

**Station Employment Unit: WNEM-TV5/WNEM AM1250/WNEM MY5**  
**EEO PUBLIC FILE REPORT**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WNEM-TV5/WNEM AM1250/WNEM MY5 submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WNEM-TV5 / WNEM AM1250/WNEM MY5 website and in the WNEM-TV5 / WNEM AM1250/WNEM MY5 Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from June 1, 2006, through May 31, 2007 entitled the "**Recruitment Sources Report**" which includes the following information:

\*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

\*The Recruitment Sources used to fill those job vacancies, identified by name.

\*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

\*Each Recruitment Source listed by name, contact name, address and phone number.

\*The total number of persons interviewed for job vacancies between June 1, 2006, through May 31, 2007.

3. A brief description of Recruitment Initiatives.



WNEM-TV5 / WNEM AM1250

Recruitment Sources Report

For the period of June 1, 2006, through May 31, 2007 WNEM-TV5 / WNEM AM1250/WNEM MY5 filled the following vacancies as defined by the FCC EEO rules.

	News Producer 5/24/06			Promotion Writer/Producer 6/7/06			Maintenance Technician 7/13/06			News Producer 7/18/06			Sales Assistant 8/1/06			PT Assignment Editor/Producer 8/10/06			Weathercaster 8/11/06			*PT Radio Announcer Associate Producer 8/22/06			Executive News Producer 8/22/06			Anchor Reporter 8/28/06			
(Position Filled Date)	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/C	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	
Recruitment Sources																															
Baker College of Flint	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Baker College of Owosso	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Central Michigan University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Columbia University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Delta College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Davenport University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Kellogg Community College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Mott Community College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Northwood University		x			x			x			x			x	HS		x			x			x			x			x		
Saginaw Valley State University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Specs Howard School of Broadcast Arts	x	x		x	x		x	x		x	x		x	x		x	x		x	x	HS		x			x	x		x	x	
University of Michigan		x			x			x			x			x			x			x			x			x			x		
University of Michigan/Flint	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Michigan State University																															
Action Management Corp.	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Bay County Growth Alliance		x			x			x			x			x			x			x			x			x			x		
Community Action Committee	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
First Ward Community Center		x			x			x			x			x			x			x			x			x			x		
Genesee Valley Indian Association Inc		x			x			x			x			x			x			x			x			x			x		
Human Relations Commission		x			x			x			x			x			x			x			x			x			x		
Human Resources Dept.	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Diocese of Saginaw-Hispanic Ministries Cultural Center		x			x			x			x			x			x			x			x			x			x		
MI Indian Employment & Training Services		x			x			x			x			x			x			x			x			x			x		
Michigan Association of Broadcasters	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
NATAS Jobline		x			x			x			x			x			x			x			x			x			x		
NATAS/Emmy		x			x			x			x			x			x			x			x			x			x		
National Association of Black Journalists	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
National Association of Broadcasters Clearinghouse		x			x			x			x			x			x			x			x			x			x		
National NOW Action Center		x			x			x			x			x			x			x			x			x			x		
Opportunities Industrialization Center of Saginaw	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Spanish Speaking Information Center	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
The Leadership Institute	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Black Broadcasters Alliance		x			x			x			x			x			x			x			x			x			x		
News papers/On-line Ads																															
Flint Journal								x																							
Saginaw News								x	HS																						
Lansing State Journal								x																							
Television Week																															
Lostremote.com																															
TV Jobs.com					x			x																	x						
Medialine.com								x						x											x				x		
WNEM.com		x			x			x						x					x					x				x			
SBE JobsOnline																															
Broadcasting & Cable																															
Talent Dynamics.com		x						x						x																	
Spots N Dots																															
Marketing IdeaNet.com					x																										
Ohio University/The Sales Center																															
TalentZoo.com																															
Marketingjobs.com																															
Mediarecruiter.com																															
Salestrax.com																															
Adcraft																															
Industry/Employee Referral			ER																												
Internal Promotion						IP									IP																IP

Key:-  
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.  
X= Represents All Recruiting Sources that received the job vacancy notice.  
HS= Source referring Hiree. Choose one of the following:  
HS = Recruitment Source that referred the Hiree.  
IR/ER= Hiree was referred by an Industry Referral/Employee Referral.  
IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WNEM AM1250 positions filled are marked with an (\*) by the position title.  
WNEM MY5 positions filled are marked with an (\*\*) by the position title.

