

DECLARATION OF ROBERT A. BEIZER

I, Robert A. Beizer, hereby declare as follows:

1. I am Secretary and General Counsel of Gray Television Licensee, LLC ("Gray Television"), the licensee of WILX-TV ("WILX"). WILX is a single station employment unit based in Onandaga, Michigan (the "Station"). This statement and relevant attachments are being submitted in response to the April 19, 2010 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the station's EEO compliance (the "EEO Audit Letter").
2. This Station employs more than five full-time employees as the term is defined in the Commission's broadcast EEO rule, 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 3(a) of the EEO Audit Letter, the Station's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A. The web address of this Station is: www.wilx.com. A copy of the current report is linked to this website. The date of each full-time hire in the Station's two most recent EEO public file reports is included in the internal business records appended at Attachment B.
4. In response to Question 3(b) of the EEO Audit Letter, documentation concerning the recruitment sources used to fill each full-time vacancy during the period covered by the above EEO public file reports is also appended at Attachment B. Those sources that have notified the Station that they want to be notified of job openings at the unit, as described in § 73.2080(c)(1)(ii), are indicated in the job-specific documentation.
5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.
6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the unit's performance of recruitment initiatives described under § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This Station employs a total of 70 full-time employees and is located in a market with a population of less than 250,000. Accordingly, the Station is required to perform at least four recruitment initiatives during a two-year period.
7. In response to Question 3(e) of the EEO Audit Letter, the licensee is not aware of any discrimination complaints filed against this Station.
8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that the Station has created and deployed an EEO compliance plan. Further, at the corporate level, Gray Television helps ensure the importance of FCC EEO compliance is communicated to all levels within the company, including its national, regional and local personnel. In 2008 Gray Television engaged its outside communications counsel to conduct a FCC compliance training session, a significant portion of this training concerned compliance with FCC EEO rules. The

training session included written information and template forms to assist stations with compliance. In addition, outside counsel responds to requests for information and provides further guidance, as warranted. At the local level, the Station disseminates information concerning job openings broadly and undertakes valuable recruitment initiatives in the Community. The Station prides itself on the inclusiveness of its Master Recruitment Source List, which includes numerous trade organizations whose membership includes minorities and women. The Station's compliance efforts include identifying Gray Television's policy of compliance with equal employment opportunities through statements disseminated in job applications and posted in conspicuous areas within the workplace. The Station's general manager, Mike King, is responsible for overseeing EEO compliance with assistance from the Station's Manager of Human Resources, Judy Kirk.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the Station understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment lists and the outcome of its recruitment initiatives. In particular, this Station periodically reviews existing recruitment sources and seeks new sources.

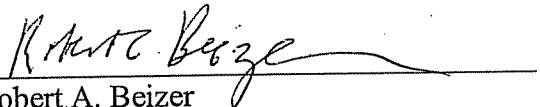
10. In response to Question 3(h) of the EEO Audit Letter, this Station strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This Station's employment practices are the ultimate responsibility of the station's General Manager, Mike King.

Dated: May 27, 2010

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF ROBERT A. BEIZER**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.


Robert A. Beizer

WILX-TV
EEO PUBLIC FILE REPORT
JUNE 1, 2007-MAY 31, 2008

I. VACANCY LIST¹

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Production Assistant	1-62, 64-98	6
General Sales Manager	1-18, 20-62, 64-98	6
Reporter	1-62, 64-98, 100, 101	46
Creative Services Director	1-62, 65-98, 100, 101	6
Master Control Operator	1-62, 65-98	6
Technical Director	1-62, 65-98	6
Technical Director	1-62, 65-98	6
Master Control Operator	1-98	6
Photographer	1-63, 65-98, 100, 101	6
News Assistant	1-62, 64-98	6
Master Control Operator	1-98, 100, 101	6
Meteorologist	1-63, 65-98, 100, 101	66
Photographer	1-63, 65-98, 100, 101	6
Reporter	1-62, 65-98	46
Chief Engineer	1-62, 65-98	65
Creative Services	1-98, 100, 101	6
Reporter	1-62, 65-98	46
Production Assistant	2, 4-6, 10, 14, 15, 38, 65, 69-85, 87-95, 100, 101	10
Master Control Operator	1-98, 100, 101	6
Account Executive	1-97	64
Internet Account Executive	1-62, 64-97, 99	64
Meteorologist	1-62, 64-98, 100, 101	66

