

WLUC-TV
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023

I. VACANCY LIST

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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| | Recruiting Source (RS) | Street | City/State | Contact | Phone | Fax | email | website | Source Entitled to Vacancy Notification ? (Yes/No) | # of Interviews Referred by RS Over Reporting Period |
|----|--|---|----------------------------|--------------------|--------------|--------------|--|---|--|---|
| 1 | Bay de Noc Community College | 2001 N. Lincoln Road | Escanaba, MI 49829 | Kathy Wolak | 906-217-4117 | 906-789-6952 | wolakk@baycollege.edu | | N | |
| 2 | Bay Mills Indian Community | 10001 W. Lakeshore Dr., | Brimley, MI 49715 | L. John Lufkins | 906-248-3241 | 906-248-3283 | hr@baymills.org | | Y | |
| 3 | CareerBuilder.com | 200 N. LaSalle St. | Chicago, IL 60601 | Online entry | | | | www.careerbuilder.com | N | |
| 3 | Central Michigan University | Warriner Hall 102 | Mount Pleasant, MI 48859 | Career Services | 989-774-3076 | | bca@cmich.edu | www.cmich.edu | N | |
| 4 | Collective Talent | 26150 Hersheyvale | Franklin, MI 48025 | Michael Bille | | | bille@michaelsmedia.com | www.micahelsmedia.com | N | |
| 5 | Colorado Media School | 404 South Upham St | Lakewood, CO 80226 | Terry Cuff | 303-937-7070 | | tcuff@beonair.com | www.beonair.com | Y | |
| 6 | Gray TV Careers | 4370 Peachtree Road, NE | Atlanta, GA 30319 | Online entry | | | | https://gray.tv/careers#currentopenings | N | 8 |
| 7 | Howard University | 5258 Bryant St. NW | Washington DC 20059 | Carol Dudley | | | cdudley@howard.edu | www.howard.edu | N | |
| 8 | Indeed.com | 7501 N. Capital of Texas Highway, Building B | Austin, TX 78737 | Online entry | 800-462-5842 | | | www.indeed.com | N | 14 |
| 9 | Ishpeming Salvation Army | 222 East Division Street | Ishpeming, MI 49849 | Liz Nevala | 906-486-8121 | | elne33@yahoo.com | | Y | |
| 10 | Ithaca College | 335 Park School of Communications, 953 Danby Road | Ithaca, NY 14850 | Eloise Green | | | eloise@ithaca.edu | www.ithaca.edu | N | |
| 11 | Keweenaw Bay Indian Community | 16429 Beartown Road | Baraga, MI 49908 | Hope Laramore | 906-353-6623 | 906-353-8068 | hope@kbic-nsn.gov | www.kbic-nsn.gov | Y | |
| 12 | Lake Superior Community Partnership | 501 South Front Street | Marquette, MI 49855 | Amy Clickner | 906-226-6591 | | lscp@marquette.org | www.marquette.org | Y | |
| 13 | Lake Superior State University | 650 W. Easterday Avenue | Sault Ste. Marie, MI 49783 | Geralyn Narkiewicz | 906-635-2228 | | gnarkiewicz@lssu.edu | | Y | |
| 14 | Media Match | 8112 1.2 West 3rd Street | Los Angeles, CA 90048 | Tammy Romaniuk | | | info@media-match.com | www.media-match.com | N | |
| 15 | Michigan Association of Broadcasters | 819 N. Washington Ave. | Lansing, MI 48909 | Online entry | | | | www.michmab.com | N | |
| 16 | Northern Michigan University | 1401 Presque Isle Ave. | Marquette, MI 49855 | Career Services | 906-227-2800 | | careers@nmu.edu | www.nmu.edu | Y | 2 |
| 17 | Pure Michigan Talent Connect | 300 North Washington Square | Lansing, MI 48913 | Online entry | 888-522-0103 | | | www.mitalent.org | Y | |
| 18 | Specs Howard School of Broadcast Arts | 23801 Industrial Park Dr. | Farmington Hills, MI 48334 | Nancy Shiner | 248-358-9000 | 248-746-9772 | nshiner@specshoward.edu | www.specshoward.edu | N | |
| 19 | Specs Howard School of Media Arts | 19900 West 9-Mile Road | Southfield, MI 48075 | | | | nshiner@specshoward.edu | www.specshoward.edu | N | |
| 21 | TVJobs.com | PO Box 4116 | Oceanside, CA 92052 | Mark Holloway | | | admin@tvjobs.com | www.tvjobs.com | N | |
| 22 | US Army Wounded Warrior Program | 200 Stovall St., Room 7N53 | Alexandria, VA 22332 | Vicki Mullen | | | Vicki.H.Mullen.Civ@mail.mil | | N | |
| 23 | Walter Cronkite School of Journalism | 555 N. Central Avenue, Suite 302 | Phoenix, AZ 85004 | Michael Wong | | | Mike.Wong@asu.edu | | N | |
| 24 | WLUC-TV Bulletin Board/Employee Referral | 177 US 41 East | Negaunee, MI 49866 | Kathi Fosburg | 906-315-4294 | 906-475-4824 | kfosburg@wluctv6.com | www.UpperMichigansSource.com | N | 6 |
| 25 | Other | Upon Inquiry, the candidate identified a source that was not affirmatively contacted by the station as part of the recruitment process. | | | | | | | N | 4 |

