

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0120 (February 2003)	FOR FCC USE ONLY
<b>FCC 396-A</b>		FOR COMMISSION USE ONLY FILE NO.
<b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY MODEL PROGRAM REPORT</b>		-
Read INSTRUCTIONS Before Filling Out Form		

**Section 1**

SCANLAN TELEVISION, INC.		
Mailing Address 2025 US 41 NORTH		
City MARQUETTE	State or Country (if foreign address) MI	ZIP Code 49855 -
Telephone Number (include area code) 9062255700	E-Mail Address (if available)	
Facility ID Number 76001	Call Sign WBKP	
<input type="radio"/> Application for Construction Permit for New Station <input checked="" type="radio"/> Application for Assignment of License <input type="radio"/> Application for Transfer of Control <input type="radio"/> Amendment to pending application		
a. Service Type:	TV	
b. Community of License:	City: CALUMET State: MI	

**INSTRUCTIONS**

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to ensure equal employment opportunity. This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- ☐ Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- ☒ Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed	Name of Respondent CURTIS W. SMITH
Title PRESIDENT	Date 8/21/2003

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT  
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### I. GENERAL POLICY

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

### II. RESPONSIBILITY FOR IMPLEMENTATION

Name: CURTIS W. SMITH	Title: GENERAL MANAGER
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will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### III. POLICY DISSEMINATION

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- ☒ The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

[Exhibit 1]

### IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

[Exhibit 2]

### FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation

of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0120), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0120.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

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## Exhibits

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### Exhibit 2

Description: EXHIBIT 2

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### Attachment 2

Description
<u>Source List</u>

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## **Recruitment Sources WBUP/WBKP**

Big Bay De Noc Community College  
Jane Cjoollegnon Job Posting  
2001 North Lincoln Rd.  
Escanaba, MI 49829

906-786-5802 x 1192  
906-786-6555 (fax)  
800-221-2001  
[www.baycollege.edu](http://www.baycollege.edu)

Finlandia University  
609 Quincy Street  
Hancock, MI 49930

Judy Tambellini  
906-487-7361

MTU University Career Center  
Meese Center Room 107  
1400 Townsend Dr.  
Houghton, MI 49931

Sue Peterson  
906-487-2313  
[www.ucc.mtu.edu](http://www.ucc.mtu.edu)

NMU Job Search Center  
1401 Presque Isle Ave.  
Marquette, MI 49855

Kerry Mohr  
906-227-2803  
906-227-2807 (fax)

Michigan Association of Broadcasters

[www.michmab.com](http://www.michmab.com)

National Association of Broadcasters

[www.careerpage.com](http://www.careerpage.com)

TV Jobs.com

[www.tvjobs.com](http://www.tvjobs.com)

Michigan Works Job Bank

[www.michiganworks.org](http://www.michiganworks.org)

American Women in Radio and Television  
8405 Greensboro Dr. Ste. 800  
McLean, VA 22102  
703-506-3290  
703-506-3266 (fax)

[www.awrt.org](http://www.awrt.org)

The National Academy of Television Arts  
and Sciences – Michigan Chapter  
P.O. Box 251987  
West Bloomfield, MI 48325

[www.minatas.org](http://www.minatas.org)  
Michele De Souza  
248-592-0086  
888-430-EMMY  
248-582-0087 (fax)

Marquette Mining Journal newspaper (for jobs in the Marquette area)

Daily Mining Gazette newspaper (for jobs in the Houghton/Hancock/Calumet area)