¹ This report was modified in May 2010 to address minor reporting discrepancies.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Albion College - Department of Economics and Management W. C. Dyer Albion College Albion, MI 49224 517-629-0238 Gerstacker@albion.edu	N	0
2	Albion College - Office of Career Development Shana Plasters KC Box #4900 216 Ferguson Building Albion, MI 49224 (517) 629-0332 splasters@albion.edu	N	0
3	Capital Area Michigan Works Teri Bruning 2110 S. Cedar St. Lansing, MI 48910 517-492-5599 tbruning@camw.org	Y	0
4	CENTRAL MICHIGAN UNIV/BROADCAST PETER ORLIK 344 MOORE HALL Mount Pleasant, MI 48859 989-774-3851 orlik1pb@cmich.edu	N	0
5	Davenport University Randolph Flesching 220 E. Kalamazoo St. Lansing, MI 48933 517-484-2600 lansing.cs@davenport.edu	N	0
6	WILX Bulletin Board / Internal Candidate	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	ITT Technical Institute Grand Rapids area campus - Career Service Jennifer Hance 4020 Sparks Drive, S.E. Grand Rapids, MI 49546 (800) 632-4676 jhance@itt-tech.edu	N	0
8	Jobline - Development Department Vivian Burgos 6143 1/2 28th Street Suite 10-A Grand Rapids, MI 49546 616-949-2424 joblineinc@hotmail.com	N	0
9	Kellogg Community College Laura DePompolo 450 North Avenue Student Employment Services Battle Creek, MI 49017 269-965-3931 jobhelp@kellogg.edu	N	0
10	Lansing Community College Center for Employment Services ATTN: Terry Wellman FAX: 517-483-9706	Y	1
11	Lansing Community College - 89.7 FM WLNZ Dave Downing 400 North Capitol Suite 001 Lansing, MI 48933 (517)483-1710 dave@wlnz.org	N	0
12	Lansing Community College - Career and Employment Services Alandis Baker PO Box 40010 Lansing, MI 48901 (517) 483-1172 cesjoblink@lcc.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	League of Women Voters of Michigan Patricia Donath 200 Museum Drive Lansing, MI 48933 517-484-5383 donatpl@aol.com	N	0
14	Mich Assoc Of Broadcasters Sarah Beeskow MAB 819 N Washington Lansing, MI 48906 800 968 7622 jobbank@michmab.com	N	7
15	Michigan State University Kristy Nishina E. Circle DR Room 113 Career Placement Services East Lansing, MI 48824 517-355-9510 nishinak@msu.edu	Y	0
16	Michigan State University Theda Rudd 113 Student Services Bldg. East Lansing, MI 48824 (517) 355-9510 ruddt@csp.msu.edu	N	0
17	Michigan State University - Alumni Career Services L. Patrick Scheetz, Ph.D. MSU Alumni Association, Michigan State University 108 Union Building East Lansing, MI 48824 517-355-7698 careers@msualum.com	N	0
18	Michigan State University - Career Services and Placement Kelley Bishop Michigan State University 113 Student Services Building East Lansing, MI 48824 517-355-9510 bishopke@csp.msu.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Denver NAACP 2823 Fairfax St Denver, CO 80207 (303) 333-9013	N	0
20	Michigan State University-College of Communication Art and Science Lori Dickerson 287 Comm Arts Building East Lansing, MI 48824 517-355-3410 Dicker22@msu.ed	N	0
21	Michigan State University Telecommunications Job Notices N370 N. Business Complex East Lansing, MI 48824 517-355-4451 steinfie@msu.ed	N	0
22	Michigan State University Career Services & Placement Naomi Lilly 113 Student Services Building East Lansing, MI 48824 517-355-9510 lilly@msu.ed	N	0
23	Minority Program Services Harry Bonner 300 B Drive North PO Box 625 Albion, MI 49224 517-629-2113 hbonner@hotmail.com	N	0
24	NAACP JOB PLACEMENT 408 E. 8TH ST Wilmington, DE 19801 302-655-0998 britsmile@aol.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	NAACP CHRONICAL BUS GP/JOB BANK 12040 FOOTHILL BLVD STE 116 Pacoima, CA 91331 818-899-4357 sfvnaacp@aol.com	N	0
26	NAACP - CHATTANOOGA BRANCH EDDIE HOLMES 601 EAST M.L. KING BOULEVARD PO BOX 3226 Chattanooga, TN 37404 423-267-5637 chattanaacp@excite.com	N	0
27	NAACP - ST. PETERSBURG BRANCH DARRYL ROUSON PO BOX 12402 St. Petersburg, FL 33733 727-898-3310 lwatkins@naacpstpete.org	N	0
28	NAACP -DETROIT REV. ANTHONY WENDELL 2990 E. GRAND BOULEVARD Detroit, MI 48202 313-871-2087 info@detroitnaacp.org	N	0
29	NAACP Indianapolis Branch Daryl Mickens 300 East Fall Creek Parkway North Drive Indianapolis, IN 46205 (317) 925-5127 careeredge1@aol.com	N	0
30	NAACP--Jackson County Branch Theresa Horne 1015 Francis Street Jackson, MI 49203 517-784-3842 naacpjackson@modempool.com	N	0
31	NAACP-Port Huron Branch Juanita Taylor PO Box 610486 Port Huron, MI 48060 810-987-2446 phnaacp@aol.com	N	0

