

August 1, 2003

Letter to Public File

EEO Public File Report

Please see the attached spreadsheet listing all full-time positions filled during the period of 3/12/03-7/31/03, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

Supplemental initiatives implemented during the timeframe of 3/01/03-7/31/03 included the following:

- Department Head training session on Conflict Management / Respectful Workplace conducted by Greg Chism, Family Services / EAP Coordinator on 3/6/03, attended by ¾ of department heads
- Attendance of NAB-sponsored HR Symposium on Tuesday, 5/6/03 by Jeff Ver Voort, Director of Human Resources.
- Attendance of WBA-sponsored Career/Job Fair on Wednesday, 6/18/03 by Jeff Ver Voort, Director of Human Resources.

Please contact Jeff Ver Voort, Director of Human Resources, if you have any further questions on this information.

Sincerely,

David Sanks
General Manager

Enclosures

Referral Source	# of interviewees referred
WI State Journal	12
Madison Times	1
WI State Council / SHRM Job Bank	
Channel 3000.com	
Women / Minority / Schools list	
Internal postings	4
Mike Kornemann- Mad Mag Sls Mgr	1