

I. VACANCY LIST

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WLUC-TV
EEO Public File Report
June 1, 2020-May 31, 2021.
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 Interview es 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	13
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	23
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	4
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	11
27	Other	Upon Inquiry, the candidate identified a source that was not affirmatively contacted by the station as part of the recruitment process.							N	12

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>Jan 7-9, 2021, our Operations Manager, News Director, and Digital Content Manager served as judges/commentators for the Business Professionals of America 2021 online regional competition, specifically judging and offering feedback on the Broadcast News Production teams.</p> <p>On 2-5-21, our News Director served as a judge in the Ohio Associated Press Media Editors broadcast contest.</p>
3	Participate in Job Fair (2)	<p>On 10-21-2020, our Sales Manager, News Director, and Business Manager participated in the Virtual 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	.On December 8, 2020, our Digital Content Manager spoke on a video call with about 35 Negaunee High School students. She spoke

	Broadcasting (3)	<p>about her role at the station, as well as how communication (calls, email, messenger, video calls) have changed in the Newsroom. She also talked about careers in broadcasting and the different positions a news stations requires.</p> <p>On 11-6-20, our Morning News Anchor spoke as part of the Sonderegger Symposium at Northern Michigan University. She spoke to college students about her career in broadcasting, and other careers in the newsroom that work together to get a newscast on the air.</p> <p>On 11-12-20, our News Director and Creative Services Manager spoke to a class at Northern Michigan University about their careers in broadcast.</p>
5	Provide EEO Training to Management Level Personnel (2)	<p>On Nov 19, 2020, our Business Manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.</p> <p>July 9 – August 6, 2020, our General Manager participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p>