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32	NAACP--South Bend Branch Trina Robinson 914 Lincoln Way West South Bend, IN 46616 574-289-2123 southbendnaacp@peoplepc.com	N	0
33	NATIONAL ASIAN AMERICAN TELECOMM ASSOC JOB PLACEMENT 346 9TH ST 2ND FL San Francisco, CA 94103 415-863-0814 naata@naatanet.org	N	0
34	NATIONAL ASSOC OF BLACK- OWNED BROADCASTERS PRISCILLA GREEN 1155 CONNECTICUT AVE NW 6TH FL Washington, DC 20036 202-463-8970 nabob@abs.net	N	0
35	NATIONAL ASSOC OF HISPANIC JOURNALISTS LETICIA SALAZAR 529 14TH ST NW 1193 NATIONAL PRESS BLD Washington, DC 20045 202-662-7145 jobbank@nahj.org	N	0
36	NATIVE AMERICAN JOURNALISTS ASSOCIATION RON WALTERS 555 DAKOTA STREET AL NEUHARTH MEDIA CENTER Vermillion, SD 57069 605-677-5282 info@naja.com	N	0
37	OAKLAND UNIV/COMMUNICATIONS JOB LISTINGS 316 WILSON HALL Rochester, MI 48309 248-370-4120 slcrabil@oakland.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	Olivet College Jane Rhodes Career Services Network 320 S. Main Street Olivet, MI 49076 269-749-6609 jrhodes@olivetcollege.edu	N	0
39	Specs Howard School of Broadcast Arts 19900 West 9 Mile Road Southfield, MI 48075-3953 (248) 358-9000 Nicole@specshoward.edu	Y	1
40	Spring Arbor University Damon Seacott Master of Arts Communication 106 E. Main Spring Arbor, MI 49283 517-50-1200 dseacott@arbor.edu	N	0
41	Spring Arbor University Kristy Taylor 106 E. Main Street Spring Arbor, MI 49283 517-750-6347 ktaylor@arbor.edu	N	0
42	Spring Arbor University Phil Rose 1550 E. Beltline, SE Suite 230 Grand Rapids, MI 49546 616-49-0017 prose@admin.arbor.edu	N	0
43	Spring Arbor University - WSAE Michelle Dawson 106 E. Main St. Spring Arbor, MI 49283 517.750.9723 michelle@arbor.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
44	Trade Development CO Lori Kosmalski 4600 W. Saginaw Highway Suite 201 Lansing, MI 48917 517-886-5445 Trade48917@hotmail.com	Y	0
45	UNIVERSITY OF MISSOURI/SCH OF JOURNALISM SUZETTE HEIMAN 103 NEFF HALL Columbia, MO 65211 573-882-6771 journalism@missouri.edu	N	0
46	Mark Holloway PO BOX 4116 Oceanside, CA 92052 800-384-0119 jobs@tvjobs.com	N	3
47	UNIV OF NEW MEXICO -DEPT OF COMM & JOURN MARY BIBEAU UNIVERSITY HILL NE Albuquerque, NM 87131 505-277-5305 cjugrads@unm.edu	N	0
48	University of Michigan - WCBN-FM 88.3 Ann Arbor Jason Voss 530 Student Activities Building Ann Arbor, MI 48109 734-647-4122 fm@wcbn.org	N	0
49	UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES JOB NOTICES 105 S STATE ST Ann Arbor, MI 48109 734-764-0147 sakirby@umich.edu	N	0

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50	University of Michigan Business School - Career Services Contac Al Cotrone D2220 701 Tappan Ann Arbor, MI 48109 734-764-1372 acotrone@umich.edu	N	0
51	University of Michigan Division of Student Affairs - The Career Simone Himbeault Taylor 515 E. Jefferson 3200 Student Activities Building Ann Arbor, MI 48109 734-764-7460 careercenter@umich.edu	N	0
52	University of Michigan Flint - Career Development Center Marlene R. Smith University of Michigan-Flint 237 French Hall Flint, MI 48502 810-762-3250 smithmr@umflint.edu	N	0
53	Urban League of Flint Leisa Richardson 5505 Cloverlawn Drive Flint, MI 48504 810-789-7611 ulflint@aol.com	N	0
54	UTAH STATE UNIV/COMMUNICATIONS JOB LISTINGS Logan, UT 84322 435-797-3293 tpease@cc.usu.edu	N	0
55	WALTER CRONKITE SCH OF JOURNALISM KAREN SHANNON ARIZONA STATE UNIV Tempe, AZ 85287 480-965-9011 karen.Shannon@asu.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	Washtenaw Community College - Employment Services John Wood 4800 East Huron River Drive Student Center Building, Room 287 Ann Arbor, MI 48106 (734) 677-5155 jwood@wccnet.org	N	0
57	Washtenaw Community College - Orchard Radio Dave Waskin 4800 East Huron River Dr. P.O. Box D-1 Ann Arbor, MI 48106 (734) 677-5405 dwaskin@wccnet.edu	N	0
58	WEBER STATE UNIV/COMMUNICATIONS JOB LISTINGS 1605 UNIVERSITY CIRCLE Ogden, UT 84408 801-626-6426 tsanders@weber.edu	N	0
59	WEIU/EASTERN ILLINOIS UNIV JOB NOTICES 600 LINCOLN AVE Charleston, IL 61920 217-581-5956 weiufm@www.eiu.edu	N	0
60	Western Michigan University - Career & Student Employment Services Lynn Kelly-Albertson First Floor Ellsworth Hall Western Michigan University Kalamazoo, MI 49008-5160 269-387-2745 lynn.kelly-albertson@wmich.edu	N	0
61	WFUM - Channel 28 Donovan Reynolds University of Michigan - Flint Flint, MI 48503 810-762-3028 donovanr@umich.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
62	MEDIALINE.COM Attn: Mark Shilstone	N	2
63	EMPLOYEE REFERRAL	N	4
64	NON EMPLOYEE REFERRAL	N	11
65	WILX .COM (WILX.COM)	N	10
66	GRAY TELEVISION GROUP Jane.ploegger@wsau.com	N	2
67	American Oriental Society University of Michigan Ann Arbor MI 48109-1190 jroddgers@umich.edu	N	0
68	WICHITA ST UNIV/ELLIOTT SCH OF COMMUNICATION SUSAN SHULTZ HUXMAN 1845 FAIRMOUNT Wichita, KS 67260 316-978-3185 susan.huxman@wichita.edu	Y	0
69	American Women in Radio & TV Patrick Spurlock 1771 N. St. NW Washington, 20036 202-429-5309 pspurlock@nab.org	N	0
70	Ann Arbor Jewish Cultural Society Lori Moizio 2935 Birch Hollow Drive Ann Arbor, MI 48108 734-975-9872 Imoizio@msn.com	N	0
71	Arab American Heritage Council Alex Isaac 515 Stevens St. Flint, MI 48502 810-352-2722 Aisaac42@aol.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
72	Baker College Sara Barton 1020 S. Washington Owosso, MI 48867 989-729-3321 Sara.barton@baker.edu	N	0
73	Baker College at Owosso Denise Bannan 1020 S. Washington St. Owosso, MI 48867 989-729-3350 Adm-ow@baker.edu	N	0
74	Baker College Of Flint-Career Services Janie Mouser 1050 West Bristol Rd. Flint, MI 810-766-4209 Janie.mouser@baker.edu	N	0
75	Baker College Flint Niki Somerlott 1050 W. Bristol Rd. Flint, MI 48507 810-766-4211 Niki.somerlott@baker.edu	N	0
76	Baker College of Jackson Jackie Hassenzahl 2800 Springport Rd. Jackson, MI 49202 517-789-6123 Jackie.hassenzahl@baker.edu	N	0
77	Baker College of Owosso-Career Serv Lisa Lynch 1020 S. Washington Owosso, MI 48867 989-729-3322 Lisa.lynch@baker.edu	N	0
78	Black Child & Family Institute Adia Boone 835 West Genesee Lansing, MI 48915 517-487-3775 officemngr@bcfi.org	N	0

