

EQUAL EMPLOYMENT OPPORTUNITY

Notification of Job Vacancies

KWWL Television, Inc., licensee of KWWL is an equal opportunity employer. KWWL Television Inc. 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 stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail 500 East 4th Street, Waterloo, Iowa 50703, fax 319-291-1255 or e-mail mlucas@kwwl.com. When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of the contact representative to whom notifications should be sent.

Full-Time Job Openings

1. Local Sales Manager
2. Weekend Anchor/Reporter
3. Photographer/Live Truck Operator
4. News Media Reporter
5. Reporter
6. Producer
7. Account Executive
8. Reporter
9. News Producer
10. Account Executive
11. Internet Director
12. Engineer
13. Sales Assistant
14. Reporter
15. News Producer
16. Director
17. Photographer/Live Truck Operator
18. Executive Producer
19. News Director
20. Sports Anchor/Reporter
21. Iowa City Reporter

EEO PUBLIC FILE REPORT

A. Employment Unit Covered

KWWL Television

B. Reporting Period

10/1/2007 – 9/30/2008

C. Full-Time Vacancies Filled During Reporting Period

(1)	Job Title: Local Sales Manager	Date Filled: 10-1-2007
(2)	Job Title: Weekend Anchor/Reporter	Date Filled: 10-7-2007
(3)	Job Title: Photographer/Live Truck Operator	Date Filled: 10-22-2007
(4)	Job Title: News Media Reporter	Date Filled: 10-15-2007
(5)	Job Title: Reporter	Date Filled: 12-3-2007
(6)	Job Title: Producer	Date Filled: 12-17-2007
(7)	Job Title: Account Executive	Date Filled: 12-17-2007
(8)	Job Title: Reporter	Date Filled: 1-7-2008
(9)	Job Title: News Producer	Date Filled: 3-10-2008
(10)	Job Title: Account Executive	Date Filled: 3-24-2008
(11)	Job Title: Internet Director	Date Filled: 4-7-2008
(12)	Job Title: Engineer	Date Filled: 5-12-2008
(13)	Job Title: Sales Assistant	Date Filled: 5-13-2008
(14)	Job Title: Reporter	Date Filled: 6-2-2008
(15)	Job Title: News Producer	Date Filled: 6-17-2008
(16)	Job Title: Director	Date Filled: 6-22-2008
(17)	Job Title: Photographer/Live Truck Operator	Date Filled: 8-25-2008
(18)	Job Title: Executive Producer	Date Filled: 8-18-2008
(19)	Job Title: News Director	Date Filled: 9-22-2008
(20)	Job Title: Sports Anchor/Reporter	Date Filled: 9-5-2008
(21)	Job Title: Iowa City Reporter	Date Filled: 9-3-2008

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy
 (Organizations entitled to notification identified by *.)

1. Job Title: Local Sales Manager

Date Filled: 10/1/2007

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee Referral (former employee)	John Huff	500 East 4 th Street Waterloo, IA 50703	319-291-1222	yes
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		

University of Iowa		www.careers.uiowa.edu		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
Birschbach Media Sales & Marketin		www.mediarecruiter.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517	574-679-9758	

		hstewart@fox28.com		
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 2

2. Job Title: Weekend Anchor/Reporter

Date Filled: 10/7/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	

Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
Collective Talent		http://www.collectivetalent.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey	Karen	Two Spring Street	973-383-1500	

Herald	Dixon	Newton, NJ 07860 kdixon@njherald.com		
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 4

3. Job Title: Photographer/Live Truck Operator

Date Filled: 10/22/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	

University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA	Wanda	Route 460 Bypass	304-325-5487	

Television, Inc.	Davidson	PO Box 1930 Bluefield, WV 24701 w davidson@wvva.com		
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 l jacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 k dixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 k clayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 h stewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 j miller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 T bergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 1

4. Job Title: News Media Reporter

Date Filled: 10/15/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd	319-352-8425	

		Waverly, IA 50677-0903 careers@wartburg.edu		
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		yes
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	

Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 2

5. Job Title: Reporter

Date Filled: 12/3/2007

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee		500 East 4 th Street	319-291-1222	

Referral		Waterloo, IA 50703		
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		

KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 1

6. Job Title: Producer

Date Filled: 12/17/2007

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa		www.iowabroadcasters.com		

Broadcasters				
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947	507-895-9969	

		PSletten@wxow.com		
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Cedar Rapids Gazette	Sheri Olson	500 3 rd Ave Cedar Rapids, IA 52401 Sherri.Olson@gazettecommunication.com	319-398-8232	yes

Total number of interviewees from all sources for this position: 3

7. Job Title: Account Executive

Date Filled: 12/17/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior	Christi	2232 E. 4 th Street	319-234-0206	

Employment	Mason	Waterloo, IA 50703 scwaterloo@mchsi.com		
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517	574-679-9758	

		hstewart@fox28.com		
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Cedar Rapids Gazette	Sheri Olson	500 3 rd Ave Cedar Rapids, IA 52401 Sherri.Olson@gazettecommunications.com	319-398-8232	yes

Total number of interviewees from all sources for this position: 7

8. Job Title: Reporter

Date Filled: 1/7/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee Referral	Jenn Jarvis	500 East 4 th Street Waterloo, Iowa 50703	319-291-1200	yes
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	

University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA	Wanda	Route 460 Bypass	304-325-5487	

Television, Inc.	Davidson	PO Box 1930 Bluefield, WV 24701 w davidson@wvva.com		
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 l jacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

Total number of interviewees from all sources for this position: 3

9. Job Title: News Producer

Date Filled: 3/10/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903	319-352-8425	

		careers@wartburg.edu		
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy	Donna	513 Hampshire Street	217-228-6600	

Broadcasting Company	Vancil	Quincy, IL 62301 dvancil@wgem.com		
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdauidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 1

10. Job Title: Account Executive

Date Filled: 3/24/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National		http://nahj.org/career/jobbank.html		

Association of Hispanic Journalists		emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	

ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		
The Telegraph Herald	Tricia Mergen	801 Bluff Street Dubuque, IA 52001 tamergen@wcinet.com	563-588-5657	

Total number of interviewees from all sources for this position: 5

11. Job Title: Internet Director

Date Filled: 4/7/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior	Christi	2232 E. 4 th Street	319-234-0206	

Employment	Mason	Waterloo, IA 50703 scwaterloo@mchsi.com		
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108	712-239-4100	

		kclayton@ktiv.com		
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 5

12. Job Title: Engineer

Date Filled: 5-12-08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125	515-961-1667	

		careers@simpson.edu		
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	

WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 w davidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 l jacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 k dixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 k clayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 h stewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 j miller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 T bergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 1

13. Job Title: Sales Assistant

Date Filled: 5-13-08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703	319-287-5046	

		elcentrola@yahoo.com		
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		https://recruiting.missouri.edu		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
University of Missouri		https://Recruiting.missouri.edu		
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		

KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdauidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	

The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org		
--	--	--	--	--

Total number of interviewees from all sources for this position: 2

14. Job Title: Reporter

Date Filled: 6-2-08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		https://recruiting.missouri.edu		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
University of Missouri		https://Recruiting.missouri.edu		
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of		www.careers.uiowa.edu		

Iowa				
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW	Jessica	5727 Tokay Boulevard	608-274-1234	

Television Inc.	Miller	Madison, WI 54403 jmiller@wkowtv.com		
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 1

15. Job Title: News Producer

Date Filled: 6/17/08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee Referral - KTIV News Director	Bridget Breen	3135 Floyd Blvd Sioux City, IA 51108	712-239-4100	yes
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogi	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of		https://recruiting.missouri.edu		

Missouri				
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
University of Missouri		https://Recruiting.missouri.edu		
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	

WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 3

16. Job Title: Director

Date Filled: 6/22/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703	319-287-5046	

		elcentrola@yahoo.com		
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		yes
KWWL		Web site www.kwwl.com		

Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
ProVideo of Wisconsin, Inc.	Cori Annen	2302 West Badger Madison, WI 53713 cori@provideo.com	608-271-1226	
The Employers Disability		www.EDRNetwork.org .		

