

WLUC-TV
EEO PUBLIC FILE REPORT
June 1, 2012 - May 31, 2013

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-3, 5-7, 9, 11-24	7
Account Executive	2-3, 5-7, 9, 11-24	17
Account Executive	2-3, 5-7, 9, 11-24	17
Account Executive	2-3, 5-7, 9, 11-24	6
Producer/Reporter	1-5, 7-24	8
Producer/Reporter	1-5, 7-24	22
Daily Deals Account Executive	2-3, 5, 9, 11-24	17
News Bureau Reporter	2-3, 5, 9, 11-24	22
News Bureau Reporter	2-3, 5, 9, 11-24	22
Reporter (full time)	2-3, 5, 9, 11-24	22
Sales Assistant (FT)	2-3, 5, 9, 11-24	24
Morning News Weather Anchor	2-3, 5, 9, 11-24	22
Morning News Weather Anchor	2-3, 5, 9, 11-24	22
Morning News Producer	2-3, 5, 9, 11-24	22
News Bureau Reporter	2-3, 5, 9, 11-24	22
News Bureau Reporter	2-3, 5, 9, 11-24	22
Account Executive	2-3, 5, 9, 11, 13-24	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral Scott Laver	N	2
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	Call In	N	2
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	Client Referral Billy McCabe	N	1
7	Current Employee Carrie Bartel	N	2
8	Employee Referral Regena Robinson	N	1
9	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
10	Former Employee John Truitt	N	1

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11	Keweenaw Bay Indian Community 108 Beartown Road Baraga, Michigan 49908 Phone : 906-353-4167 Email : brigittel@kbic-nsn.gov Bridget LaPointe	Y	0
12	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
13	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
14	MediaLine Michigan Url : http://medialine.com Email : mark@medialine.com Mark Shilstone	N	0
15	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48909 Url : http://michimab.com Career Services Manual Posting	N	4
16	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

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17	Michigan Works 1498 Odovero Dr. Marquette, Michigan 49855 Phone : 906-228-3075 Url : http://michiganworks.org Career Services Manual Posting	N	10
18	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	0
19	Ohio Center for Broadcasting 404 South Upham St. Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://beonair.com Email : jmurphy@beonair.com Fax : 1-303-975-0386 Jim Murphy	Y	0
20	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
21	Superior Rehabilitation Services PO Box 367 Iron Mountain, Michigan 49801 Phone : 715-528-4238 Email : barbkaras@gmail.com Barb Karas	Y	0
22	TVJobs.com Michigan Url : http://tvjobs.com Career Services Manual Posting	N	35

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23	WLUC-TV6 177 US 41 East Negaunee, Michigan 49866 Phone : 906-475-4161 Url : http://uppermichiganssource.com Email : tczarnopis@wluctv6.com Tyler Czarnopis	N	0
24	WLUC-TV6 177 US 41 East Negaunee, Michigan 49866 Phone : 906-475-7220 Url : http://uppermichiganssource.com Jane Ryan Manual Posting	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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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	6/6/2012	Participation in events or programs sponsored by educational institutions	Presentation for 4th grade students at Cherry Creek Elementary School by Andrew LaCombe (news reporter/producer) concerning broadcasting jobs, their responsibilities, and the type of education necessary.	1	News Reporter/Producer	0.25
2	9/27/2012	Participation in Job Fairs	On September 27, 2012 Crystal Aminirad represented all Barrington stations at the Governors State University Job Fair. Information regarding open positions currently being recruited for by all Barrington Stations was shared with interested students and alumni of Governors State University. In addition, community members were also invited to attend.	1	Midwest Regional Business Manager	0.25
3	10/10/2012	Participation in Job Fairs	NMU's annual Job Fair & Career Expo provides an opportunity to discuss career-related matters with hundreds of full- and part-time NMU students at all degree levels as well as alumni, faculty, and staff.	1	Media Operations Manager	0.25
4	10/15/2012	Participation in events or programs sponsored by educational institutions	Presentation by Steve Asplund to a Broadcasting class at Northern Michigan University concerning employment in the field of broadcasting.	1	Assistant News Director/Anchor	0.25
5	1/25/2013	Establishment of an intern program designed to assist members of the community	Internship in our News Department January 25 through May 1, 2013 for Joel Vendittelli, NMU Student studying Multimedia & New Technology.	2	Sports Director News Director	1.00
6	2/12/2013	Listing of each upper-level category opening in a job bank or newsletter	WLUC advertises all open positions, including upper-level jobs, in with media groups whose outreach includes women and minorities.	4	Local Sales Manager News Director President Media Operations Manager	1.00
7	2/12/2013	Provision of training to management	Provided information to WLUC hiring authorities (Department Heads) on the steps we use when advertising and hiring for positions. This was done during our weekly meeting.	4	President Business Manager Media Operations Manager News Director	1.00
8	2/28/2013	Participation in events or programs sponsored by educational institutions	TV6 Chief Meteorologist, Karl Bohnak, spoke with North Star Academy 3rd graders about careers in TV meteorology.	1	Chief Meteorologist/ Anchor	0.25

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9	3/7/2013	Participation in events or programs sponsored by educational institutions	Presentation by Steve Asplund to a the Lake Superior Leadership Academy group concerning employment in the field of broadcasting. (group of high school students and adults)	1	Assistant News Director/Anchor	0.25
10	3/26/2013	Participation in events sponsored by community groups	Provided station tour for Negaunee Cub Scout group (elementary school age). Explained how our station works and the requirements of each job within the station.	4	Creative Writer Meteorologist/Anchor Assistant News Director/Anchor Media Operations Manager	0.25
11	3/27/2013	Participation in events or programs sponsored by educational institutions	WLUC Station Tour - West Iron County High School students were given a tour of the station. Information on responsibilities for various TV jobs as well as the type of degrees to pursue for a broadcasting career were discussed.	3	Tour Leader Assistant News Director/Anchor Meteorologist/reporter	0.25
12	4/25/2013	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Karl Bohnak spoke to the Lake Linden school children (grades 4-8) about meteorology and broadcasting careers.	1	Chief Meteorologist/ Anchor	0.25
13	5/9/2013	Participation in events or programs sponsored by educational institutions	Worked with third, fourth, and fifth grade students during a Young Authors workshop at Northern Michigan University. Discussed how writing skills are something that can develop into a career in journalism and what types of jobs that can involve.	1	News Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.50