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79	Chicago State Univ/Communcations Gayle Evans 9501 South King Drive 318 Education Building Chicago, IL 60628 773-995-2000 gevans@csu.edu	N	0
80	Cristo Rey Employment Training John Diehl 1717 N. High St. Lansing, MI 48906 517-372-4700 volunteer@cristo-rey.com	N	0
81	Eastern Michigan University-WQBR Matt Hanson 129 Quirk Hall Ypsilanti, MI 48197 734-487-2228 rmackie@emich.edu	N	0
82	Flint Genesee Job Corps Center Carman Thames 2400 N. Saginaw St. Flint, MI 48505 810-232-9102 genes@jcdc.jobcorps.org	N	0
83	Lansing Community College Paula Cunningham PO BOX 40010 Career And Employment Services Lansing, MI 48901 517-483-1172 wellmat@lcc.edu	Y	0
84	Michigan Works Chenia Hughes 1610 S. Burdick Kalamazoo, MI 49001 269-383-2536 chhuges@kresanet.org	N	0

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85	YMCA OF Greater Lansing Heather Warnell 3401 E. Saginaw Hwy Ste. 201 Lansing, MI 48912 517-485-7201 heatherwarnell@acd.net	N	0
86	Brown College School of Broadcasting 1440 Northland Drive Mendota Heights, MN 55120	N	0
87	Society Of Professional Journalists Irwin Gratz 3909 N. Meridan St. Eugene S. Pullman Center Indianapolis, IN 46208 317-927-8000 jgratz@spj.org	N	0
88	Michigan Works Gratiot County Ralph Loeschner 327 East Center St. Alma, MI 48801 989-466-4832 janl@iserv.net	N	0
89	Michigan Works Shiawassee County Melissa Shutt Consumers Energy Complex 1795 W. Main St. Suite 117 Owosso, MI 48867 989-729-6663 admin@careeralliance.org	N	0
90	Michigan Works-Albion Ron Rose 609 S. Superior Albion, MI 49224 517-629-5413 info@michpartners.org	N	0

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91	Michigan Works-Clinton County Douglas Stites 101 West Cass St. Suite A 2 nd Floor, PO BOX 145 St. Johns, MI 48879 989-224-2000 mbraman@camw.net	N	0
92	Michigan Work Saginaw County Dennis Brieske 1600 N. Michigan Room 400 102 W. Belle St. Charles, MI 48655 989-865-2477 smb@michiganworks.com	N	0
93	Minority Media & Telecommunications Carol Westmoreland 3636 16 th St. NW Suite B-366 Washington, DC 20010 202-332-0500 info@mmtconline.org	N	0
94	Michigan Works Capital Area Adm. Offices in St. John George Contompasis 2110 S. Cedar St. Lansing, MI 48910 517-492-5500 klehman@camw.net	N	0
95	West Virginia State College P.O. Box 1000, Institute, WV 25112-1000 800-987-2112	N	0
96	Michigan Works - Barry County 535 West Woodlawn Hastings, MI 49058 (269) 945-9545, ext. 144 Fax: (269) 945-0243	N	0
97	Ithaca College – WICB Ithaca College 953 Danby Road Ithaca, NY 14850	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
98	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone: (301) 405-0248 Fax: (301) 314-1714	N	0
99	WILX ON AIR SPOTS (:30 spots)	N	1
100	Calvin College 3201 Burton SE Grand Rapids, MI 49546 (616) 526-6000 info@calvin.edu	N	0
101	Wayne State 1111 Main St., Wayne, NE 68787	N	0
TOTAL INTERVIEWEES			56

