

WLUC-TV
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
National Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Digital Sales Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Account Executive (4)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26,26,18,18
Escanaba Bureau Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	27
Interactive Content Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Multi Media Journalist (3)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	27, 16, 8
Morning Anchor	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Master Control Operator (Part time)	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Technical Director	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26
Fox Anchor/Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	8
Houghton Bureau Multi Media Journalist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

	Recruiting Source (RS)	Street	City/State	Contact	Phone	Fax	email	website	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviews Referred by RS Over Reporting Period
1	Bay de Noc Community College	2001 N. Lincoln Road	Escanaba, MI 49829	Kathy Wolak	906-217-4117	906-789-6952			N	
2	Bay Mills Indian Community	10001 W. Lakeshore Dr.,	Brimley, MI 49715	L. John Lufkins	906-248-3241	906-248-3283			Y	
3	Central Michigan University	Warriner Hall 102	Mount Pleasant, MI 48859	Career Services	989-774-3076		bca@cmich.edu	www.cmich.edu	N	
4	Collective Talent	26150 Hersheyvale	Franklin, MI 48025	Michael Bille			bille@michaelsmedia.com	www.micahelsmedia.com	N	
5	Colorado Media School	404 South Upham St	Lakewood, CO 80226	Terry Cuff	303-937-7070		tcuff@beonair.com	www.beonair.com	Y	
6	Gray Television, Inc.	4370 Peachtree Road, NE	Atlanta, GA 30319	Dottie Boudreau	404-266-8333	404-261-9607	dottie@gray.tv	www.gray.tv	N	
7	Howard University	5258 Bryant St. NW	Washington DC 20059	Carol Dudley			cdudley@howard.edu	www.howard.edu	N	
8	Indeed.com	7501 N. Capital of Texas Highway, Building B	Austin, TX 78737	Online entry	800-462-5842			www.indeed.com	N	1
9	Ishpeming Salvation Army	222 East Division Street	Ishpeming, MI 49849	Liz Nevala	906-486-8121		elne33@yahoo.com		Y	
10	Ithaca College	335 Park School of Communications, 953 Danby Road	Ithaca, NY 14850	Eloise Green			eloise@ithaca.edu	www.ithaca.edu	N	
11	Keweenaw Bay Indian Community	16429 Beartown Road	Baraga, MI 49908	Hope Laramore	906-353-6623	906-353-8068	hope@kbic-nsn.gov	www.kbic-nsn.gov	Y	
12	Lake Superior Community Partnership	501 South Front Street	Marquette, MI 49855	Amy Clickner	906-226-6591		lscp@marquette.org	www.marquette.org	Y	
13	Lake Superior State University	650 W. Easterday Avenue	Sault Ste. Marie, MI 49783	Paul Fenlon	906-632-6841	906-635-7564			Y	
14	Media Line	PO Box 51909	Pacific Grove, CA 93950	Mark Shilstone			medialine@medialine.com	www.medialine.com	N	
15	Media Match	8112 1.2 West 3rd Street	Los Angeles, CA 90048	Tammy Romaniuk			info@media-match.com	www.media-match.com	N	
16	Michigan Association of Broadcasters	819 N. Washington Ave.	Lansing, MI 48909	Online entry				www.michmab.com	N	1
17	Northern Michigan University	1401 Presque Isle Ave.	Marquette, MI 49855	Career Services	906-227-2800		careers@nmu.edu	www.nmu.edu	Y	1
18	Pure Michigan Talent Connect	300 North Washington Square	Lansing, MI 48913	Online entry	888-522-0103			www.mitalent.org	Y	2
19	Specs Howard School of Broadcast Arts	23801 Industrial Park Dr.	Farmington Hills, MI 48334	Nancy Shiner	248-358-9000	248-746-9772	nshiner@specshoward.edu	www.specshoward.edu	N	
20	Specs Howard School of Media Arts	19900 West 9-Mile Road	Southfield, MI 48075	Kristin Burns			kburns@specshoward.edu	www.specshoward.edu	N	
21	Superior Rehabilitation Services	PO Box 367	Iron Mountain, MI 49801	Barb Karas	715-528-4238		barbkaras@gmail.com		Y	
22	Talent Dynamics	600 Las Colinas Blvd., Suite 100	Irving, TX 75039	Christina Hedding			hedding@talentdynamics.com	www.talentdynamics.com	N	
23	TVJobs.com	PO Box 4116	Oceanside, CA 92052	Mark Holloway			admin@tvjobs.com	www.tvjobs.com	N	2
24	US Army Wounded Warrior Program	200 Stovall St., Room 7N53	Alexandria, VA 22332	Vicki Mullen			Vicki.H.Mullen.Civ@mail.mil		N	
25	Walter Cronkite School of Journalism	555 N. Central Avenue, Suite 302	Phoenix, AZ 85004	Michael Wong			Mike.Wong@asu.edu		N	
26	WLUC-TV Bulletin Board/Employee Referral	177 US 41 East	Negaunee, MI 49866	Jane Ryan	906-475-7220	906-475-4824	Jane.Ryan@wluctv6.com	www.UpperMichigansSource.com	Y	14
27	WLUC-TV Website	177 US 41 East	Negaunee, MI 49866	Aaron Boehm	906-475-4141	906-475-5070	Aaron.Boehm@wluctv6.com	www.UpperMichigansSource.com	Y	8

TOTAL INTERVIEWEES OVER REPORTING PERIOD:

29

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	List every (including upper-level category) job opening in a Job Bank of organizations that include substantial participation by women or minorities.	WLUC's Master List of Recruitment Sources is used for all part-time and full-time job openings. WLUC's Master List includes numerous organizations that target minority job seekers. We also air a thirty-second ad each week asking anyone who would like to be added to our list to call or write us for inclusion.
2	Participate in Events Sponsored by Community Groups interested in Broadcast Employment Opportunities. (3)	<p>On 4-10-17, gave a station tour to 30 West Iron County High School students. Answered questions about careers in broadcasting and video production.</p> <p>On 5-12-17, our VP/General Manager and our morning anchor attended a Career Day at Northern Michigan University, where they spoke to a group of students about careers in sales, marketing, service, & broadcast media and journalism.</p>
3	Provide EEO Training to Management Level Personnel	On 3-23-17, our business manager attended an EEO webinar.