WNEM-TV5 / WNEM AM1250

Recruitment Sources Report

For the period of June 1, 2006, through May 31, 2007 WNEM-TV5 / WNEM AM1250/WNEM MY5 filled the following vacancies as defined by the FCC EEO rules.

	Dir of Engineering & Operations 8/30/06	Sports Director 9/8/06	(2) PT Web Content Producer 10/9/06	Sportsperson 10/12/06	**Traffic Accounting Assistant 11/7/06	**Creative Services Prog Coord/Film Editor 11/30/06	Anchor Reporter 1/17/07	Senior Producer Special Projects 2/9/07	Interactive Media Account Executive 2/19/07	General Assign- ment Reporter 2/23/07
(Position Filled Date)	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS	RS/OXHS
Recruitment Sources										
Baker College of Flint	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Baker College of Owosso	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Central Michigan University	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Columbia University	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Delta College	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Davenport University	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Kellogg Community College	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Mott Community College	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Northwood University	x	x	x	x	x	x	x	x	x	x
Saginaw Valley State University	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Specs Howard School of Broadcast Arts	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
University of Michigan	x	x	x	x	x	x	x	x	x	x
University of Michigan/Flint	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Michigan State University										
Action Management Corp.	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Bay County Growth Alliance	x	x	x	x	x	x	x	x	x	x
Community Action Committee	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
First Ward Community Center	x	x	x	x	x	x	x	x	x	x
Genesee Valley Indian Association Inc	x	x	x	x	x	x	x	x	x	x
Human Relations Commission	x	x	x	x	x	x	x	x	x	x
Human Resources Dept.	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Diocese of Saginaw-Hispanic Ministries Cultural Center	x	x	x	x	x	x	x	x	x	x
MI Indian Employment & Training Services	x	x	x	x	x	x	x	x	x	x
Michigan Association of Broadcasters	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
NATAS Jobline	x	x	x	x	x	x	x	x	x	x
NATAS/Emmy	x	x	x	x	x	x	x	x	x	x
National Association of Black Journalists	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
National Association of Broadcasters Clearinghouse	x	x	x	x	x	x	x	x	x	x
National NOW Action Center	x	x	x	x	x	x	x	x	x	x
Opportunities Industrialization Center of Saginaw	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Spanish Speaking Information Center	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
The Leadership Institute	x x	x x	x x	x x	x x	x x	x x	x x	x x	x x
Black Broadcasters Alliance	x	x	x	x	x	x	x	x	x	x
News papers/On-line Ads										
Flint Journal										
Saginaw News										
Lansing State Journal										
Television Week	x									
Lostremote.com								x	x	
TV Jobs.com	x							x	x	x
Medialine.com		x						x		x
WNEM.com	x	x		x HS	x	x HS	x	x	x	x
SBE JobsOnline	x									
Broadcasting & Cable	x									
Talent Dynamics.com		x			x		x			x
Spots N Dots										
Marketing IdeaNet.com						x		x		
Ohio University/The Sales Center										
TalentZoo.com									x	
Marketingjobs.com									x	
Mediarecruiter.com									x	
Salestrax.com										
Adcraft										
Industry/Employee Referral	IR	IR		IR			IP	IP	ER	IP
Internal Promotion										

Key:-  
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.  
X= Represents All Recruiting Sources that received the job vacancy notice.  
HS= Source referring Hiree. Choose one of the following:  
HS = Recruitment Source that referred the Hiree.  
IR/ER= Hiree was referred by an Industry Referral/Employee Referral.  
IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WNEM AM1250 positions filled are marked with an (\*) by the position title.  
WNEM MY5 positions filled are marked with an (\*\*) by the position title.

WNEM-TV5 / WNEM AM1250

Recruitment Sources Report

For the period of June 1, 2006, through May 31, 2007 WNEM-TV5 / WNEM AM1250/WNEM MY5 filled the following vacancies as defined by the FCC EEO rules.

