EEO PUBLIC FILE REPORT
FOR

STATION WLNS
LANSING, MI

This EEO Public File Report
Covers the period of
May 23, 2009 to May 31, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of May 23, 2009 to May 31, 2010, the station filled the following full-time vacancies:

Video Journalist
Morning Anchor/Reporter
Sales Assistant
News Director
Videographer (2 positions)
Sales Assistant
Assistant News Director
Producer
Creative Services Production Coordinator
Director

The station interviewed a total of 43 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)	6
WLNS (Website Posting)	5
Collective Talent	0
Cristo Rey Employment & Training	0
Ingham County Women's Commission	0
Lansing Community College	0
Medialine	1
Michigan Association of Broadcasters	8
NAACP – Jackson County Branch	0
NAACP – Lansing Chapter	0
National Academy of Television Arts & Sciences	0
National Association of Broadcasters	0
South Central Michigan Works	1
Specs Howard School	0
TVJobs	4
Women in Communications	0
Young Broadcasting Sister Stations	0

Other (Call-In/Walk-In)	7
Other (Former Employee)	5
Other (Employee Referral)	5
Other (HOM-TV Station Referral)	1

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: Video Journalist

Date Vacancy Opened: 04/20/09

Date Vacancy Filled: 06/10/09

Recruitment Source That Referred the Hiree: TVJOBS

Total Number of Persons Interviewed for the Vacancy: 7

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	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	www.nab.org	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Video Journalist

Date Vacancy Opened: 04/20/09

Date Vacancy Filled: 06/10/09

Recruitment Source That Referred the Hiree: TVJOBS

Total Number of Persons Interviewed for the Vacancy: 7

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?
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	1	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	3	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Video Journalist

Date Vacancy Opened: 04/20/09

Date Vacancy Filled: 06/10/09

Recruitment Source That Referred the Hiree: TVJOBS

Total Number of Persons Interviewed for the Vacancy: 7

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Date Vacancy Opened: 04/09/09

Date Vacancy Filled: 07/06/09

Recruitment Source That Referred the Hiree: TVJOBS

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	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	www.nab.org	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	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Date Vacancy Opened: 04/09/09

Date Vacancy Filled: 07/06/09

Recruitment Source That Referred the Hiree: TVJOBS

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?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning Anchor/Reporter

Date Vacancy Opened: 04/09/09

Date Vacancy Filled: 07/06/09

Recruitment Source That Referred the Hiree: TVJOBS

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Collective Talent	1721 Richardson Place Tampa, FL 33606	Michael Bille	(813) 254-9695 Post @ collectivetalent.com	0	No
Other (Employee Referral)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 06/08/09

Date Vacancy Filled: 07/15/09

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	1	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 06/08/09

Date Vacancy Filled: 07/15/09

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?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 06/08/09

Date Vacancy Filled: 07/15/09

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Call-in/Walk-in)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director

Date Vacancy Opened: 06/29/09

Date Vacancy Filled: 09/23/09

Recruitment Source That Referred the Hiree: Internal Posting

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	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	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	www.nab.org	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director

Date Vacancy Opened: 06/29/09

Date Vacancy Filled: 09/23/09

Recruitment Source That Referred the Hiree: Internal Posting

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?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director

Date Vacancy Opened: 06/29/09

Date Vacancy Filled: 09/23/09

Recruitment Source That Referred the Hiree: Internal Posting

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former Employee)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer (2 positions)

Date Vacancy Opened: 08/12/09

Date Vacancy Filled: 10/05/09 and 10/05/09

Recruitment Source That Referred the Hiree: Walk-in and Station Referral

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	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	www.nab.org	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	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer (2 positions)

Date Vacancy Opened: 08/12/09

Date Vacancy Filled: 10/05/09 and 10/05/09

Recruitment Source That Referred the Hiree: Walk-in and Station Referral

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?
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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer (2 positions)

Date Vacancy Opened: 08/12/09

Date Vacancy Filled: 10/05/09 and 10/05/09

Recruitment Source That Referred the Hiree: Walk-in and Station Referral

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (HOM-TV Station Referral)				1	No
Other (Call-in/Walk-in)				2	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 11/10/09

Date Vacancy Filled: 01/04/10

Recruitment Source That Referred the Hiree: Employee Referral

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	Cindy Ward	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	0	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 11/10/09

Date Vacancy Filled: 01/04/10

Recruitment Source That Referred the Hiree: Employee Referral

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?
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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 11/10/09

Date Vacancy Filled: 01/04/10

Recruitment Source That Referred the Hiree: Employee Referral

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Employee Referral)				1	No
Other (Call-in/Walk-in)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Date Vacancy Opened: 09/15/09

Date Vacancy Filled: 01/11/10

Recruitment Source That Referred the Hiree: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 5

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	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	www.nab.org	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Date Vacancy Opened: 09/15/09

Date Vacancy Filled: 01/11/10

Recruitment Source That Referred the Hiree: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 5

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?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Date Vacancy Opened: 09/15/09

Date Vacancy Filled: 01/11/10

Recruitment Source That Referred the Hiree: Employee Referral

Total Number of Persons Interviewed for the Vacancy: 5

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former Employee)				1	No
Other (Employee Referral)				2	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 11/23/09

Date Vacancy Filled: 01/25/10

Recruitment Source That Referred the Hiree: Walk-in

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	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	www.nab.org	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	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 11/23/09

Date Vacancy Filled: 01/25/10

Recruitment Source That Referred the Hiree: Walk-in

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?
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	1	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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 11/23/09