Resource Network (EDRN)				
-------------------------	--	--	--	--

Total number of interviewees from all sources for this position: 2

17. Job Title: Photographer/Live Truck Operator

Date Filled: 8/25/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye		http://collegecentral.com/hawkeyecoll		

Community College		ege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		yes
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403	715-842-2251	

		Tbergner@waow.com		
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 5

18. Job Title: Executive Producer

Date Filled: 8/18/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogi	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood		http://www.collegecentral.com/kirkw	319-398-5899	

College		ood		
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initiaize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		yes
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	

KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org		

Total number of interviewees from all sources for this position: 1

19. Job Title: News Director

Date Filled: 9/22/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-2/87-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125	515-961-1667	

		careers@simpson.edu		
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	

WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 w davidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 l jacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 k dixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 k clayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 h stewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 j miller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 T bergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 2

20. Job Title: Sports Anchor/Reporter

Date Filled: 9/5/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig	1450 Alta Vista	563-588-7723	

	Schaefer	Dubuque, Iowa 52001 Craig.schaefer@loras.edu		
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		
TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		yes
Quincy Newspapers,	Lesli Pryor	130 South 5 th Quincy, Il 62301	217-221-3355	

Inc.		Lpryor@qni.biz		
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, IL 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdaavidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org .		

Total number of interviewees from all sources for this position: 4

21. Job Title: Iowa City Reporter

Date Filled: 9/3/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
El Centro Latino America	Ruben Arce	221 E. 4 th Street, Suite 111 Waterloo, IA 50703 elcentrola@yahoo.com	319-287-5046	
Loras College	Craig Schaefer	1450 Alta Vista Dubuque, Iowa 52001 Craig.schaefer@loras.edu	563-588-7723	
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	yes
University of Northern Iowa		http://uni.erecruiting.com/emp/sblogin	319-273-2061	
Simpson College	Ann Sreubel	701 N. C Street Indianola, IA 50125 careers@simpson.edu	515-961-1667	
University of Missouri		www.HireMizzouTigers.com		
Columbia College Chicago		600 S. Michigan Avenue Chicago, IL 60605 columbiaworks@colum.edu	312-344-6860	
Hamilton College	Crystal Copeland	2302 W. First Street Cedar Falls, IA 50613 crcopeland@hamiltoncf.com	319-277-0220 x112	
Kirkwood College		http://www.collegecentral.com/kirkwood	319-398-5899	
AARP Senior Employment	Christi Mason	2232 E. 4 th Street Waterloo, IA 50703 scwaterloo@mchsi.com	319-234-0206	
Iowa State University		https://ecms.eng.iastate.edu/employers		
University of Iowa		www.careers.uiowa.edu		
University of Minnesota		https://holdpass.umn.edu/goldpass/initialize.do		
Hawkeye Community College		http://collegecentral.com/hawkeyecollege		
Iowa Broadcasters		www.iowabroadcasters.com		
Medialine		www.medialine.com		

TV Jobs		www.tvjobs.com		
National Association of Hispanic Journalists		http://nahj.org/career/jobbank.html emailed to jobbank@nah.org		
KWWL		Lobby sign		
KWWL		Web site www.kwwl.com		
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
The Quincy Herald-Whig	Julie Hutmacher	130 South 5 th Quincy, Il 62301 jhutmacher@whig.com	217-223-5100	
Quincy Broadcasting Company	Donna Vancil	513 Hampshire Street Quincy, IL 62301 dvancil@wgem.com	217-228-6600	
WREX Television Inc.	Kim Carney	10322 Auburn Road Rockford, IL 61103 Kcarney@wrex.com	815-335-2213	
WVVA Television, Inc.	Wanda Davidson	Route 460 Bypass PO Box 1930 Bluefield, WV 24701 wdauidson@wvva.com	304-325-5487	
KTTC Television, Inc.	Lynn Jacobs	6301 Bandel Rd NW Rochester, MN 55901 ljacobs@kttc.com	507-288-4444	
The New Jersey Herald	Karen Dixon	Two Spring Street Newton, NJ 07860 kdixon@njherald.com	973-383-1500	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	
WSJV Television, Inc.	Heather Stewart	58096 County Road, #7 South Elkhart, IN 46517 hstewart@fox28.com	574-679-9758	
WKOW Television Inc.	Jessica Miller	5727 Tokay Boulevard Madison, WI 54403 jmiller@wkowtv.com	608-274-1234	
WAOW/WYOW Television, Inc.	Tricia Bergner	1908 Grand Avenue Wausau, WI 54403 Tbergner@waow.com	715-842-2251	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
WQOW – Eau	Pam	5545 Highway 93	715-835-1881	