	*Radio Account <u>Executive</u> 3/12/07	Meteorologist  3/16/07	General Assign- <u>ment Reporter</u> 3/6/07	Creative Services <u>Writer/Prod/Editor</u> 3/21/07	News <u>Photographer</u> 3/30/07	Account <u>Executive</u> 4/4/07	General Assign- <u>ment Reporter</u> 4/14/07	Local <u>Sales Manager</u> 4/27/07
(Position Filled Date)								
<b>Recruitment Sources</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>	<b>RS/O</b> <b>X</b> <b>HS</b>
Baker College of Flint	x x	x x	x x	x x	x x	x x	x x	x x
Baker College of Owosso	x x	x x	x x	x x	x x	x x	x x	x x
Central Michigan University	x x	x x	x x	x x	x x	x x	x x	x x
Columbia University	x x	x x	x x	x x	x x	x x	x x	x x
Delta College	x x	x x	x x	x x	x x	x x	x x	x x
Davenport University	x x	x x	x x	x x	x x	x x	x x	x x
Kellogg Community College	x x	x x	x x	x x	x x	x x	x x	x x
Mott Community College	x x	x x	x x	x x	x x	x x	x x	x x
Northwood University	x	x	x	x	x	x	x	x
Saginaw Valley State University	x x	x x	x x	x x	x x	x x	x x	x x
Specs Howard School of Broadcast Arts	x x	x x	x x	x x	x x	x x	x x	x x
University of Michigan	x	x	x	x	x	x	x	x
University of Michigan/Flint	x x	x x	x x	x x	x x	x x	x x	x x
Michigan State University	x	x	x	x	x	x	x	x
Action Management Corp.	x x	x x	x x	x x	x x	x x	x x	x x
Bay County Growth Alliance	x	x	x	x	x	x	x	x
Community Action Committee	x x	x x	x x	x x	x x	x x	x x	x x
First Ward Community Center	x	x	x	x	x	x	x	x
Genesee Valley Indian Association Inc	x	x	x	x	x	x	x	x
Human Relations Commission	x	x	x	x	x	x	x	x
Human Resources Dept.	x x	x x	x x	x x	x x	x x	x x	x x
Diocese of Saginaw-Hispanic Ministries Cultural Center	x	x	x	x	x	x	x	x
MI Indian Employment & Training Services	x	x	x	x	x	x	x	x
Michigan Association of Broadcasters	x x	x x	x x	x x	x x	x x	x x	x x
NATAS Jobline	x	x	x	x	x	x	x	x
NATAS/Emmy	x	x	x	x	x	x	x	x
National Association of Black Journalists	x x	x x	x x	x x	x x	x x	x x	x x
National Association of Broadcasters Clearinghouse	x	x	x	x	x	x	x	x
National NOW Action Center	x	x	x	x	x	x	x	x
Opportunities Industrialization Center of Saginaw	x x	x x	x x	x x	x x	x x	x x	x x
Spanish Speaking Information Center	x x	x x	x x	x x	x x	x x	x x	x x
The Leadership Institute	x x	x x	x x	x x	x x	x x	x x	x x
Black Broadcasters Alliance	x	x	x	x	x	x	x	x
<u>News papers/On-line Ads</u>								
Flint Journal								
Saginaw News								
Lansing State Journal								
Television Week								
Lostremote.com				x				
TV Jobs.com	x	x	HS	x				x
Medialine.com		x		x				
WNEM.com	x	x	x	x	x	x	x	x
SBE JobsOnline								
Broadcasting & Cable								
Talent Dynamics.com	x	x		x				
Spots N Dots								x
Marketing IdeaNet.com				x				
Ohio University/The Sales Center	x							x
TalentZoo.com								
Marketingjobs.com								
Mediarecruiter.com								x HS
Salestrax.com								x
Adcraft								x
Industry/Employee Referral	ER				ER	ER	ER	
Internal Promotion			IP	IP				

**Key:-**  
**RS/O**= Requesting Sources/Organizations that requested and received the job vacancy notice.  
**X**= Represents All Recruiting Sources that received the job vacancy notice.  
**HS**= Source referring Hiree. Choose one of the following:  
**HS** = Recruitment Source that referred the Hiree.  
**IR/ER**= Hiree was referred by an Industry Referral/Employee Referral.  
**IP** = **Internal Promotion** = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WNEM AM1250 positions filled are marked with an (\*) by the position title.  
WNEM MY5 positions filled are marked with an (\*\*) by the position title.

