

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 48406

Description: KBJR/KRII 2009 EEO MID-TERM REPORT
Application Reference Number: 20090803ABN
Successfully filed at Aug 3 2009 9:59AM

Based on the information supplied, no fee is required.

[Menu](#)

[Logout](#)

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
<p>BROADCAST MID-TERM REPORT</p>		FOR COMMISSION USE ONLY FILE NO. - 20090803ABN

Legal Name of the Licensee
 KBJR LICENSE, INC.

Mailing Address
 C/O GRANITE BROADCASTING CORPORATION
 767 THIRD AVENUE, 34TH FLOOR

City NEW YORK	State or Country (if foreign address) NY	Zip Code 10017 -
------------------	---	---------------------

Telephone Number (include area code) 2128262530	E-Mail Address (if available)
--	-------------------------------

FCC Registration Number 0002627016	Facility ID Number 33658	Call Sign KBJR-TV
---------------------------------------	-----------------------------	----------------------

TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
-----------------------------------	---	--

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KBJR	33658	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SUPERIOR, WI	<input type="radio"/> Yes <input checked="" type="radio"/> No
KRII	82698	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	CHISHOLM, MN	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name KEVIN P. LATEK		Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent LAWRENCE I. WILLS
Title VICE PRESIDENT, SECRETARY AND TREASURER	Telephone No. (include area code) 2128262530
Date 7/29/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DAVID JENSCH	Title: VICE PRESIDENT & STATION MANAGER
--------------------	---

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
--	-------------

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

PLEASE SEE ATTACHED REPORTS. KRII IS LICENSED TO CHANNEL 11 LICENSE, INC., WHICH IS UNDER COMMON OWNERSHIP AND CONTROL WITH KBJR LICENSE, INC., THE LICENSEE OF KBJR. KRII IS OPERATED AS A SATELLITE OF KBJR AND THE TWO STATIONS CONSTITUTE A SINGLE EMPLOYMENT UNIT.

Attachment 1

Description
2007-2008 EEO Public File Report
2008-2009 EEO Public File Report

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

KRII, Chisholm, MN is operated as a satellite of KBJR TV and the two stations comprise a single employment unit.

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 Reference/St. Cloud State University (3Hires)
Advertising Sales	Duluth News Tribune/Personal Reference (2 Hires)
Director	Personal Reference
News Producer	Personal Reference
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 Reference/KBJR TV Website (2 Hires)
ENG Truck Operator/Video Journalist	KBJR TV In-House Employment Notification
Advertising Sales	Self
Commercial Producer	Personal Reference
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. None of the listed sources are entitled to notification.

Recruitment Source	Contact Person /Address/ Telephone	Total Number of Interviewees Referred by Recruitment Source
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 16802/814 865-2377	0
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
TVJobs.com	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 55455/612 625-9824	0
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 Giaouque, 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.

2009 KBJR-TV/KRII PUBLIC FILE REPORT

Period Covered: August 1, 2008-July 21, 2009

STATIONS KBJR-TV AND KRII

PRIMARY FACILITY ID (KBJR): 33658

KRII, Chisholm, MN, is operated as a satellite of KBJR TV and the two stations comprise a single employment unit.

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, 2008 and July 21, 2009, identified by job title and indicating the recruitment source that referred the successful candidate.

Position	Referring Recruitment Source
Reporter/Anchor	Medialine
Live Truck Operator/Multimedia Journalist	KBJR TV In-House Employment Notification
Director	Personal Reference/KBJR TV In-House Employment Notification (2 Hires)
Advertising Sales Executive	Personal Reference/Personal Reference (2 Hires)
Director	KBJR TV In-House Employment Notification
Multimedia Journalist	KBJR TV Website

2. Total number of persons interviewed for full-time vacancies between August 1, 2008 and July 21, 2009: 9

3. The following are all sources used to recruit for full-time vacancies filled in between August 1, 2008 and July 21, 2009. Except where indicated otherwise, all of these sources were used to recruit for all full-time job vacancies. None of the listed sources are entitled to notification.

Recruitment Source	Contact Person /Address/ Telephone	Total Number of Interviewees Referred by Recruitment Source
Minnesota Work Force Job Bank	Deb Snickers, 320 W. 2 nd St., Duluth, MN 55802/218 723-4730	0
Duluth News Tribune Employment Opportunities for KBJR Advertising Sales Only	Sandy Dobrava, 424 W 1 st . St., Duluth, MN 55802/218 723-5200	0
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	2
KBJR TV In-House Employment Opportunity Notification	Human Resources, 246 S. Lake Ave., Duluth, MN 55802/218 720-9600	3
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
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 16802/814 865-2377	0
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	Jim Erickson, 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	Susan Larson, 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	Karol Baumeister, 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	1
TV Jobs.com	Mark Holloway, PO Box 4116, Oceanside, CA 92052/760 754-8177 markch@tvjobs.com	0
University of Minnesota Minneapolis School of Journalism News Department Employment Opportunities Only	Linda Lindholm, 110 Murphy Hall, 206 Church St. SE, Minneapolis, MN 55455/612 625-9824	0

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 Hommerding, 720 4 th Ave. S., St. Cloud, MN 56301/320 255-2165	0
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		3
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
Self		0

4. The following are the long term menu options implemented between August 1, 2008 and July 21, 2009, 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 two interns on staff in news.

We participate in a minority scholarship program at St. Cloud State University designed to assist students interested in pursuing a career in broadcasting.

We have participated in the following job fairs: University of Wisconsin-Superior Annual Job/Career Fair November 12, 2008 Dustin DeSanto attended. Fond du Lac Tribal Community College Job Fair February 18, 2009 and Lake Superior College Job Fair April 1, 2009 Dustin DeSanto attended. On March 19, 2009 News Anchor/Reporter Laura Langemo spoke at Wrenshall High School Career Day. Kelli Latuska participated in the

Fuse Duluth College Connections mentorship program for college seniors in the advertising/media majors and in 2009 worked with three advertising and marketing students preparing them for their job searches.

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