EEO PUBLIC FILE REPORT
FOR

STATION WLNS-TV
LANSING, MI

This EEO Public File Report
Covers the period of
June 1, 2006 to May 31, 2007

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS-TV'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, 2006 to May 31, 2007, the station filled the following full-time vacancies:

Producer/Copywriter
Videographer
Account Executive
Reporter
Producer
Videographer
General Sales Manager
Reporter
Account Executive
Reporter
Videographer

The station interviewed a total of 53 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:

Recruitment Source	Total Number of Interviewees Referred
WLNS (Internal Posting)	10
WLNS (Website Posting)	15
National Press Photographers Association	0
Women in Communications	0
National Association of Broadcasters	0
Cristo Rey Employment & Training	0
Specs Howard School	0
Ingham County Women's Commission	0
Lansing Community College	0
Michigan Works Service Center	0
NAACP – Jackson	0
NAACP – Lansing	0
Medialine	0
Young Broadcasting Sister Stations	2
TVJobs.com	1

Michigan Association of Broadcasters	10
Other (Walk-In)	2
Other (Word of Mouth)	5
Other (Employee Referral)	8

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: Producer/Copywriter

Date Vacancy Opened: 06/16/06

Date Vacancy Filled: 07/14/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

Total Number of Persons Interviewed for the Vacancy: 9

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	Dawn R. Thompson	(517) 372-8282	5	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer/Copywriter

Date Vacancy Opened: 06/16/06

Date Vacancy Filled: 07/14/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

Total Number of Persons Interviewed for the Vacancy: 9

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer/Copywriter

Date Vacancy Opened: 06/16/06

Date Vacancy Filled: 07/14/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

Total Number of Persons Interviewed for the Vacancy: 9

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Walk-in)				1	No
Other (Employee Referral)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/19/06

Date Vacancy Filled: 08/07/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/19/06

Date Vacancy Filled: 08/07/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 07/19/06

Date Vacancy Filled: 08/07/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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

Date Vacancy Opened: 06/28/06

Date Vacancy Filled: 08/14/06

Recruitment Source That Referred the Hiree: MAB Job Bank

Total Number of Persons Interviewed for the Vacancy: 21

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	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	4	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 06/28/06

Date Vacancy Filled: 08/14/06

Recruitment Source That Referred the Hiree: MAB Job Bank

Total Number of Persons Interviewed for the Vacancy: 21

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?
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	5	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 06/28/06

Date Vacancy Filled: 08/14/06

Recruitment Source That Referred the Hiree: MAB Job Bank

Total Number of Persons Interviewed for the Vacancy: 21

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Walk-in)				1	No
Other (Employee Referral)				5	No
Other (Word of Mouth)				5	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 10/30/06

Date Vacancy Filled: 10/30/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcai@jacokes.com	0	No
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 10/30/06

Date Vacancy Filled: 10/30/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 10/30/06

Date Vacancy Filled: 10/30/06

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: Producer

Date Vacancy Opened: 08/28/06

Date Vacancy Filled: 11/13/06

Recruitment Source That Referred the Hiree: WLNS Website

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	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 08/28/06

Date Vacancy Filled: 11/13/06

Recruitment Source That Referred the Hiree: WLNS Website

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 08/28/06

Date Vacancy Filled: 11/13/06

Recruitment Source That Referred the Hiree: WLNS Website

Total Number of Persons Interviewed for the Vacancy: 3

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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?
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WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: Videographer

Date Vacancy Opened: 12/13/06

Date Vacancy Filled: 01/16/07

Recruitment Source That Referred the Hiree: WLNS Website

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?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 12/13/06

Date Vacancy Filled: 01/16/07

Recruitment Source That Referred the Hiree: WLNS Website

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 12/13/06

Date Vacancy Filled: 01/16/07

Recruitment Source That Referred the Hiree: WLNS Website

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: General Sales Manager

Date Vacancy Opened: 11/17/06

Date Vacancy Filled: 02/05/07

Recruitment Source That Referred the Hiree: Young Broadcastin Station WATE

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?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Sales Manager

Date Vacancy Opened: 11/17/06

Date Vacancy Filled: 02/05/07

Recruitment Source That Referred the Hiree: Young Broadcastin Station WATE

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	1	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Sales Manager

Date Vacancy Opened: 11/17/06

Date Vacancy Filled: 02/05/07

Recruitment Source That Referred the Hiree: Young Broadcastin Station WATE

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: Reporter

Date Vacancy Opened: 12/15/06

Date Vacancy Filled: 02/20/07

Recruitment Source That Referred the Hiree: WLNS Website

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	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 12/15/06

Date Vacancy Filled: 02/20/07

Recruitment Source That Referred the Hiree: WLNS Website

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 12/15/06

Date Vacancy Filled: 02/20/07

Recruitment Source That Referred the Hiree: WLNS Website

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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

Date Vacancy Opened: 03/09/07

Date Vacancy Filled: 04/16/07

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion (WHTV-WLNS)

Total Number of Persons Interviewed for the Vacancy: 8

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	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 03/09/07

Date Vacancy Filled: 04/16/07

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion (WHTV-WLNS)

Total Number of Persons Interviewed for the Vacancy: 8

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Date Vacancy Opened: 03/09/07

Date Vacancy Filled: 04/16/07

Recruitment Source That Referred the Hiree: WLNS Internal Posting*
*Internal Promotion (WHTV-WLNS)

Total Number of Persons Interviewed for the Vacancy: 8

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: Reporter

Date Vacancy Opened: 04/14/07

Date Vacancy Filled: 05/02/07

Recruitment Source That Referred the Hiree: Employee Referral

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	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 04/14/07