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in job fairs	<ol style="list-style-type: none">1. The Creative Services Mgr. attended the Michigan Association of Broadcasters Foundation Job Fair on Saturday, October 27, 2007 at Lansing Community College.2. The Human Resources Director and Operations Manager attended the Broadcast Career Fair for Michigan in Grand Rapids on Tuesday, March 11, 2008.3. A WILX Meteorologist attended a job fair at Springport Public Schools on April 30, 2008.
2	Internship Program	WILX has partnered with Michigan State University to offer students the opportunity to learn about broadcasting while earning college credit. During this reporting year, four (4) students participated in the internship program. One student worked in promotions, three students worked in the sports department.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions.	<p>1. A WILX Sports Anchor participated in a seminar on sports reporting sponsored by the Michigan Association Broadcasters.</p> <p>2. The Human Resources Manager participated on a panel for outgoing seniors interested in Arts & Communications on May 22, 2008 at Springport High School.</p> <p>3. A WILX Account Executive was invited to a "Meet the Media Night" at Michigan State University. He spoke with students who were interested in pursuing a career in TV Sales.</p> <p>4. Three WILX Account Executives participated in a Job Fair for students at Haslett Jr. High School on May 30, 2008. Approximately 150 students participated.</p>
4	Job Shadowing	A Holt High School student job shadowed the WILX Operations Manager on October 9, 2007 to learn about the operations of a Television station.
5	List every upper level job opening in media trade group whose members include substantial participation of women and minorities.	WILX lists every job opening with numerous media trade groups that include participation of women and minorities.
6	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On May 15, 2008, the Station's Human Resources Manager participated in a training session conducted by WILX's outside communications counsel concerning FCC EEO compliance.

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I. VACANCY LIST¹

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-97	64
Account Executive	1-97	64
Anchor/Reporter	1-53, 55-97	45
Anchor/Reporter	1-53, 55-97	45
Master Control Operator	1-53, 55-64, 66-97	6
Production Assistant	1-53, 55-64, 67-97	6
Technical Director	1-53, 55-64, 67-97	6
Photographer	1-53, 55-65, 67-97	6
Anchor/Reporter	1-53, 55-64, 66-97	45

