

**EEO PUBLIC FILE REPORT
FOR**

**STATION WLNS
LANSING, MI**

This EEO Public File Report
Covers the period of
June 1, 2014 to May 26, 2015

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2014 to May 26, 2015, the station filled the following full-time vacancies:

Administrative Assistant
Video Journalist
Videographer
Account Executive
Sales Assistant
National Sales Manager
Video Journalist
Producer
Producer
Meteorologist
Traffic Transition Assistant

The station interviewed a total of 39 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WLNS (Internal Posting)	0
WLNS (Website Posting)	13
Media General (Website Posting)	7
Cristo Rey Employment & Training	0
Ingham County Women's Commission	0
Lansing Community College	0
Medialine	0
Michigan Association of Broadcasters	9
NAACP – Jackson County Branch	0
NAACP – Lansing Chapter	0
National Academy of Television Arts & Sciences	0
National Association of Broadcasters	0
South Central Michigan Works	0
Specs Howard School	0
TVJobs	1
Women in Communications	0

Other Media General Stations (internal postings)	0
Other (Employee Referral)	2
Other (Careerbuilders.com)	2
Other (Media Recruiter)	3
Other (On Air Advertisement)	2

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Administrative Assistant (Page 1 of 2)

Recruitment Source That
Referred the Hiree:

WLNS On Air Advertisement

Date Vacancy Opened:

04/10/14

Date Vacancy Filled:

06/23/14

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	1	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Administrative Assistant (Page 2 of 2)

Recruitment Source That Referred the Hiree:

WLNS On Air Advertisement

Date Vacancy Opened:

04/10/14

Date Vacancy Filled:

06/23/14

Total Number of Persons Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (On Air Advertisement)				2	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Video Journalist (Page 1 of 2)

Recruitment Source That
Referred the Hiree:

TV Jobs

Date Vacancy Opened:

06/06/14

Date Vacancy Filled:

07/02/14

Total Number of Persons
Interviewed for the
Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNLS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNLS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Video Journalist (Page 2 of 2)

Recruitment Source That
Referred the Hiree:

TV Jobs

Date Vacancy Opened:

06/06/14

Date Vacancy Filled:

07/02/14

Total Number of Persons
Interviewed for the
Vacancy:

2

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	1	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (mediageneral.com)				1	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Videographer (Page 1 of 2)

Date Vacancy Opened:

08/14/14

Date Vacancy Filled:

09/22/14

Recruitment Source That
Referred the Hiree:

WLNS (Website Posting)

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	3	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Videographer (Page 2 of 2)

Recruitment Source That

Referred the Hiree:

WLNS (Website Posting)

Date Vacancy Opened:

08/14/14

Date Vacancy Filled:

09/22/14

Total Number of Persons

Interviewed for the

Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFLY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other				0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Account Executive (Page 1 of 2)

Date Vacancy Opened:

09/06/14

Date Vacancy Filled:

10/06/14

Recruitment Source That
Referred the Hiree:

Other (Employee Referral)

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	2	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Account Executive (Page 2 of 2)

Recruitment Source That
Referred the Hiree:

Other (Employee Referral)

Date Vacancy Opened:

09/06/14

Date Vacancy Filled:

10/06/14

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Employee Referral)				1	No

ATTACHMENT "A" FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Sales Assistant (Page 1 of 2)

Date Vacancy Opened:

09/24/14

Date Vacancy Filled:

11/10/14

Recruitment Source That
Referred the Hiree:

Other (Career Builders.com)

Total Number of Persons
Interviewed for the
Vacancy:

5

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	3	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	Sales Assistant (Page 2 of 2)	Recruitment Source That Referred the Hiree:	Other (Career Builders.com)
Date Vacancy Opened:	09/24/14	Total Number of Persons Interviewed for the Vacancy:	5
Date Vacancy Filled:	11/10/14		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Career Builders.com)				2	No

ATTACHMENT "A"

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

National Sales Manager (Page 1 of 2)

Recruitment Source That
Referred the Hiree:

Other (Media Recruiter)

Date Vacancy Opened:

10/8/14

Date Vacancy Filled:

12/08/14

Total Number of Persons
Interviewed for the
Vacancy:

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

National Sales Manager (Page 2 of 2)

Recruitment Source That
Referred the Hiree:

Other (Media Recruiter)

Date Vacancy Opened:

10/8/14

Date Vacancy Filled:

12/08/14

Total Number of Persons
Interviewed for the
Vacancy:

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Media Recruiter)				3	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Video Journalist (Page 1 of 2)

Date Vacancy Opened:

03/21/14

Date Vacancy Filled:

12/17/14

Recruitment Source That
Referred the Hiree:

Other (Media General Website Posting)

Total Number of Persons
Interviewed for the
Vacancy:

7

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	2	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-6325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	3	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Video Journalist (Page 2 of 2)

Recruitment Source That

Referred the Hiree:

Other (Media General Website Posting)

Date Vacancy Opened:

03/21/14

Date Vacancy Filled:

12/17/14

Total Number of Persons

Interviewed for the

Vacancy:

7

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFX-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Media General Web Posting)				2	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	Producer (Page 1 of 2)	Recruitment Source That Referred the Hiree:	WLN5-TV (Website Posting)
Date Vacancy Opened:	09/24/14	Total Number of Persons Interviewed for the Vacancy:	4
Date Vacancy Filled:	04/20/15		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLN5-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLN5-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	2	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Producer (Page 2 of 2)

Date Vacancy Opened:

09/24/14

Date Vacancy Filled:

04/20/15

Recruitment Source That
Referred the Hiree:

WLNS-TV (Website Posting)

Total Number of Persons
Interviewed for the
Vacancy:

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Media General Website Posting)				1	No

ATTACHMENT "A" FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Producer (Page 1 of 2)

Recruitment Source That
Referred the Hiree:

Michigan Association of Broadcasters

Date Vacancy Opened:

04/17/15

Date Vacancy Filled:

05/04/15

Total Number of Persons
Interviewed for the
Vacancy:

4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	2	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: _____
 Date Vacancy Opened: 04/17/15
 Date Vacancy Filled: 05/04/15

Recruitment Source That Referred the Hiree: _____
 Michigan Association of Broadcasters
 Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Media General Website Posting)				1	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Meteorologist (Page 1 of 2)

Date Vacancy Opened:

01/09/15

Date Vacancy Filled:

05/18/15

Recruitment Source That
Referred the Hiree:

Other (Media General Website Posting)

Total Number of Persons
Interviewed for the
Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248) 737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Meteorologist (Page 2 of 2)

Recruitment Source That Referred the Hiree:

Other (Media General Website Posting)

Date Vacancy Opened:

01/09/15

Date Vacancy Filled:

05/18/15

Total Number of Persons Interviewed for the Vacancy:

3

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6866 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Media General Website Posting)				2	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:

Traffic Transition Assistant (Page 1 of 2)

Recruitment Source That Referred the Hiree:

Other (Employee Referral)

Date Vacancy Opened:

04/27/15

Date Vacancy Filled:

05/26/15

Total Number of Persons Interviewed for the Vacancy:

1

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Sullivan	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	0	No
National Association of Broadcasters	www.nab.org	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No

ATTACHMENT "A" **FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy:	Traffic Transition Assistant (Page 2 of 2)	Recruitment Source That Referred the Hiree:	Other (Employee Referral)
Date Vacancy Opened:	04/27/15	Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	05/26/15		

Recruitment Sources Used to Fill Vacancy:

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV (internal posting)	501 South Phillips Ave. Sioux Falls, SD 57104	Business Manager	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV (internal posting)	1808 Eraste Landry Road Lafayette, LA 70506	Business Manager	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV (internal posting)	1001 Van Ness Avenue San Francisco, CA 94109	Business Manager	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV (internal posting)	805 Brady Street Davenport, IA 52803	Business Manager	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV (internal posting)	1306 Broadway NE Knoxville, TN 37901	Business Manager	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV (internal posting)	115 S. Jefferson Street Green Bay, WI 54301	Business Manager	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV (internal posting)	441 Murfreesboro Road Nashville, TN 37210	Business Manager	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV (internal posting)	301 Arboretum Place Richmond, VA 23236-3464	Business Manager	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV (internal posting)	341 Northern Blvd Albany, NY 12204	Business Manager	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Employee Referral)				1	No