Claire	Sletten	Eau Claire, WI 54701 PSletten@wxow.com		
The Employers Disability Resource Network (EDRN)		www.EDRNetwork.org		

Total number of interviewees from all sources for this position: 1

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 56

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Phone No.	Number of Interviewees Referred
QNI Employee Referrals	Various QNI Employees			8
KWWL Lobby Sign (Internal)	Megan Lucas	500 East 4 th Street Waterloo, IA 50703	319-291-1200	9
KWWL Website	Megan Lucas	www.kwwl.com	319-291-1200	18
University of Missouri		www.HireMizzouTigers.com		1
Collective Talent	info@michaelsmedia.com	Website: www.collectivetalent.com		
Spots-n-Dots	Issues@spotsndots.com	Website: http://www.spotsndots.com	888-884-2630	
KWWL TV Ad	Creative Services Philip Hunt	500 East 4 th Street Waterloo, IA 50703	319-291-1200	
Quincy	Donna Vancil	513 Hampshire Street	217-228-	

Broadcasting Company/ WGEM		Quincy, IL 62301 dvancil@wgem.com	6600	
Quincy Newspapers, Inc.	Lesli Pryor	130 South 5 th Quincy, Il 62301 Lpryor@qni.biz	217-221-3355	
WQOW – Eau Claire	Pam Sletten	5545 Highway 93 Eau Claire, WI 54701 PSletten@wxow.com	715-835-1881	
WXOW Television Inc.	Pam Sletten	3705 County Highway 25 La Crescent, MN 55947 PSletten@wxow.com	507-895-9969	
Iowa State Employment Office		www.iowaworkforce.org	(800) JOB-IOWA	
Cedar Rapids Gazette		http://www.gazetteonline.com/	800-397-8234	2
Medialine		www.medialine.com	800-237-8073	
KTIV Television Inc.	Kathy Clayton	3135 Floyd Boulevard Sioux City, IA 51108 kclayton@ktiv.com	712-239-4100	1
Iowa Broadcasters		www.iowabroadcasters.com		
Wartburg College	Derke Solheim	Career Services-Pathways Center 100 Wartburg Blvd Waverly, IA 50677-0903 careers@wartburg.edu	319-352-8425	3
Greater Cedar Valley Chamber of Commerce	Bette Wubbena	315 E. 5th St. Waterloo, IA 50703	319-233-8431	1
TV Jobs.com	info@tvjobs.com	Website: www.tvjobs.com	(800) 374-0119	12
The Telegraph Herald	Tricia Mergen	801 Bluff Street Dubuque, IA 52001 tamergen@wcinet.com	563-588-5657	1

G. Outreach Activities Performed During the Reporting Period

Ongoing Internship Program

The KWWL/McElroy Trust Internship Program is a training opportunity for college communication students to acquire skills needed for broadcast employment. Communication students apply through their department for internships. To be eligible, students must be enrolled in a college program focusing on a degree in Broadcast Communications and they must be able to gain school credit for the internship. Prospective interns are interviewed by the station and are chosen in a similar fashion to any prospective employee. The goals of the internship program are to expose students to television news and give them hands on experience. It also helps generate prospective employees for the station. Ongoing internships hours vary by class requirements. The following schools participate in our job internships, University of Northern Iowa, University of Iowa, Wartburg College, Loras College, and UW Platteville.