## WNEM-TV5 / WNEM AM1250/WNEM MY5 INTERVIEWEE RECORDS REPORT

Job Vacancies: June 1, 2006, through May 31, 2007

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

### # Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
1	Baker College of Flint	Career Placement Office	810-766-4211/810-766-4201	<a href="mailto:laura.donajkowski@baker.edu">laura.donajkowski@baker.edu</a>	Career Placement Office	G-1050 W. Bristol Rd.	Flint	MI	48507
	Baker College of Owosso	Sara Hull	989-729-3321/989-729-3330	<a href="mailto:sarah.hull@baker.edu">sarah.hull@baker.edu</a>		1020 S. Washington St.	Owosso	MI	48867
	Central Michigan University	Career Placement Office	989-774-3068/989-774-6608	<a href="mailto:careers@cmich.edu">careers@cmich.edu</a>	Career Placement Office	101 Foust Hall	Mount Pleasant	MI	48859
	Central Michigan University		989-774-3851/989-774-2426	<a href="mailto:mcdon1jk@cmich.edu">mcdon1jk@cmich.edu</a>	Broadcast & Cinematic Arts	340 Moore Hall	Mount Pleasant	MI	48859
	Columbia University	Melanie Huff	212-854-3861/212-854-7837	<a href="mailto:careers@rn.columbia.edu">careers@rn.columbia.edu</a>		2950 Broadway	New York	NY	10027
5	Delta College	Mary Keyser	989-686-9077/989-686-1395	<a href="mailto:mmkeyser@alpha.delta.edu">mmkeyser@alpha.delta.edu</a>		Career & Employment Serv	University Center	MI	48710
	Davenport University	John Jones	989-835-5588/989-835-8363	<a href="mailto:john.jones@davenport.edu">john.jones@davenport.edu</a>		5300 Bay Road	Saginaw	MI	48604
	Kellogg Community College	Career Placement Office	269-965-3931/269-962-1099	<a href="mailto:giqueref@kellogg.edu">giqueref@kellogg.edu</a>	Career Placement Office	450 N Avenue	Battle Creek	MI	49017
	Mott Community College	Cindy McDaniel/Employment Svcs	810-762-5620/810-232-2042	<a href="mailto:cmcdaniel@mcc.edu">cmcdaniel@mcc.edu</a>		1401 E. Court, LL, Rm 12	Flint	MI	48503
1	Northwood University	Career Placement Office			Career Placement Office	3225 Cook Road	Midland	MI	48640
	Saginaw Valley State University	Career Placement Office	989-964-4954/989-964-2602	<a href="mailto:careers@svsu.edu">careers@svsu.edu</a>	Career Placement Office	7400 Bay Road	University Center	MI	48710
1	Specs Howard School of Broadcast Arts	Career Placement Office	248-358-9000/248-746-9770	<a href="mailto:kmcintyre@specshoward.edu">kmcintyre@specshoward.edu</a>	Career Placement Office	19900 West Nine Mile Road	Southfield	MI	48075-3953
	University of Michigan	Career Placement Office			Career Placement Office	515 E. Jefferson Street	Ann Arbor	MI	48109-1316
	University of Michigan/Flint	Career Placement Office	810-762-3250/810-762-3024	<a href="mailto:bmgriffi@umflint.edu">bmgriffi@umflint.edu</a>	Career Placement Office	237 French Hall	Flint	MI	48502-1950
	Michigan State University	Career Services & Placement			Career Svcs & Placement	113 Student Svcs Bldg	East Lansing	MI	48824-1113
	Action Management Corp.	Cheryl Osmun	810-234-2828/810-234-5159	<a href="mailto:saleslady9@aol.com">saleslady9@aol.com</a>		915 S. Grand Traverse	Flint	MI	48502
	Bay County Growth Alliance				PO Box 369		Bay City	MI	48707
	Community Action Committee		989-753-7741/989-753-2439	<a href="mailto:vlewis@saginawcac.org">vlewis@saginawcac.org</a>	2824 Perkins		Saginaw	MI	48601
	First Ward Community Center				1410 N. 12th Street		Saginaw	MI	48601
	Genesee Indian Center				515 Stevens St.		Flint	MI	48502
	Human Relations Commission				1101 S. Saginaw Street		Flint	MI	48502
	Human Resources Dept.		989-894-8208/989-894-1070		Office City of Bay City	301 Washington Ave	Bay City	MI	48708
	Hispanic Ministries Cultural Center	Gilberto Guevara				5800 Weiss St.	Saginaw	MI	48603
	MI Indian Employment & Training Services				G-4511 Miller Road		Flint	MI	48507
4	Michigan Association of Broadcasters	Sarah Beeskow	517-484-7444/517-484-5810	<a href="mailto:beeskow@michmab.com">beeskow@michmab.com</a>		819 N. Washington Ave	Lansing	MI	48906
	NATAS Jobline				PO Box 50		Southfield	MI	48037
	NATAS/Emmy					24903 Lois Lane	Southfield	MI	48075-6155
1	National Association of Black Journalists			<a href="http://www.nabj.org">www.nabj.org</a>		8701-A Adelphi Rd	Adelphi	MD	20783-1716
	National Association of Broadcasters Clearinghouse				1771 N. St. NW Ste 708		Washington	DC	20036
	National NOW Action Center				733 15th St NW, 2nd Floor		Washington	DC	20005
	Opportunities Industrialization Center of Saginaw	Frederick D. Ford	989-752-4158/989-752-1600	<a href="mailto:directorofprograms@oicofmetrosaginaw.com">directorofprograms@oicofmetrosaginaw.com</a>		1000 Tuscola	Saginaw	MI	48607
	Spanish Speaking Information Center	Maggie Pena/Programs Dir.	810-239-4417/810-239-4419			901 Chippewa St.	Flint	MI	48503
	The Leadership Institute		703-247-4987	<a href="mailto:rich.westfall@cpbm.org">rich.westfall@cpbm.org</a>	Steven P.J. Wood Building	1101 N. Highland St	Arlington	VA	22201
	Black Broadcasters Alliance	c/o Sherman Kizart/Interep			205 N. Michigan Avenue	Suite 2015	Chicago	IL	60601
29	WNEM.com Website								
1	Saginaw News								
	Bay City Times								
2	TVJobs.com								
	BCFM website								
	Flint Journal								
10	Talent Dynamics.com	JJ Davis		<a href="mailto:davis@talentdynamics.com">davis@talentdynamics.com</a>					
	Spots N Dots			<a href="http://www.spotsndots.com">www.spotsndots.com</a>					
2	Mediarecruiter.com								
37	Industry/Employee Referral								
31	Internal Candidates								