¹ This report was modified in May 2010 to address minor reporting discrepancies.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Albion College - Department of Economics and Management W. C. Dyer Albion College Albion, MI 49224 517-629-0238 Gerstacker@albion.edu	N	1
2	Albion College - Office of Career Development Shana Plasters KC Box #4900 216 Ferguson Building Albion, MI 49224 (517) 629-0332 splasters@albion.edu	N	0
3	Capital Area Michigan Works Teri Bruning 2110 S. Cedar St. Lansing, MI 48910 517-492-5599 tbruning@camw.org	Y	0
4	CENTRAL MICHIGAN UNIV/BROADCAST PETER ORLIK 344 MOORE HALL Mount Pleasant, MI 48859 989-774-3851 orlik1pb@cmich.edu	N	1
5	Davenport University Randolph Flesching 220 E. Kalamazoo St. Lansing, MI 48933 517-484-2600 lansing.cs@davenport.edu	N	0
6	WILX Bulletin Board / Internal Candidate/ Internal Promotion from part-time to full- time.	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	ITT Technical Institute Grand Rapids area campus - Career Service Jennifer Hance 4020 Sparks Drive, S.E. Grand Rapids, MI 49546 (800) 632-4676 jhance@itt-tech.edu	N	0
8	Jobline - Development Department Vivian Burgos 6143 1/2 28th Street Suite 10-A Grand Rapids, MI 49546 616-949-2424 joblineinc@hotmail.com	N	0
9	Kellogg Community College Laura DePompolo 450 North Avenue Student Employment Services Battle Creek, MI 49017 269-965-3931 jobhelp@kellogg.edu	N	0
10	Lansing Community College Center for Employment Services ATTN: Terry Wellman FAX: 517-483-9706	Y	0
11	Lansing Community College - 89.7 FM WLNZ Dave Downing 400 North Capitol Suite 001 Lansing, MI 48933 (517)483-1710 dave@wlnz.org	N	0
12	Lansing Community College - Career and Employment Services Alandis Baker PO Box 40010 Lansing, MI 48901 (517) 483-1172 cesjoblink@lcc.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	League of Women Voters of Michigan Patricia Donath 200 Museum Drive Lansing, MI 48933 517-484-5383 donatpl@aol.com	N	0
14	Mich Assoc Of Broadcasters Sarah Beeskow MAB 819 N Washington Lansing, MI 48906 800 968 7622 jobbank@michmab.com	Y	0
15	Michigan State University Kristy Nishina E. Circle DR Room 113 Career Placement Services East Lansing, MI 48824 517-355-9510 nishinak@msu.edu	Y	0
16	Michigan State University Theda Rudd 113 Student Services Bldg. East Lansing, MI 48824 (517) 355-9510 ruddt@csp.msu.edu	N	0
17	Michigan State University - Alumni Career Services L. Patrick Scheetz, Ph.D. MSU Alumni Association, Michigan State University 108 Union Building East Lansing, MI 48824 517-355-7698 careers@msualum.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Michigan State University - Career Services and Placement Kelley Bishop Michigan State University 113 Student Services Building East Lansing, MI 48824 517-355-9510 bishopke@csp.msu.edu	N	0
19	Michigan Works - Ingham (Capital Area Michigan Works) Teri Bruning 2100 S. Cedar St Lansing, MI 48910 (517) 492-5516 Tbruning@camw.net	Y	0
20	Michigan State University-College of Communication Art and Science Lori Dickerson 287 Comm Arts Building East Lansing, MI 48824 517-355-3410 Dicker22@msu.ed	N	0
21	Michigan State University Telecommunications Job Notices N370 N. Business Complex East Lansing, MI 48824 517-355-4451 steinfie@msu.ed	N	0
22	Michigan State University Career Services & Placement Naomi Lilly 113 Student Services Building East Lansing, MI 48824 517-355-9510 lilly@msu.ed	N	0
23	Minority Program Services Harry Bonner 300 B Drive North PO Box 625 Albion, MI 49224 517-629-2113 hbonner@hotmail.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	NAACP JOB PLACEMENT 408 E. 8TH ST Wilmington, DE 19801 302-655-0998 britsmile@aol.com	N	0
25	NAACP CHRONICAL BUS GP/JOB BANK 12040 FOOTHILL BLVD STE 116 Pacoima, CA 91331 818-899-4357 sfvnaacp@aol.com	N	0
26	NAACP - CHATTANOOGA BRANCH EDDIE HOLMES 601 EAST M.L. KING BOULEVARD PO BOX 3226 Chattanooga, TN 37404 423-267-5637 chattanaacp@excite.com	N	0
27	NAACP - ST. PETERSBURG BRANCH DARRYL ROUSON PO BOX 12402 St. Petersburg, FL 33733 727-898-3310 lwatkins@naacpstpete.org	N	0
28	NAACP -DETROIT REV. ANTHONY WENDELL 2990 E. GRAND BOULEVARD Detroit, MI 48202 313-871-2087 info@detroitnaacp.org	N	0
29	NAACP Indianapolis Branch Daryl Mickens 300 East Fall Creek Parkway North Drive Indianapolis, IN 46205 (317) 925-5127 careeredgel@aol.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	NAACP--Jackson County Branch Theresa Horne 1015 Francis Street Jackson, MI 49203 517-784-3842 naacpjackson@modempool.com	N	0
31	NAACP-Port Huron Branch Juanita Taylor PO Box 610486 Port Huron, MI 48060 810-987-2446 phnaacp@aol.com	N	0
32	NAACP--South Bend Branch Trina Robinson 914 Lincoln Way West South Bend, IN 46616 574-289-2123 southbendnaacp@peoplepc.com	N	0
33	NATIONAL ASIAN AMERICAN TELECOMM ASSOC JOB PLACEMENT 346 9TH ST 2ND FL San Francisco, CA 94103 415-863-0814 naata@naatanet.org	N	0
34	NATIONAL ASSOC OF BLACK- OWNED BROADCASTERS PRISCILLA GREEN 1155 CONNECTICUT AVE NW 6TH FL Washington, DC 20036 202-463-8970 nabob@abs.net	N	0
35	NATIONAL ASSOC OF HISPANIC JOURNALISTS LETICIA SALAZAR 529 14TH ST NW 1193 NATIONAL PRESS BLD Washington, DC 20045 202-662-7145 jobbank@nahj.org	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	NATIVE AMERICAN JOURNALISTS ASSOCIATION RON WALTERS 555 DAKOTA STREET AL NEUHARTH MEDIA CENTER Vermillion, SD 57069 605-677-5282 info@naja.com	N	0
37	OAKLAND UNIV/COMMUNICATIONS JOB LISTINGS 316 WILSON HALL Rochester, MI 48309 248-370-4120 slcrabil@oakland.edu	N	0
38	Olivet College Jane Rhodes Career Services Network 320 S. Main Street Olivet, MI 49076 269-749-6609 jrhodes@olivetcollege.edu	N	0
39	Specs Howard School of Media Arts 19900 W. Nine Mile Road Southfield, MI 48075 Nicole@specshoward.edu	Y	1
40	Spring Arbor University Damon Seacott Master of Arts Communication 106 E. Main Spring Arbor, MI 49283 517-50-1200 dseacott@arbor.edu	N	0
41	Spring Arbor University Kristy Taylor 106 E. Main Street Spring Arbor, MI 49283 517-750-6347 ktaylor@arbor.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
42	Spring Arbor University Phil Rose 1550 E. Beltline, SE Suite 230 Grand Rapids, MI 49546 616-49-0017 prose@admin.arbor.edu	N	0
43	Spring Arbor University - WSAE Michelle Dawson 106 E. Main St. Spring Arbor, MI 49283 517.750.9723 michelle@arbor.edu	N	0
44	Trade Development CO Lori Kosmalski 4600 W. Saginaw Highway Suite 201 Lansing, MI 48917 517-886-5445 Trade48917@hotmail.com	Y	0
45	TV Jobs.com Mark Holloway PO BOX 4116 Oceanside, CA 92052 800-384-0119 jobs@tvjobs.com	N	5
46	UNIVERSITY OF MISSOURI/SCH OF JOURNALISM SUZETTE HEIMAN 103 NEFF HALL Columbia, MO 65211 573-882-6771 journalism@missouri.edu	N	0