ATTACHMENT "B"
MENU OPTION ACTIVITIES

1 of 2

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 15, 2014, WLNS participated in the MAB Career Fair at Central Michigan University. The fair offered valuable career advise, resume/demos reviews, internships, job openings, and promoting a career in broadcasting among approximately 150 students and young professionals. WLNS aired promotional advertisments to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Lansing, MI	On March 11, 2015, WLNS participated in the MAB Career Fair in Lansing, MI. The fair was "geared toward offering valuable career advice, resume/demos reviews, internships, job openings, and promoting a career in broadcasting or a media-related industry among students and young professionals." WLNS aired promotional advertisments to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	BCA Career Fair at Central Michigan University - Mt. Pleasant, MI	On March 21, 2015, WLNS participated in the BCA Career Fair at Central Michigan University. The fair offered students and young professionals the opportunity to meet with employer representatives who have substantial responsibility in making hiring decisions. Together the students and young professionals were able to review resumes, discuss potential internships and job openings. Approximately 80 students and young professionals attended the event.
#4 Participate in Career Conference	Broadcasting Career Building Conference	On November 7, 2014, WLNS participated in the 2014 Broadcasting Career Building Conference. The WLNS representative met with approximately 20 of the 160 students attending the event and talked about specific careers available in the television industry.
#5 Internship Program	Summer Term Production Interns	From June 2014 - August 2014 the Production Department hosted two (2) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and live on-air news production.
#5 Internship Program	Summer Term News Interns	From June 2014 - August 2014 the News Department hosted five (5) interns. The interns participated in a variety of duties within the News Department including: research, shooting video, editing, and producing for our live news broadcast.
#5 Internship Program	Fall Term News Interns	From September 2014 - December 2014 the News Department hosted two (2) interns. The interns participated in a variety of duties within the News Department including: research, shooting video, editing, and producing for our live news broadcast.
#5 Internship Program	Fall Term Sports Interns	From September 2014 - December 2014 the Sports Department hosted one (1) intern. The intern participated in a variety of areas within the Sports Department including: research, shooting video, and editing for Sports packages.
#5 Internship Program	Winter Term News Interns	From January 2015 - May 2015 the News Department hosted four (4) interns. The interns participated in a variety of duties within the News Department including: research, shooting video, editing, and producing for our live news broadcast.
#5 Internship Program	Winter Term Sports Interns	From January 2015 - May 2015 the Sports Department hosted two (2) interns. The interns participated in a variety of areas within the Sports Department including: research, shooting video, and editing for sports packages.

ATTACHMENT "B" MENU OPTION ACTIVITIES

2 of 2

Station WLNS-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#10 Events by Educational Institutions	Job Shadow	On November 5, 2014, WLNS hosted one (1) student from Michigan State University for Job Shadowing. The student received a tour of the facility and observed all aspects of the Sports Department. The student also asked several questions about getting started in the television business.
#10 Events by Educational Institutions	Job Shadow	On November 7, 2014, WLNS hosted a student from Michigan State University for Job Shadowing. The student observed various aspects of the News Department, including attending a daily news meeting, going out into the field with a photographer, and editing a package to air. The intern was able to ask questions on the various tasks and career opportunities.
#10 Events by Educational Institutions	Job Shadow	On December 2, 2014, WLNS hosted a student from Michigan State University for Job Shadowing. The student observed various aspects of the News Department, including attending a daily news meeting, going out into the field with a photographer, and editing a package to air. The intern was able to ask questions on the various tasks and career opportunities.
#10 Events by Educational Institutions	Media Presentation	On February 10, 2015, a WLNS representative was a guest lecturer to the Michigan State University Criminal Justice department. She discussed the relationship between law enforcement and the media to approximately 100 students. This allowed the students to realize potential careers in the media industry with a criminal justice background.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (I.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.