TOTAL 125

\*If contacts change during the reporting period, note date and name changes below.  
National NOW Action Center

deleted from list 2/16/07, per their request remove name from all mailings

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

**WNEM-TV5 / WNEM AM1250/WNEM MY5**  
**Recruitment Initiatives Report**

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	June 1, 2006 to May 31, 2007	<p>11 students participated in the WNEM Internship Program. Interns worked in the News, Radio News, Sports and Advertising/Promotion departments.</p> <p>These interns performed such duties as: assisting with station promotions, production, local programming, graphics and web design. In addition they worked with newsroom staff on archive organization, assisted in special projects such as beat checks, entered event information into the system, assisted reporters and photographers with lighting and equipment, and helped to prepare election research for fall.</p>	<p>Central Michigan University  Delta College  University of Michigan/Ann Arbor  University of Michigan/Flint  Northwood University</p>

Career Fair	March 14, 2007	WNEM's News Director, Director of Engineering, General Sales Manager and Business Manager participated in the GLBC-MABF Career Fair. The GLBC-MABF Career Fair was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. The influx of students that were present at the awards ceremony, career fair and at the career tract was proof that information regarding employment opportunities was made available to many valuable new sources. Managers talked to students about broadcast job opportunities and the internship program.	Michigan Association of Broadcasters
Programs sponsored by educational institutions relating to career opportunities in broadcasting	Ongoing	The morning show meteorologist, Mike Cameron participated in school visits talking about weather and careers in broadcasting.	Several local grade schools, middle schools, high schools and Universities



