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## Annual EEO Public File Report Form

WSMH-Flint

### Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WSMH-Flint and is required to be placed in the public inspection files of this station, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2010 to and including May 31, 2011 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the prospective candidate for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source was utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the perspective candidate accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2010 to May 31, 2011

Station(s) Comprising Station Employment Unit: WSMH-Flint

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Prospective Candidate	Total Number of Interviewees from All sources for This Position
1	Promotions Coordinator	Internal Applicant	3
2	Master Control Operator	Specs Howard School of Bcasting	1
3	Master Control Operator	Employee referral	4
4	Traffic Coordinator	Careerbuilder.com	3
5	Traffic Coordinator	Careerbuilder.com	2
6	Account Executive	Internal Applicant	1
7	Promotions Manager	Internal Applicant	1
8	Promotions Coordinator	Michigan Association of B'caster	6
9	Account Executive	Employee Referral	14
10	Master Control Operator	Internal Applicant	3
11	Sales Manager	Referral	4
12	General Manager	Internal applicant	1
13			
14			
15			

Total Number of Persons Interviewed during Applicable Period: 43

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit: WSMH-Flint

Section 2: Recruitment Source Information

Recruitment Source - Name, Address, Phone, Contact Person	Total Number Of Interviewees This Source Has Provided During This Period	Full-time Positions For Which This Source Was Utilized
Abigayle Ministry 12313 – 19 Mile Road Sterling Heights, MI 48313 586-323-1411 Gloria Gross	0 ↓	Sales Manager
Academy of The Sacred Heart 1250 Kensington Bloomfield Hills, MI 48301 248-646-8900 Tina Cooper	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive MCO Sales Manager
Action Management Corp 815 S Grand Traverse Flint, MI 313-234-2828 Tom Smela	0 ↓	Sales Manager
American Education Systems- Continuing Education (ALTER) James T Cresswell 7711 Auburn Road Utica MI 48317 586-726-6339	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

<p>Arab American and Chaldean Council  20300 Civic Center DR  Suite #318  Southfield, MI 48076  248-354-8460  William</p>	<p>0 ↓</p>	<p>Sales Manager</p>
<p>Arab American and Chaldean Council (ACC)  28551 Southfield Road  Lathrup Village, MI 48076  248-559-1990  Kim Salem</p>	<p>0 ↓</p>	<p>Sales Manager</p>
<p>Arab American Heritage Council  515 Stevens St  Flint, MI 48502  810-235-2722  Alex Isaac</p>	<p>0 ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>
<p>ARC, Genesee County  G-5069 Van Slyke Rd  Flint, MI 48507  810-238-3671  Joanna White</p>	<p>0 ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>
<p>Art Institute of Fort Lauderdale,  The  1766 SE  17<sup>th</sup> Street  Fort Lauderdale, FL 33316  654-308-2611  LuWin Sanchez</p>	<p>0 ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>

Asian American Journalists  
Association  
1182 Market Street  
San Francisco, CA 94102  
415-346-2051

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Association for Women in  
Communications of Detroit  
RoseAnn Nicolai  
PO Box 1288  
1659 Dennett Lane  
Rochester Hills, MI 48307  
248-652-1460

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Audio Engineering Society -  
Detroit  
Allen Treveni  
Wixom, MI 48393  
248-305-5535

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Baker College, Auburn Hills  
Jeffery Love  
1500 University Drive  
Auburn Hills, MI 48326  
248-340-0600

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Baker College,  
Janie Stewart  
1050 West Bristol Road  
Flint, MI 48507  
810-766-4201

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Baker College  
Niki Somerlott  
1050 West Bristol Road  
Flint, MI 48507  
810-766-4211

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator

		Account Executive Master Control Operator Sales Manager
	0	Promotions Coordinator
Baker College	1	Master Control Operator
Career Services	0	Master Control Operator
Lisa Lynch	0	Traffic Copy Coordinator
1020 South Washington Street	0	Traffic Copy Coordinator
Owosso, MI 48867	0	Promotions Coordinator
989-729-3322	0	Account Executive
	0	Master Control Operator
	0	Sales Manager
Baker College, Owosso	0	Promotions Coordinator
Niki Perkins	↓	Master Control Operator
1020 South Washington Street		Master Control Operator
Owosso, MI 48867		Traffic Copy Coordinator
989-729-3350		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
Bay City Chamber of Commerce	0	Sales Manager
Commerce 1 Building	↓	
910 Saginaw St		
Bay City, MI 48708		
989-895-4567		
Bowie State University-	0	Promotions Coordinator
Communications	↓	Master Control Operator
Dr. Richard Mbayo		Master Control Operator
14000 Jericho Park Road		Traffic Copy Coordinator
Bowie, MD 20715		Traffic Copy Coordinator
301-860-3700		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
	1	Promotions Coordinator
Careerbuilder.com	0	Master Control Operator
1750 Tyson Blvd 4th Floor	0	Master Control Operator
McLean, VA 22102	1	Traffic Copy Coordinator
703-637-7912	1	Traffic Copy Coordinator
Brian Maggio	0	Promotions Coordinator
	6	Account Executive
	0	Master Control Operator
	0	Sales Manager

