

WLUC-TV
EEO PUBLIC FILE REPORT
November 21, 2013 - May 31, 2014

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Show Co-Host/Anchor	2-3, 5-6, 11, 16-18, 21-25, 29-31, 36-37	31
News Director	1-7, 9, 11-20, 22-25, 27-30, 32-33, 36	9
Anchor	1-6, 10-20, 22-23, 25, 27-30, 32-33, 35-36	10
Weekend Anchor/Reporter	1-6, 11-20, 22-23, 25, 27-30, 32-33, 36	32
News Reporter	1-6, 11-20, 22-23, 25-30, 32-33, 36	26
Videographer/Reporter	1-6, 10-20, 22-23, 25, 27-30, 32-33, 36	32
Digital Sales Manager	8, 36	8
Promotion Producer	8, 28	8
Master Control Operator	1-6, 8, 10-20, 22-23, 25, 27-30, 32-33, 36	10
Master Control Operator	1-6, 8, 10-20, 22-23, 25, 27-30, 32-33, 36	8
Master Control Operator - PT	1-6, 10-20, 22-23, 25, 27-30, 32-33, 36	10
Technical Director	1-6, 8, 10-11, 13-20, 22-23, 25, 27-30, 32, 34, 36	10
Technical Director	1-6, 8, 10-11, 13-20, 22-23, 25, 27-30, 32, 34, 36	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
2	Bay de Noc Community College 2001 N. Lincoln Rd. Escanaba, Michigan 49829 Phone : 9062174117 Fax : 1-906-789-6952 Kathy Wolak	N	0
3	Bay Mills Indian Community 10001 W. Lakeshore Dr. Brimley, Michigan 49715 Phone : 906-248-3241 Fax : 1-906-248-3283 L. John Lufkins	N	0
4	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	1
5	Central Michigan University Warriner Hall 102 Mount Pleasant, Michigan 48859 Phone : 989-774-3076 Url : http://cmich.edu Email : bca@cmich.edu Career Services	Y	0
6	Colorado Media School 404 South Upham St. Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://beonair.com Email : tcuff@beonair.com Fax : 1-303-975-7070 Terry Cuff	Y	0
7	Current Employee	N	1
8	Current Employee/Internal Promotion	N	4
9	Employee Promotion	N	1

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10	Employee Referral Stan Heist	N	8
11	Finlandia University 601 Quincy Street Hancock, Michigan 49930 Phone : 906-487-7315 Url : http://finlandia.edu Fax : 1-906-487-7383 Shannon Martineau	N	0
12	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
13	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
14	Ishpeming Salvation Army 222 East Division St. Ishpeming, Michigan 49849 Phone : 9064868121 Email : elne33@yahoo.com Liz Nevala	Y	0
15	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
16	Keweenaw Bay Indian Community 16429 Beartown Road Baraga, Michigan 49908 Phone : 906-353-6623 Email : hope@kbic-nsn.gov Fax : 1-906-353-8068 Hope Laramore	Y	0

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17	Lake Superior Community Partnership 501 South Front St. Marquette, Michigan 49855 Phone : 906-226-6591 Url : http://marquette.org Email : lscp@marquette.org Amy Clickner	N	0
18	Lake Superior State University 650 W. Easterday Ave. Sault Ste. Marie, Michigan 49783 Phone : 906-632-6841 Url : http://lssu.edu Fax : 1-906-635-7564 Paul Fenlon	N	0
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
20	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
21	MediaLine Michigan Url : http://medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
22	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48909 Url : http://michimab.com Career Services Manual Posting	N	0

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23	Michigan Technological University 1400 Townsend Drive Houghton, Michigan 49931 Phone : 906-487-2313 Url : http://mtu.edu Email : hrdesroc@mtu.edu Rena DesRochers	N	0
24	Michigan Works 1498 Odovero Dr. Marquette, Michigan 49855 Phone : 906-228-3075 Url : http://michiganworks.org Career Services Manual Posting	N	0
25	NMU Job Search Center 1401 Presque Isle Ave Marquette, Michigan 49855 Phone : 906-227-2800 Url : http://nmu.edu Email : careers@nmu.edu John Frick	N	2
26	Other Source Pennsylvania State University	N	1
27	Pure Michigan Talent Connect 300 North Washington Square Lansing, Michigan 48913 Phone : 1-888-522-0103. Url : http://www.hiremi.org Kahlea Berry Manual Posting	Y	0
28	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Sharon Pickeral Manual Posting	N	1

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29	Specs Howard School of Broadcast Arts 23801 Industrial Park Dr. Farmington Hills, Michigan 48335 Phone : 248-358-9000 Url : http://specshoward.edu Email : ahicks@specshoward.edu Fax : 1-248-746-9772 Anjenetta Hicks	Y	0
30	Superior Rehabilitation Services PO Box 367 Iron Mountain, Michigan 49801 Phone : 715-528-4238 Email : barbkaras@gmail.com Barb Karas	Y	0
31	TVJobs.com Michigan Url : http://tvjobs.com Career Services Manual Posting	N	2
32	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
33	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.H.Mullen.cov@mail.mil Vicki Mullen	Y	0
34	US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.cov@mail.mil Vicki Mullen	Y	0
35	WLUC Bulletin Board 177 US 41 East Negaunee, Michigan 49866 Phone : 9064757220 Jane Ryan	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	WLUC-TV6 177 US 41 East Negaunee, Michigan 49866 Phone : 906-475-4161 Url : http://uppermichiganssource.com Email : tczarnopis@wluctv6.com Tyler Czarnopis	N	1
37	WLUC-TV6 177 US 41 East Negaunee, Michigan 49866 Phone : 906-475-7220 Url : http://uppermichiganssource.com Jane Ryan Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/15/2013	Provision of training to management	<p>SBG, Inc. and its stations is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	20		1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	2/12/2014	Participation in Job Fairs	Met with students during the Northern Michigan University Summer Job Fair, 2/12/14. Offered information on broadcasting positions at WLUC and with Sinclair Broadcast group.	1	Media Operations Manager	0.25
3	4/9/2014	Participation in events or programs sponsored by educational institutions	High School students (30) from West Iron County High School, grades 10-12, were given a tour of the station and studio. They were introduced to broadcasting from "behind the scenes." They were interested in learning how cameras operate in the studio as well as in the field with reporters; how the studio works (green screen, teleprompted, etc). We are able to introduce them to different career opportunities in broadcasting as they begin their decision of what to study in college.	3	Commercial Writer/Producer News Director Media Operations Manager	0.25
4	5/9/2014	Participation in events or programs sponsored by educational institutions	WLUC News Director/Anchor, Steve Asplund, spoke to local Junior High and High School students during Career Day about careers and experiences in TV news.	1	News Director/Anchor	0.25
5	5/13/2014	Participation in events or programs sponsored by educational institutions	Norway-Vulcan High School Multimedia class presentation done by WLUC Iron Mountain Bureau News Reporter, Abby Miller. Presentation included what life as a TV reporter is like, and how to put together a news package.	1	Bureau News Reporter	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.00