Intern A	University of Iowa	News Intern	5/20/2007 thru 10/19/2007
Intern B	Loras College	News Intern	5/21/2007 thru 12/31/2007
Intern C	University of Iowa	News Intern	8/24/2007 thru 12/29/2007
Intern D	University of Northern Iowa	News Intern	8/29/2007 thru 12/31/2007
Intern E	University of Iowa	News Intern	8/29/2007 thru 12/29/2007
Intern F	University of Iowa	News Intern	1/22/2008 thru 5/7/2008
Intern G	Wartburg College	Sports Intern	1/22/2008 thru 4/5/2008
Intern H	University of Iowa	News Intern	1/22/2008 thru 5/7/2008
Intern I	Wartburg College	News Intern	1/22/2008 thru 9/6/2008
Intern J	Wartburg College	News Intern	5/5/2008 thru 9/6/2008
Intern K	Wartburg College	Mktg Intern	5/12/2008 thru 7/11/2008
Intern L	Wartburg College	Weather Intern	5/15/2008 thru 8/22/2008
Intern M	University of Iowa	News Intern	5/15/2008 thru 9/6/2008
Intern N	UW Platteville	News Intern	5/15/2008 thru 9/6/2008
Intern O	Wartburg College	News Intern	5/15/2008 thru 9/6/2008
Intern P	University of Northern Iowa	News Intern	5/15/2008 thru 9/6/2008
Intern Q	University of Northern Iowa	News Intern	9/8/2008 thru 9/30/2008
Intern R	Loras College	News Intern	8/29/2008 thru 9/30/2008
Intern S	Wartburg College	News Intern	9/11/2008 thru 9/30/2008
Intern T	University of Iowa	News Intern	9/11/2008 thru 9/30/2008

Wartburg Communication Class Presentation

Wartburg College Broadcast Communication class comes to the KWWL Newsroom and Studio to have a meet and greet with the News and Production Departments (July). They are given an in depth tour of the studio and equipment and are able to ask questions pertaining to working in the broadcasting industry.

Various Presentations and Panel Discussion

Several KWWL managers have given presentations to various high school and college classes. Depending on the topic, these presentations can cover News, Marketing or Sales.

Jon Okerstrom – Public Relations and Marketing Class, Hawkeye Community College, October 10, 2007

Jon Okerstrom – Fast Forward Workshop Panel Discussion, University of Northern Iowa, October 26, 2007

Chris Hussey and John Huff – Media Marketing and Management class, Wartburg College, February 13, 2008

Job Fairs

Several reporters and anchors have attended job fairs where they convey and discuss what it takes to work at a TV station and what type of qualifications and attributes make a good employee.

Tara Thomas – Discovered Resources Job Fair in Waterloo, October 10, 2007

Danielle Wagner – Central Middle School Career Fair, December 12, 2007

Danielle Wagner – Starmont Middle School Career Fair, February 29, 2008

Job Shadowing

KWWL participated in several job shadowing experiences with local schools. Various students job shadowed employees in the News and Operations department and documented their experiences. The following schools had at least one student participate:

Nashua-Plainfield High School

Price Laboratory School

West High School

Tours

The KWWL Marketing Department gives tours to the public and organizations that request them (usually 2 to 3 a month). These tours include the newsroom and studio, explaining what each different department does and why. This provides those in the community interested in broadcasting opportunity to gain more information and knowledge. These tours consist of various groups and schools throughout the KWWL viewing area including local middle school teachers attending a workshop at UNI, students from local elementary schools, several Boy Scout troops and other local organizations.

Junior Achievement

Chris Hussey, General Sales Manager, was a participant in Junior Achievement. He would attend elementary classes in the Waterloo area to providing a message of opportunity and economic understanding in the broadcasting industry.

Kingsley Elementary Presentations

Annually an employee of KWWL gives a presentation to the winners of a Character Counts contest at Kingsley Elementary. This year Sunny Layne, Weekday Anchor, met with 5 winners ranging from 3rd to 5th grade discussing KWWL and her role as an anchor.

