

**WLAJ(TV)**  
**Equal Employment Opportunity Public File Report**  
**June 1, 2007- May 31, 2008**

**I. POSITIONS FILLED DURING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position</b> <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	<b>Source Referring Hiree</b>
Assistant Chief Engineer	1,2,3,4,5,8,10,11,16,17,18	18
General Sales & Station Manager	2,3,4,5,8,10,11,13,16,17	17
Account Executive (3)	2,3,4,5,7,8,9,10,11,13,16,17	13
News Anchor (2)	2,3,4,5,8,10,11,13,16,17	13 & 3
News Producer	2,3,4,5,8,10,11,13,16,17	3
Total positions filled		
Full time 8		
Part time		
TOTAL filled 8		
Total number interviewed for all positions		110

**WLAJ(TV)**  
**Equal Employment Opportunity Public File Report**  
**June 1, 2007- May 31, 2008**

**II. RECRUITMENT SOURCE LIST**

**[Add address, telephone and names of contacts]**

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, MI 48906 517-484-7444 <a href="http://www.mimab.com">www.mimab.com</a>	N	
2	Central Michigan University Attn: Dr. Orlik 340 Moore Hall Mt. Pleasant, MI 48859	N	
3	Tvjobs.com P.O. Box 4116 Oceanside, CA 92052 800-374-0119	N	9
4	Lansing Community College PO Box 40010 Lansing, MI	N	
5	Media Line <a href="http://www.medialine.com">www.medialine.com</a> Box 51909, Pacific Grove, CA 93950 Attn: Mark Shilstone 408-6485200	N	
6	DB & Associates	N	1
7	Spots-N-Dots 167 Oakdale Rd, Johnson City, NY 13790 Dai Korba 888-884-2630 <a href="mailto:selltv@aol.com">selltv@aol.com</a>	N	
8	WWMT.com WWMT Freedom Broadcasting of Mi., Inc 590 W. Maple St., Kalamazoo, MI 49008 269 388-3333	N	
9	Lansing State Journal 120 E. Lenawee St Lansing, MI 48919 (517 517-377-1174 Classified Ad. Dept./ also Career Builders is their web site along with MTB (which is Michigan Talent Bank)	N	10 LSJ 9 Career Bldrs

<b>10</b>	Michigan Indian Employment Angeline Francisco 724 W. Centre St., Portage, MI 49002 269-323-0234	N	
<b>11</b>	Internal Posting @ WLAJ 5811 S. Pennsylvania Lansing, MI 517-394-5300	N	1
<b>12</b>	No idea where they heard or read about Position	N	3
<b>13</b>	Word of Mouth Referral / write ins/faxes Walk-ins/Call-ins / Agent referrals	N	29
<b>14</b>	<a href="mailto:Mdesign04@yahoo.com">Mdesign04@yahoo.com</a> Job Bank-MI chapter-NATAS P.O.Box 251987 W. Bloomfield, MI 48325 248-5920086 Michelle Desouza	N	
<b>15</b>	WLAJ Internship Program & WWMT Internship program	N	1 wlaj 1 wwmt
<b>16</b>	<a href="http://www.wlaj.com">www.wlaj.com</a> WLAJ's Web Site 5815 S. Pennsylvania Lansing, MI 48911 517 394-5300	N	5
<b>17</b>	Freedom Opportunities Freedom Communications, Inc. 17666 Fitch, Irvine, CA 949-253-2323 Sarah Fletcher <b>Also Monster.com</b>	N	38  1
<b>18</b>	TV Technology	N	2
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>110</b>

**WLAJ(TV)**  
**Equal Employment Opportunity Public File Report**  
**June 1, 2007 - May 31, 2008**

**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b> <i>(e.g. internship, job fair, etc.)</i>	<b>Brief Description of Activity</b> <i>(Include date, description of event, nature of SEU's participation in event, and title of station personnel involved)</i>
<b>1</b>	<b>INTERNSHIP</b>	We participate with interns from Michigan State University, Western Michigan University & Central Michigan University, four interns in the news room under the direction of Hondo Carpenter, We had 19 in our Traffic department under the supervision of Susan Angel, our Local Sales Manager. We had one working under Shanna Machosek-Kuieck in our National Sales Office We had two high school interns from Holt High School, one worked in traffic and one in News.
<b>2</b>	<b>JOB FAIR</b>	WWMT Channel 3, did participate in a Job Fair held at Kalamazoo Valley Community College on Wednesday, March 2, 2008, it was their 2008 Employment Expo headed by Lois Brinson. Margie Candela, Human Resource Coordinator, attended this expo as representatives of WLAJ. Positions presented were in Sales, Promotion, Production and News.
<b>3</b>	<b>JOB FAIR</b>	April 24, 2008 the University of Phoenix hosted their first job fair to help prospects in the West Michigan market to come together with area companies. This was held at their Portage,MI campus. Margie Candela, Human Resource Coordinator for WLAJ attended this event and spoke with students and area residents searching for positions in the areas of news, sales, production