

**WLUC-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 – May 31, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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	8
Videojournalist/Multimedia Journalist	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	26
Morning Co-Anchor	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	26
Fox News Anchor/Multimedia Journalist	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	26
Account Executive (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	26, 26, 26
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	26
Sports Anchor/Multimedia Journalist	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	8
Morning Meteorologist	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	26,
Weekend News Anchor/Multimedia Journalist	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	8
Morning Live Reporter/Multimedia Journalist (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	26, 8
Technical Media Producer (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	17, 26
Multimedia Journalist (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	26, 27
Morning Producer	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	17
Weekend Meteorologist/Multimedia Journalist	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	26

	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	Warrior Hall 102	Mount Pleasant, MI 48859	Career Services	989-774-3076		bcs@cmich.edu	www.cmich.edu	N	
4	Collective Talent	26150 Hersheyvale	Franklin, MI 48025	Michael Bille			bille@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/app/ynow	N	10
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	Keweenaw Bay Indian Community	16429 Beardown 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			medialine@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.michnab.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	4
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	
22	Talent Dynamics	600 Las Colinas Blvd., Suite 100	Irving, TX 75039	Christina Hedding			hedding@talentdynamics.com	www.talentdynamics.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 22392	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	

TOTAL INTERVIEWEES OVER REPORTING PERIOD:

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	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.
<b>2</b>	Participate in Events Sponsored by Community Groups interested in Broadcast Employment Opportunities. (4)	<p>On 1-4-2018, we hosted a station tour for the Lake Superior Community Partnership's Leadership Academy. 20 students toured the station, and our VP/General Manager and our News Director spoke to them about the news, production, and sales careers found in commercial broadcasting.</p> <p>On 4-20-18, hosted a station tour to 22 West Iron County High School Students. Answered questions about careers in broadcasting and video production.</p> <p>On 5-11-18, our Local Sales Manager attended a Career Day hosted by Northern Michigan University. He spoke to a group of students about careers in sales and marketing in the broadcast industry.</p> <p>On 1-5-18, our Operations Manager and our Digital Content Manager served as judges/commentators for the Broadcast News Production team competition held at Bay College and sponsored by Business Professionals of America. Four high school teams put together short newscasts for this competition.</p>

3	Participate in Job Fair (2)	<p>On 2-14-18, our Digital Sales Manager and our News Director participated in the Summer Employment Job Fair at Northern Michigan University.</p> <p>On 3-9-18, our Account Executive participated in the Trio Student Support Services Job Fair at Finlandia University. She gave a 15 minute presentation about careers in the broadcast industry and took questions.</p>
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