Date Vacancy Filled: 01/25/10

Recruitment Source That Referred the Hiree: Walk-in

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former Employee)				1	No
Other (Call-in/Walk-in)				1	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Creative Services Production Coordinator

Date Vacancy Opened: 03/24/10

Date Vacancy Filled: 04/19/10

Recruitment Source That Referred the Hiree: WLNS Website

Total Number of Persons Interviewed for the Vacancy: 6

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	Cindy Ward	(517) 372-8282	0	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	1	No
Women in Communications	P.O. Box 1288 Royal Oak, MI 48068	Marcia Danner	(248)737-5325 email: marcia@jacokes.com	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Creative Services Production Coordinator

Date Vacancy Opened: 03/24/10

Date Vacancy Filled: 04/19/10

Recruitment Source That Referred the Hiree: WLNS Website

Total Number of Persons Interviewed for the Vacancy: 6

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?
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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	0	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Creative Services Production Coordinator

Date Vacancy Opened: 03/24/10

Date Vacancy Filled: 04/19/10

Recruitment Source That Referred the Hiree: WLNS Website

Total Number of Persons Interviewed for the Vacancy: 6

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?
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Heather Tanny	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Christa Kerman	(518) 436-4822 Post via Fax (518) 462-6065	0	No
Other (Former Emplyee Referral)				2	No
Other (Employee Referral)				1	No
Other (Call-in/Walk-in)				2	No

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Director

Date Vacancy Opened: 04/15/10

Date Vacancy Filled: 05/30/10

Recruitment Source That Referred the Hiree: Internal Posting

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	Cindy Ward	(517) 372-8282	4	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Cindy Ward	(517) 372-8282	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	www.nab.org	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
South Central Michigan Works Service Center	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
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

ATTACHMENT "A"
FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Director

Date Vacancy Opened: 04/15/10

Date Vacancy Filled: 05/30/10

Recruitment Source That Referred the Hiree: Internal Posting

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?
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	Lisa Blankers	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Nanette Lavergne	(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	Katie Kester	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Lewis Snyder	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Melissa Feldman	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Sandra Osborne	(615) 369-7222 Post via Fax (615) 244-2117	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
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Mt. Pleasant, MI	On October 6, 2009, 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". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Southfield, MI	On October 15, 2009, WLNS participated in the MAB Career Fair in Southfield, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#1 Participate in Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Kalamazoo, MI	On October 20, 2009, WLNS participated in the MAB Career Fair in Kalamazoo, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals". WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the fair had substantial responsibility in making hiring decisions.
#4 Broadcast Events	Michigan Association of Broadcasters (MAB) Conference	On March 3, 2010, WLNS sent a participant to the Great Lakes Broadcasting Conference to be a Panelist on the Marketing You! Session. During this session, approximately 35-40 people attended and learned about the value of an intership and various topics on the hiring process.
#5 Internship Program	Summer Term Production Interns	From June 2009 - August 2009 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and live on-air news production.
#5 Internship Program	Summer Term News Interns	From June 2009 - August 2009 the News Department hosted one (1) intern. The intern worked in a variety of areas within the News Department including: reporting, editing, research, and shooting video for Sports.
#5 Internship Program	Fall Term Production Interns	From September 2009 - December 2009 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and the live on-air news production.
#5 Internship Program	Fall Term News Interns	From September 2009 - November 2009 the News Department hosted one (1) intern. The intern worked in a variety of areas within the News Department including: reporting, editing, research, and shooting video for Sports.
#5 Internship Program	Winter Term Production Interns	From January 2010 - May 2010 the Production Department hosted four (4) interns. The interns participated in activities involving commercial production, live remote production, station promotion production, and the live on-air news production.
#10 Events by Educational Institutions	Guest Speaker - Michigan State Univeristy	On September 23, 2009, Sheri Jones spoke to students in a broadcast journalism class at Michigan State University. She spoke to a group of about 20 students about being in front of a camera and about the chroma key.

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
#10 Events by Educational Institutions	Job Shadow	On October 23, 2010, WLNS hosted a student from Potterville High School for Job Shadowing. The student observed the operations of a sports department including shooting and editing. He was here for 3 hours.
#10 Events by Educational Institutions	Job Shadow	On October 30, 2009, WLNS hosted a job shadow who is contemplating a career change. The shadow observed the operations of the sports department including shooting and editing as well as the live broadcast. She was here for 6 hours.
#10 Events by Educational Institutions	Job Shadow	On February 26, 2010, WLNS hosted a student from Lansing Catholic High School for Job Shadowing. The student observed the operations of an anchor preparation and editing for a live newcast. She also, observed the production of the live newscast. She was here for 4 hours.
#10 Events by Educational Institutions	Station Tour Grand Ledge High School	On April 15, 2010, WLNS hosted a group of about 20 journalism students from Grand Ledge High School for a tour and a sit-in on our noon newscast. Once the newscast was complete, the anchors stayed around to answer questions for the group.
#10 Events by Educational Institutions	Job Shadow	On April 30, 2010, WLNS hosted two (2) students from Michigan State University for Job Shadowing. The student received a tour of the facility, asked questions about job duties and career tracking before sitting in on live newcast and commercial production editing sessions.
#14 Management Training	Michigan Association of Broadcasters (MAB) Seminar - EEO Training	On May 11, 2010, WLNS had two (2) station managers attend an EEO seminar offered through the Michigan Association of Broadcasters. The seminar covered the rules and regulations of maintaining an EEO program and the reporting requirements of the FCC.

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.