47	UNIV OF NEW MEXICO -DEPT OF COMM & JOURN MARY BIBEAU UNIVERSITY HILL NE Albuquerque, NM 87131 505-277-5305 cjugrads@unm.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
48	University of Michigan - WCBN-FM 88.3 Ann Arbor Jason Voss 530 Student Activities Building Ann Arbor, MI 48109 734-647-4122 fm@wcbn.org	N	0
49	UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES JOB NOTICES 105 S STATE ST Ann Arbor, MI 48109 734-764-0147 sakirby@umich.edu	N	0
50	University of Michigan Business School - Career Services Contac Al Cotrone D2220 701 Tappan Ann Arbor, MI 48109 734-764-1372 acotrone@umich.edu	N	0
51	University of Michigan Division of Student Affairs - The Career Simone Himbeault Taylor 515 E. Jefferson 3200 Student Activities Building Ann Arbor, MI 48109 734-764-7460 careercenter@umich.edu	N	0
52	University of Michigan Flint - Career Development Center Marlene R. Smith University of Michigan-Flint 237 French Hall Flint, MI 48502 810-762-3250 smithmr@umflint.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
53	Urban League of Flint Leisa Richardson 5505 Cloverlawn Drive Flint, MI 48504 810-789-7611 ulflint@aol.com	N	0
54	WILX ON AIR SPOTS: (:30)	N	1
55	WALTER CRONKITE SCH OF JOURNALISM KAREN SHANNON ARIZONA STATE UNIV Tempe, AZ 85287 480-965-9011 karen.Shannon@asu.edu	N	0
56	Washtenaw Community College - Employment Services John Wood 4800 East Huron River Drive Student Center Building, Room 287 Ann Arbor, MI 48106 (734) 677-5155 jwood@wccnet.org	N	0
57	Washtenaw Community College - Orchard Radio Dave Waskin 4800 East Huron River Dr. P.O. Box D-1 Ann Arbor, MI 48106 (734) 677-5405 dwaskin@wccnet.edu	N	0
58	WEBER STATE UNIV/COMMUNICATIONS JOB LISTINGS 1605 UNIVERSITY CIRCLE Ogden, UT 84408 801-626-6426 tsanders@weber.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
59	WEIU/EASTERN ILLINOIS UNIV JOB NOTICES 600 LINCOLN AVE Charleston, IL 61920 217-581-5956 weiufrn@www.eiu.edu	N	0
60	Western Michigan University - Career & Student Employment Services Lynn Kelly-Albertson First Floor Ellsworth Hall Western Michigan University Kalamazoo, MI 49008-5160 269-387-2745 lynn.kelly-albertson@wmich.edu	N	0
61	WFUM - Channel 28 Donovan Reynolds University of Michigan - Flint Flint, MI 48503 810-762-3028 donovanr@umich.edu	N	0
62	WICB/ITHACA COLLEGE RADIO STATION Chris Wheatley 953 DANBY RD Ithaca, NY 14850 607-874-1040 wicb@ithaca.edu	N	0
63	WICHITA ST UNIV/ELLIOTT SCH OF COMMUNICATION SUSAN SHULTZ HUXMAN 1845 FAIRMOUNT Wichita, KS 67260 316-978-3185 susan.huxman@wichita.edu	N	0
64	WILX website (www.wilx.com)	N	4
65	Employee referral	N	3
66	Non-employee referral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	Medialine.com Attn: Mark Shilstone	N	1
68	GRAY TELEVISION GROUP Jane.ploegger@wsau.com	Y	1
69	American Women in Radio & TV Patrick Spurlock 1771 N. St. NW Washington, 20036 202-429-5309 pspurlock@nab.org	N	0
70	Ann Arbor Jewish Cultural Society Lori Moizio 2935 Birch Hollow Drive Ann Arbor, MI 48108 734-975-9872 Imoizio@msn.com	N	0
71	Arab American Heritage Council Alex Isaac 515 Stevens St. Flint, MI 48502 810-352-2722 Aisaac42@aol.com	N	0
72	Baker College Sara Barton 1020 S. Washington Owosso, MI 48867 989-729-3321 Sara.barton@baker.edu	N	0
73	Baker College at Owosso Denise Bannan 1020 S. Washington St. Owosso, MI 48867 989-729-3350 Adm-ow@baker.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
74	Baker College Of Flint-Career Services Janie Mouser 1050 West Bristol Rd. Flint, MI 810-766-4209 Janie.mouser@baker.edu	N	1
75	Baker College Flint Niki Somerlott 1050 W. Bristol Rd. Flint, MI 48507 810-766-4211 Niki.somerlott@baker.edu	N	0
76	Baker College of Jackson Jackie Hassenzahl 2800 Springport Rd. Jackson, MI 49202 517-789-6123 Jackie.hassenzahl@baker.edu	N	0
77	Baker College of Owosso-Career Serv Lisa Lynch 1020 S. Washington Owosso, MI 48867 989-729-3322 Lisa.lynnch@baker.edu	N	0
78	Black Child & Family Institute Adia Boone 835 West Genesee Lansing, MI 48915 517-487-3775 officemngr@bcfi.org	N	0
79	Chicago State Univ/Communcations Gayle Evans 9501 South King Drive 318 Education Building Chicago, IL 60628 773-995-2000 gevans@csu.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
80	Cristo Rey Employment Training John Diehl 1717 N. High St. Lansing, MI 48906 517-372-4700 volunteer@cristo-rey.com	N	0
81	Eastern Michigan University-WQBR Matt Hanson 129 Quirk Hall Ypsilanti, MI 48197 734-487-2228 rmackie@emich.edu	N	0
82	Flint Genesee Job Corps Center Carman Thames 2400 N. Saginaw St. Flint, MI 48505 810-232-9102 genes@jcdc.jobcorps.org	N	0
83	Lansing Community College Paula Cunningham PO BOX 40010 Career And Employment Services Lansing, MI 48901 517-483-1172 wellmat@lcc.edu	Y	0
84	Michigan Works Chenia Hughes 1610 S. Burdick Kalamazoo, MI 49001 269-383-2536 chhuges@kresanet.org	N	0
85	YMCA OF Greater Lansing Heather Warnell 3401 E. Saginaw Hwy Ste. 201 Lansing, MI 48912 517-485-7201 heatherwarnell@acd.net	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
86	Trade Development Lori Kosmalski 4600 W. Saginaw Suite 201 Lansing, MI 48917 517-886-5445 Trade48917@hotmail.com	N	0
87	Society Of Professional Journalists Irwin Gratz 3909 N. Meridan St. Eugene S. Pullman Center Indianapolis, IN 46208 317-927-8000 jgratz@spj.org	N	0
88	Michigan Works Gratiot County Ralph Loeschner 327 East Center St. Alma, MI 48801 989-466-4832 janl@iserv.net	N	0
89	Michigan Works Shiawassee County Melissa Shutt Consumers Energy Complex 1795 W. Main St. Suite 117 Owosso, MI 48867 989-729-6663 admin@careeralliance.org	N	0
90	Michigan Works-Albion Ron Rose 609 S. Superior Albion, MI 49224 517-629-5413 info@michpartners.org	N	0
91	Michigan Works-Clinton County Douglas Stites 101 West Cass St. Suite A 2 nd Floor, PO BOX 145 St. Johns, MI 48879 989-224-2000 mbraman@camw.net	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
92	Michigan Work Saginaw County Dennis Brieske 1600 N. Michigan Room 400 102 W. Belle St. Charles, MI 48655 989-865-2477 smb@michiganworks.com	N	0
93	Minority Media & Telecommunications Carol Westmoreland 3636 16 th St. NW Suite B-366 Washington, DC 20010 202-332-0500 info@mmtconline.org	N	0
94	Michigan Works Capital Area Adm. Offices in St. John George Contompasis 2110 S. Cedar St. Lansing, MI 48910 517-492-5500 klehman@camw.net	N	0
95	Brown College School of Broadcasting 1440 Northland Drive Mendota Heights, MN 55120	N	0
96	Michigan Department of Civil Rights Capitol Tower Building 110 W. Michigan Ave., Ste. 800 Lansing, MI 48933 Phone: (517) 335-3165 Fax: (517) 241-0546 Email: MDCR-INFO@michigan.gov	N	0
97	Utah State University/ Communications JOB LISTINGS Logan, UT 84322 435-797-3293 tpease@cc.usu.edu	N	0
Total Number of Interviewees			28

