

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
WLUK Web Site Fox11online.com	Mike Berrend	WLUK-TV 787 Lombardi Avenue Green Bay, WI 54304 (920) 490-1451	26	N	All
LIN.com	Lisa Sousa	LIN Television 4 Richmond Suite 200 Providence, RI 02906 (410) 457-9431	1	N	All
www.tvjobs.com	Mark Holloway	Broadcast Employment Services admin@tvjobs.com	2	N	All
WLUK Employee Referral	All WLUK Employees	WLUK-TV 787 Lombardi Ave Green Bay, WI 54304	2	N	All
WLUK-TV In House Posting	Jeanne Lynch	WLUK-TV 787 Lombardi Avenue Green Bay, WI 54304	12	N	All
National Association of Broadcasters	Karen – Human Resources	1771 N. St., NW Washington, DC 20036 (202) – 429-5359	0	N	All
Wisconsin Broadcasters Association	Michelle Vetterkind & Linda Baun	44 E. Mifflin Street Madison, WI 53703	2	N	All
Green Bay Press Gazette	Kelly/Megan – Classified	435 E. Walnut Street Green Bay, WI 54301 (920) 435-8361	0	N	1
Broadcast Compliance Services *****	Judy Feigeson	(310) 649-1671	6	N	All
WLUK-TV On-Air Job Advertisement	Karen Blazejewski	WLUK-TV 787 Lombardi Avenue Green Bay, WI 54304	6	N	ALL
University of Wisconsin Green Bay Career Services	Karla Miller	2420 Nicolet Drive Student Services – 1600 Green Bay, WI 54311 (920) 465-2163	0	Y	ALL
University of Wisconsin Oshkosh Career Services	Jaime Stadler	Depmsey Hall, Room 230 800 Algoma Blvd Oshkosh, WI 54901 (920) 424-2181	1	Y	ALL
Spots 'N Dots	Joe Marcoe	600 West Peachtree St NW, #350 Atlanta, GA 30308 (888) 884-2630	1	N	1

***** For a complete list of recruitment sources contacted through BCS, please see appendix A.

Station WLUK is an Equal Opportunity Employer.

6) Total # of Interviewees Referred: For the period from July 23, 2009 to July 22, 2010 this Employment Unit interviewed 59 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives

(a) Initiative: Internship Program

WLUK-TV provided internships for 7 students in our news offices. The news department hosted students from UW-Oshkosh, UW-Green Bay, UW-Madison, Saint Mary's College, Penn State, Texas A&M along with UW-Milwaukee. These interns worked in our news and weather departments from May 2009 through August 2009. Interns are selected by the heads of each of WLUK-TV's departments from resumes submitted by students interested in the program. Each of the interns receives academic credit for his or her participation in the program.

(b) Initiative: WBA Foundation Scholarship Program

WLUK-TV completed all requirements for a full initiative credit within Wisconsin Broadcasters Association non-job vacancy specific menu option. WBA of Madison, WI, awards this credit to broadcasters for completing 5 specific items within a two-year period. WLUK-TV completed all five requirements for the period of July 2009 – July 2010.

Requirements completed included the following: (1) WLUK's donation of \$300 to WBA Foundation Scholarships, (2) WLUK's promotion of the scholarship availability to staff, (3) WLUK's provision of application forms for scholarship, (4) WLUK answered questions regarding WBA programs to interested students, and (5) WLUK evaluated candidates presented by the WBA for scholarship awards.

(c) Initiative: WBA Seminar - Training To Management Level Position

WLUK-TV participated in the Wisconsin Broadcasters Association Seminar entitled "Legal Issues in Hiring: Effective Strategies To Promote EEO & Prevent Unlawful Discrimination". WLUK News Director participated in the job/career fair at the Madison conference on January 27, 2010. This program provided education on how to ensure Equal Employment Opportunity and prevent unlawful discrimination.

(d) Initiative: WBA Seminar - Training To Management Level Position

WLUK-TV participated in the Wisconsin Broadcasters Association Seminar entitled "Discrimination Law for Broadcasters: Legal Issues & Effective Strategies to Prevent Unlawful Discrimination". WLUK Assignment Manager participated in the job/career fair at the Wisconsin Dells conference on June 23, 2010. This program provided education on how to ensure Equal Employment Opportunity and prevent unlawful discrimination.

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(e) Initiative: Program relating to Career Opportunities – Tours & Speaking Engagements

The Director of Community Relations at WLUK-TV conducted 4 tours of the TV Station. The audience/groups consisted of high school students, home school students and scout groups. During a tour of the TV station, the meteorologist on duty explains the technical operation of presenting weather to viewers as well as the science of meteorology. Questions about careers and specific questions about news, production, engineering and sales are answered by staff members at WLUK.

(f) Initiative: Participate in Job/Career Fair

WLUK-TV participated in the Job/Career Fair as part of Wisconsin Broadcaster's Association Winter Conference on Wednesday, January 27, 2010, from 9:00 am – 11:00 am at the Monona Terrace Convention Center in Madison, WI. WLUK News Director, who has substantial responsibilities in hiring decision, spoke with job seekers in attendance about television career opportunities in news, production, engineering, promotion, sales and marketing. WBA's Assistance Action Plan for EEO Compliance provided credit to WLUK for participation in the job fair.

(g) Initiative: Participate in Job/Career Fair

WLUK-TV participated in the Job/Career Fair as part of Wisconsin Broadcaster's Association Summer Conference on Wednesday, June 23, 2010, from 2:00 pm – 4:00 pm at the Chula Vista Resort, Wisconsin Dells, WI. WLUK Assignment Manager, who has significant responsibilities in hiring input, spoke with job seekers in attendance about television career opportunities in news, production, engineering, promotion, sales and marketing. WBA's Assistance Action Plan for EEO Compliance provided credit to WLUK for participation in the job fair

(h) Initiative: Management Level EEO Training

On May 5, 2010, LIN Television Corporation provided a training session regarding EEO standards and practices. Terry Bies, Business Administrator, for WLUK-TV, participated in this training session in order to better understand the processes involved in EEO reporting.