TOTAL INTERVIEWEES OVER REPORTING PERIOD:

34

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|---|---|
| 1 | List every (including upper-level category) job opening in a Job Bank of organizations that include substantial participation by women or minorities. | WLUC's Master List of Recruitment Sources is used for all part-time and full-time job openings. WLUC's Master List includes numerous organizations that target minority job seekers. We also air a thirty-second ad each week asking anyone who would like to be added to our list to call or write us for inclusion. |
| 2 | Participate in Events Sponsored by Community Groups interested in Broadcast Employment Opportunities. (3) | <p>Jan 13, 2023, our Assistant News Director and a Weekend Anchor/MMJ served as judges/commentators for the Business Professionals of America 2023 regional competition, specifically judging and offering feedback on the Broadcast News Production teams.</p> <p>On Jan 5-2023, we held a station tour for the Lake Superior Community Partnership's Leadership Academy. 25 young local business professionals participated in the tour, which included presentations from our News Director, Operations Manager, and Local Sales Manager, and General Manager about the various operations of the station and the different career opportunities available in broadcast television.</p> <p>On Feb 2, 2023, our Creative Services Manager and three Creative Producers participated as judges in the 2023 Michigan Student Broadcast Awards. There were 540 entries from high school and college broadcasting students statewide.</p> |

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| 3 | Participate in Job Fair (2) | <p>On 10-26-2022, our Sales Manager, News Director, and Operations Manager participated in the Fall Job Fair at Northern Michigan University.</p> <p>On September 15, 2022, our General Sales Manager attended the 2022 Michigan State University Sales Leadership Career & Networking Fair at Spartan Stadium in East Lansing. More than 300 students and business-minded professionals attended this career event.</p> |
| 4 | Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (2) | <p>On 1-31-23, a bureau Multi-Media Journalist, Videographer, and a Meteorologist spoke to a group of students at Breitung Township Schools for their STEM Night. The meteorologist spoke about how science and technology affect the weather, and the MMJ and Videographer did live shots at the school promoting different stem programs and how it applied to their careers.</p> <p>On February 3, 2023, our Evening News Anchor spoke at Northern Michigan University to a group of student staff members of the college newspaper. He spoke of his career path and his own time at NMU, including the differences between newspaper and broadcast journalism, and future digital production opportunities at WLUC.</p> |
| 5 | Provide EEO Training to Management Level Personnel | On April 20, 2023, our Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP. |
| 6 | Internship Program | News department conducts an Internship program, employing two part-time interns, |

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| | | students at Northern Michigan University for the Fall 2022 semester, and two more for Winter 2023 semester. Each semester, one worked at learning the duties of a Multi-Media Journalist, and the other worked with our sports anchor & reporter. |
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