigors of the job, the company culture, and asks lots of questions.</p> <p>We had two high school kids here as job shadows from Pine Island High School on October 21st from 8:30 a.m. to about 1:00 p.m.</p>	



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6301 Bandel Road NW
Rochester, MN 55901
(507) 288-4444

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008	Name of Activity: KTTC Mentorships
<p>Description of Initiative:</p> <p>KTTC encourages students to participate in "Mentorships" at KTTC.</p> <p>A Mentorship is an accelerated, individualized program for students who want to learn a new skill, develop a new interest or explore a career field under the supervision of a specialist in the community. A Mentorship is an honors credit course that provides a challenge beyond the traditional high school curriculum. A mentorship requires the student to complete a minimum of 60 hours with the mentor. A mentorship will be offered to high school juniors or seniors. The student will report to the News Director who will be responsible for evaluating the student's performance during the mentorship.</p> <p>No Mentorships in 2008</p>	



KTTC Television, Inc.
6301 Bandel Road NW
Rochester, MN 55901
(507) 288-4444

OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008

Name of Activity: Scholarship Program

Description of Initiative:

KTTC participated in the Minnesota Broadcasters Association Scholarship Program in 2008.

The MBA awards ten (10) \$1500 James J. Wychor scholarships to qualified candidates, to be used during the 2008-2009 school year.

KTTC aired 90 announcements between 5/7/08 and 6/30/08 encouraging students to contact our Administrative Assistant to request an application. The deadline for application entry was 6/30/08.

Three applications were given out to students from Rochester, MN.



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OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2008	Name of Activity: Brown College Job Fair
Description of Initiative:	
<p>KTTC participated in the Brown College Job Fair on Wednesday, March 19th, 2008 in Mendota Heights, MN. Lynn Jacobs, Administrative Assistant, and Dave Osborn, Creative Services Director, were present to recruit new employees and collect resumes for future openings.</p>	
<p>The Job Fair ran from 10:30 a.m. until 1:30 p.m.</p>	
<p>Eighteen resumes were collected.</p>	