Date Vacancy Filled: 05/02/07

Recruitment Source That Referred the Hiree: Employee Referral

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 04/14/07

Date Vacancy Filled: 05/02/07

Recruitment Source That Referred the Hiree: Employee Referral

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(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: Videographer

Date Vacancy Opened: 04/16/07

Date Vacancy Filled: 05/09/07

Recruitment Source That Referred the Hiree: TVJobs.com

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	Dawn R. Thompson	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers Association	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	Billy Suratt	(888) 297-9806 email: Billy@apexmedia.org	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	1771 N. Street NW Washington, DC 20036	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
Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 04/16/07

Date Vacancy Filled: 05/09/07

Recruitment Source That Referred the Hiree: TVJobs.com

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?
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
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	1	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer

Date Vacancy Opened: 04/16/07

Date Vacancy Filled: 05/09/07

Recruitment Source That Referred the Hiree: TVJobs.com

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?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other				0	No

ATTACHMENT "B"
MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
#5 Internship Program	Summer Term News Interns	From May 2006 - August 2006 the News Department hosted seven (7) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term Production Interns	From May 2006 - August 2006 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Fall Term Production Interns	From August 2006 - December 2006 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#5 Internship Program	Fall Term News Interns	From September 2006 - December 2006 the News Department hosted six (6) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#1 Job Fair	Capital Area Michigan Works Job Fair - Lansing, MI	On September 26, 2006, WLNS participated in the Capital Area Michigan Works Job Fair in Lansing. The fair was hosted by a a jobs bank to help notify prospective employees about openings in the company. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#1 Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 3, 2006, WLNS participated in the MAB Career Fair in Mt. Pleasant, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#10 Events by Educational Institutions	Guest Speaker - Michigan State University	On October 12, 2006, the station General Manager spoke to students at Michigan State University's Business College for Native American Business Society. He spoke to students about the ins and outs of the broadcasting field as well as opportunities for prospective students.
#1 Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Lansing, MI	On October 28, 2006, WLNS participated in the MAB Career Fair in Lansing, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements. The WLNS employees attending the fair had substantial responsibility in making hiring decisions.
#4 Participation in Conventions/ Career Days	CMU Job Convention Mt. Pleasant, MI	On November 4, 2006, WLNS participated in the Central Michigan University/Alpha Epsilon Rho Job Convention in Mt. Pleasant, MI. At the convention Phil Hendrix spoke to students for 2 hours and passed out applications and received numerous resumes as well.
#4 Participation in Conventions/ Career Days	Meet the Media Day Michigan State University	On November 17, 2006, Phil Hendrix manned the WLNS table at the Meet the Media Day at Michigan State University. While at the event, Phil spoke to students for 3 hours and passed out applications and received numerous resumes as well.
#10 Events by Educational	Job Shadow	On December 8, 2006, WLNS hosted a student from Portland Middle School for Job Shadowing. The student observed newsroom operations

ATTACHMENT "B"
MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
Institutions		including sports and weather. He was here for 6 hours.

ATTACHMENT "B"
MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
#5 Internship Program	Spring Term News Interns	From January 2007 - May 2007 the News Department hosted six (6) interns. The interns work in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Summer Term Production Interns	From January 2007 - May 2007 the Production Department hosted four (4) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#16 Other Activities	Guest Speaker - Girl Scout Troop	On March 1, 2007, Lisa Byington spoke to a group of 15-20 Girl Scouts from Okemos about the ins and outs of being a woman in the broad-casting field. She spoke for about 10 minutes and answered questions for another 10 minutes.
#10 Events by Educational Institutions	Career Day Speaker	On March 7, 2007, Eugene Shanahan represented WLNS at the 7th grade Career Day at Waverly Middle School. He spoke to 4 different groups of students about employability skills. He provided a video tour of the facility and answered many questions.
#10 Events by Educational Institutions	Job Shadow(s)	On March 8, 2007, WLNS hosted four(4) students from Lansing's Otto Middle School for job shadowing. The students observed all of the functions in the news departments for three(3) hours and concluded with watching the noon news in the studio.
#3 Co-sponsor Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Lansing, MI	On March 23, 2007, WLNS participated in the MAB Career Fair in Lansing, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". As a co-sponsor of the event WLNS aired promotional advertisements.
#10 Events by Educational Institutions	Job Shadow	On March 29, 2007, WLNS hosted a student from Dewitt High School for a job shadowing experience with the production department. He all day and attended shoots and edit sessions with the production department.
#10 Events by Educational Institutions	Job Shadow	On March 29, 2007, WLNS hosted a student from Dewitt High School for a job shadowing experience with the production department. He all day and attended shoots and edit sessions with the production department.
#4 Participation in Conventions/ Career Days	Career Day Speaker	On May 15, 2007, Meteorologist Rob Dale represented WLNS at the Maple Valley High School Career Day. He spoke to about 200 students about meteorology and the TV career field. While there he also demonstrated the storm van and answered questions.
#10 Events by Educational Institutions	Career Day Speaker	On May 18, 2007, Ann Emmerich represented WLNS at the Okemos Cornell Elementary School 5th grade Career Day. She spoke to about 40 students about her job as an anchor and reporter at WLNS. She then answered questions posed by the group.
#16 Other Activities	Guest Speaker - 4th Grade Class	On May 23, 2007, Meteorologist Rob Dale spoke to a group of 40 students at Dansville Elementary School. While there he spoke about his job and then about weather in general. Once he was finished he then answered questions from the group.
#16 Other Activities	Guest Speaker - 5th Grade Class	On May 30, 2007, Meteorologist Rob Dale spoke to a group of 60 students at Herbison Woods Elementary. While there he spoke about his job, the storm van and then about weather in general. Once he was

ATTACHMENT "B"
MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
		finished he then answered questions from the group.

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.