	June – Sept., 2006	Weekend Evening Anchor, Craig McMorris, on 2 occasions spoke at the Bay Count Literacy Council about careers in broadcasting.	Bay County Literacy Council
	June 15, 2006	Sports Director, Scott Kuhl and Sportsperson, Darryl Sellers spoke at the McDonald's High School Scholar Banquet. For several weeks area high school athletes are presented an award for excellence on a segment within our newscasts.	McDonald's High School Scholar Banquet
	August 17-19, 2006	News Director, Ian Rubin, attended the National Association of Black Journalists conference held in Indianapolis to recruit and interview a wide range of prospective reporters, anchors, producers and sports talent.	NABJ Conference
	September 8, 2006	Weekday Morning Anchor, Jocelyn Connell, Weekday Evening Anchors Sam Merrill & Katie O'Mara participated in the Flint Women's Expo.	Flint Women's Expo
	October 6, 2006	Weekday Evening Anchor, Katie O'Mara participated in a radio interview at Central Michigan University.	Central Michigan University

	October 16, 2006	Weekday Evening Anchor, Katie O'Mara participated in a career day at Delta College and spoke with students about careers in broadcasting.	Delta College
	October 30, 2006	News Director, Ian Rubin visited Central Michigan University to observe and critique their nightly one-hour long newscast. It is produced by the Journalism class in the Broadcast and Media Arts curriculum.	Central Michigan University
	November 10/11, 2006	Creative Services Director, Karen Frey, Anchors, Erica Donerson, Angela Howard and Jocelyn Connell participated in the Saginaw News Women's Expo.	Saginaw News Women's Expo
	November 30, 2006	Students from the Journalism class in the Broadcast and Media Arts program visited the station to get first hand knowledge of a news dept. structure.	Central Michigan University
	December 8, 2006	Anchor/Sportsperson, Jason Fielder did a keynote speech at the 2006/2007 Saginaw Valley State University Scholarship Recognition Program. Jason also answered questions from parents and students after the program.	Saginaw Valley State University

Participation through membership to organizations that promote outreach EEO efforts	January 23, 2007	Weekday Evening Anchor, Katie O'Mara participated in a job shadow about careers in broadcasting.	Saginaw Arts and Sciences Academy
	January 25, 2007 & February 1, 2007	News Director, Ian Rubin was a Guest Lecturer at the Journalism class at U of M Flint. He explained some of the basics of broadcast news story telling and critiqued tapes.	University of Michigan/Flint
	Ongoing	Vice President/General Manager, Al Blinke is on the board of directors for the Boys and Girls Club of Saginaw.	Boys and Girls Club

Code of Business Conduct Training	Ongoing	New Employees participated in the mandatory Code of Business Conduct web based training. This training discusses Meredith's commitment to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind.	Meredith Corporation's EEO & Employee Relations department
Equal Employment Opportunity Awareness web-based training program	Ongoing	New Managers participated in mandatory Equal Employment Opportunity Awareness web-based training program. This program reviewed employment discrimination (age, disability, gender, national origin, religion and race) as well as discussion on how to identify discrimination in the workplace.	Meredith Corporation's EEO & Employee Relations department
Working Together at Meredith/ Equal Employment Opportunity Awareness web-based training program	Ongoing	New Employees participated in mandatory Working Together at Meredith web-based training program. This program reviewed employment discrimination (age, disability, gender, national origin, religion and race) as well as discussion on how to identify discrimination in the workplace.	Meredith Corporation's EEO & Employee Relations department
Targeted Selection Training	Ongoing	New managers participate in a interviewing training technique to secure the right fit for open positions in broadcasting.	Meredith Corporation's On-line training

	June 15, 2006	11 management employees participated in a Meredith Leadership Focus discussion on performance management.	Meredith Corporation's Organizational Excellence
	September 12-14, 2006	Senior Producer/Special Projects and Promotion Writer/Producer attended a 3 day training session for the Avid Adrenaline editing system.	Media Power Inc.
	September 11, 2006	Personnel Administrator attended a seminar on Fundamentals of Personnel Law for Managers and Supervisors.	Skillpath Seminars
	September 11, 2006	Accounting Manager attended a seminar on Coaching and Teambuilding Skills for Managers and Supervisors.	Skillpath Seminars
	October 19, 2006	Accounting Manager attended a seminar on Powerful Communication Skills.	Rockhurst University Continuing Education Center
	October 31, 2006	17 management employees participated in onsite EEO Awareness training.	Meredith Corporation's in house HR Manager/Broadcasting Group
	March 3, 2007	13 management employees participated in a web conference on Guidelines for Performance Appraisals.	Meredith Corporation's Organizational Excellence

--	--	--	--