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-sponsor job fair	WILX was a sponsor of a Career Fair sponsored by Michigan Association of Broadcasters on Nov 8, 2008 at Lansing Community College. The WILX News Director attended and spoke with participants about careers in broadcasting.
2	Participation in job fairs	<p>1) The Human Resources Manager and Operations Manager attended the 2009 Broadcast Career Builder Conference on March 11, 2009 in Grand Rapids, Michigan.</p> <p>2) The Human Resources Manager and Operations Manager attended a "Technology Program Career Fair" at Davenport University on October 29, 2008 in Lansing, MI.</p> <p>3) The WILX Promotions Manager attended Career Fair at Lansing School District in April 2009.</p> <p>4) The Human Resources Manager attended the 2009 Shabazz Public School Academy Job Fair on May 20, 2009. This job fair was attended by several of the area colleges and Universities. Shabazz is a charter school in Lansing named in honor of Malcom X who spent his childhood in Lansing.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Internship Program	<p>WILX has established an intern program designed to assist members of the community to acquire skills needed for broadcast employment. We currently have a partnership with Michigan State University.</p> <p>Three students participated during this reporting year. The students worked in the following departments: News and Creative Services and Sports departments.</p>
4	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions.	<p>1) The Local Sales Manager made a presentation to the Department of Journalism at Central Michigan University on Feb 24, 2009. The presentation included media buying and selling.</p> <p>2) The General Sales Manager of WILX appeared as a speaker at the MAB Foundation Broadcasting Career Builder Conference on November 8, 2008. He spoke with students about New Media in Broadcasting.</p> <p>3) The Human Resources Manager attended a "Senior" Transition course at a Jackson County School on May 22, 2009. The object was to be a panel member for students interested in Arts and Communications after high school graduation. Each student had to present a video along with a written report on what they accomplished in their 4 years of high school and what they hope to accomplish in the future.</p> <p>4) A High School student from Holt High School job shadowed and interviewed a WILX employee on November 17, 2008 to learn more about careers in broadcasting.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	List every upper level job opening in media trade group whose members include substantial participation of women and minorities.	Please note our MRSL. We offer every job posting to many media trade groups which include participation of women and minorities.