

WLUC-TV
EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019

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
Broadcast/IT Maintenance Technician	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	8
Morning News Videojournalist (2)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	17, 26
Morning News Live Reporter	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26
Weekend News Anchor/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26
FoxUP News Anchor/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	8
Multimedia Journalist (3)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	28, 6, 28
Weekend Sports Anchor/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26
Assignment Editor	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	6
Local Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26
Account Executive (2)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26, 26
National Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	26
Videographer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	8
Weekend Anchor/MMJ	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,24,25,26,27,28	6

II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

	Recruiting Source (RS)	Street	City/State	Contact	Phone	Fax	email	website	Source Entitled to Vacancy Notification ? (Yes/No)	# of Interviews as 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	wolakkb@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	Wariner 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			bill@michaelsmedia.com	www.michaelsmedia.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					www.gray.tv/applnow	N	13
7	Howard University	5258 Bryant St. NW 7501 N. Capital of Texas Highway, Building B	Washington DC 20059	Carol Dudley			cdudley@howard.edu	www.howard.edu	N	
8	Indeed.com		Austin, TX 78737	Online entry	800-462-5842			www.indeed.com	N	22
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	Kaweenaw 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	Paul Fenlon	906-632-6841	906-635-7564			Y	
14	Media Line	PO Box 51909	Pacific Grove, CA 93950	Mark Shistone			media@medialine.com	www.medialine.com	N	
15	Media Match	8112 1.2 West 3rd Street	Los Angeles, CA 90048	Tammy Romaniuk			info@media-match.com	www.media-match.com	N	
16	Michigan Association of Broadcasters	819 N. Washington Ave.	Lansing, MI 48909	Online entry				www.michmab.com	N	
17	Northern Michigan University	1401 Presque Isle Ave.	Marquette, MI 49855	Career Services	906-227-2800		careers@nmu.edu	www.nmu.edu	Y	1
18	Pure Michigan Talent Connect	300 North Washington Square	Lansing, MI 48913	Online entry	888-522-0103			www.mtalent.org	Y	
19	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	
20	Specs Howard School of Media Arts	19900 West 9-Mile Road	Southfield, MI 48075	Kristin Burns			kburns@specshoward.edu	www.specshoward.edu	N	
21	Talent Dynamics	600 Las Colinas Blvd., Suite 100	Irving, TX 75039	Christina Hedding			hedding@talentdynamics.com	www.talentdynamics.com	N	
22	TVJobs.com	PO Box 4116	Oceanside, CA 92052	Mark Holloway			admin@tvjobs.com	www.tvjobs.com	N	
23	US Army Wounded Warrior Program	200 Stoval St., Room 7N53	Alexandria, VA 22332	Vicki Mullen			Vicki.H.Mullen.Civ@mail.mil		N	
24	Walter Cronkite School of Journalism	555 N. Central Avenue, Suite 302	Phoenix, AZ 85004	Michael Wong			Mike.Wong@asu.edu		N	
25	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	15
26	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	1
28	Other	Upon Inquiry, the candidate identified a source that was not affirmatively contacted by the station as part of the recruitment process.								

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. (3)	<p>On 4-23-19, hosted a station tour to 17 West Iron County High School Students. Answered questions about careers in broadcasting and video production.</p> <p>On 11-1-18, hosted a station tour to 7 students from the advanced video production class at Marquette Senior High School. They observed 2 newscasts in the studio and control room. Answered questions regarding broadcast news production and careers in the broadcast industry.</p> <p>On 1-4-19, our Operations Manager, News Director, and Digital Content Manager served as judges/commentators for the Business Professionals of America 2019 Region 5 Leadership conference at Bay College, specifically judging and offering feedback on the Broadcast News Production teams.</p>
3	Participate in Job Fair	On 10-26-18, our Operations Manager, News Director, and Assistant News Director participated in the Fall Job Fair at Northern Michigan University.

4	<p>Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting (4)</p>	<p>On 10-17-18, a Multimedia Journalist participated in a Career Day at Gladstone High School where he spoke to students about careers in the broadcast industry.</p> <p>On 9-13-18, our Morning Meteorologist gave a presentation to a Writing and Announcing class at Northern Michigan University. She spoke about the different careers in the broadcast industry, getting started in the industry, job duties, and answered questions about working in the industry.</p> <p>On 4-25-19, a student job shadowed our Assignment Editors to learn what it takes to get a job in broadcast news. The student was also able to watch our reporters write, edit, and post stories online, as well as some behind the scenes work.</p> <p>On 5-10-19, our Assistant News Director attended a Career Day hosted by Northern Michigan University. He spoke to two groups of 30 students about careers in the broadcast industry.</p>
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