

I. VACANCY LIST

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WLUC-TV
EEO Public File Report
June 1, 2019-May 31, 2020.
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

	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			Y	
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 Television, Inc.	4370 Peachtree Road, NE	Atlanta, GA 30319					https://gray.tv/careers#currentopenings	N	4
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	8
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 Line	PO Box 51909	Pacific Grove, CA 93950	Mark Shilstone			medialine@medialine.com	www.medialine.com	N	
15	Medialine Talent.com	2515 Sparrow Crest Dr	Katy, TX 77494	Rick	913-217-0685		jobs@medialinetalent.com	www.medialinetalent.com	N	
16	Media Match	8112 1.2 West 3rd Street	Los Angeles, CA 90048	Tammy Romaniuk			info@media-match.com	www.media-match.com	N	
17	Michigan Association of Broadcasters	819 N. Washington Ave.	Lansing, MI 48909	Online entry				www.michmab.com	N	
18	Northern Michigan University	1401 Presque Isle Ave.	Marquette, MI 49855	Career Services	906-227-2800		careers@nmu.edu	www.nmu.edu	Y	
19	Pure Michigan Talent Connect	300 North Washington Square	Lansing, MI 48913	Online entry	888-522-0103			www.mitalent.org	Y	
20	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	
21	Specs Howard School of Media Arts	19900 West 9-Mile Road	Southfield, MI 48075					www.specshoward.edu	N	
22	Talent Dynamics	600 Las Colinas Blvd., Suite 100	Irving, TX 75039					www.talentedynamics.com	N	
23	TVJobs.com	PO Box 4116	Oceanside, CA 92052	Mark Holloway			admin@tvjobs.com	www.tvjobs.com	N	
24	US Army Wounded Warrior Program	200 Stovall St., Room 7N53	Alexandria, VA 22332	Vicki Mullen			Vicki.H.Mullen.Civ@mail.mil		N	
25	Walter Cronkite School of Journalism	555 N. Central Avenue, Suite 302	Phoenix, AZ 85004	Michael Wong			Mike.Wong@asu.edu		N	
26	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	10
27	WLUC-TV Website	177 US 41 East	Negaunee, MI 49866	Alissa Pietila	906-475-4141	906-475-5070	apietila@wluctv6.com	www.UpperMichigansSource.com	N	5
28	Other	Upon Inquiry, the candidate identified a source that was not affirmatively contacted by the station as part of the recruitment process.							N	8

TOTAL INTERVIEWEES OVER REPORTING PERIOD:

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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. (2)	<p>On 1-9-2020, hosted a station tour to Lake Superior Community Partnership's Leadership Academy, 25-30 young professionals. Presentations were given on how the broadcast business functions and the different positions and education required.</p> <p>On 1-10-2020, our Operations Manager, News Director, and Digital Content Manager served as judges/commentators for the Business Professionals of America 2020 Region 5 Leadership conference at Bay College, specifically judging and offering feedback on the Broadcast News Production teams.</p>
3	Participate in Job Fair (2)	<p>On 10-16-2019, our Operations Manager, News Director, and Business Manager participated in the Fall Job Fair at Northern Michigan University.</p> <p>On 2-12-2020, our News Director and Sales Manager participated in the Summer Employment Job Fair at Northern Michigan University.</p>

4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (4)	<p>On 7-17-2019, a student job shadowed in the newsroom to learn more about what the various jobs entail. She spent the day, got a tour of the station, watched a reporter edit a story and met him at a story site to watch what happens in the field, followed by watching him write and edit the story back at the station.</p> <p>On 10-26-2019, our News director gave a presentation to Broadcasting Writing/Announcing class at Northern Michigan University about the station, owners, what his position entails, and what education is needed to work in the newsroom.</p> <p>On 4-9-2020, our Assistant News Director/Morning Anchor spoke to the Marquette Senior High School broadcasting class over Zoom. He talked about the station, his and other jobs at the station, and his career path.</p> <p>From July 29 through August 4, one of our Multimedia Journalists participated in a “Snapchat takeover” organized by Northern Michigan University, during which she used social media to showcase what working in a newsroom is like to college students.</p>
5	Provide EEO Training to Management Level Personnel	<p>On June 20, 2019, our Business Manager attended a webinar on the FCC’s EEO rules.</p>