Job Fair - SVSU	0 0 0 0 0 1 0 0	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Catholic Social Services 10291 Grand River Road # D Brighton, MI 48116 810-227-7699	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Chinese Association of Greater Detroit Da-zong Wang CAGD PO Box 1343 Troy, MI 48099 313-845-3101	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Concerned Pastors for Social Action Pastor Marvin Jennings 3502 Lapeer Road Flint, MI 48503 810-743-3900	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Cousino Senior High School Ms Didato, Jenny Stanczyk 30333 Hoover Road Warren, MI 18093 810-445-7422	0	Sales Manager
Delta College Diana Gutierrez 1967 Delta Road University Center, MI 48710 989-686-9077	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

Delta College Career Planning and Placement Mary Keyser or Lorna Allen 1967 Delta Road University Center, MI 48710 989-686-9077	0 ↓	Sales Manager
Davenport University ,Saginaw Scott Miller 5300 Bay Road Saginaw, MI 48604 989-799-7800	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Davenport University, Caro Campus Lisa Merz 1231 Cleaver Road (M-24) Caro, MI 48723 989-673-5857	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Davenport University, Flint Campus Paul Hebert 4318 Miller Road Suite A Flint MI 48507 810-732-9977	0 0 0 0 0 1 0 0 0	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Davenport University, Midland John Jones 3555 East Patrick Road Midland, MI 48642 989-835-5588	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Davenport University, Oxford Kathy Weber 1366 South Lapeer Road Oxford, MI 48371	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator

248-628-7070

Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Davenport University, Romeo  
Stacy Taylor  
71180 Van Dyke Road  
Romeo, MI 48065  
586-752-5229

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Department of Social Services  
Randy Barst  
411 East Genesee  
PO Box 5070  
Saginaw, MI 48605  
989-758-1500

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Department of Social Services  
Susan Fulton  
2300 East Grand River  
Suite 1  
Howell, MI 48843  
517-548-0200

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Detroit Area Film & Television  
PO Box 1443  
Royal Oak, MI 18068  
248-547-0847

0  
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Sales Manager

Dorsey Business School  
Elayne  
30821 Barrington  
Madison Heights, MI 48071  
248-585-4150

0  
↓

Sales Manager

Drake Beam Morin, Incorporated  
Charles Kalmbach  
101 West Big Beaver Road  
Suite 1245  
Troy, MI 48084  
248-524-2416

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

East Lansing High School Paula Steele 509 Burcham Dr East Lansing, MI 48823 517-333-7539	0 ↓	Sales Manager
Economic Development Corp Jim Mc Locksy 157 North State Road Caro, MI 48723 989-673-2849	0 ↓	Sales Manager
FAMILY INDEPENDENCE AGENCY-OAKLAND MARGARET WARNER 2100 N. WOODWARD STONERIDGE E.,STE 200 BLOOMFIELD HILLS, MI 48304 248-975-4829	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Flint Jewish Federation Gary Alter 619 Wallenberg Street Flint, MI 48502 (810) 767-5922	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
The Flint Journal 200 East First Street Flint, MI 48502 810-766-6100	1	Account Executive
Genesee Area Skill Center Chuck Chronicle 5081 Torrey Rd. Flint, MI 48507 810-760-1444	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
GOODWILL INDUSTRIES RENEE McMANN 501 S AVERILL AVE	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator

FLINT, MI 48506  
810-762-9960x

Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Goodwill Industries of Mid-  
Michigan, Inc.  
Lakeysa Adams  
501 S. Averill Ave.  
Flint, MI 48507  
810-762-9960

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Hispanic Link News Service,  
Incorporated  
Carlos Erickson-Mendoza  
1420 N Street, NW  
Suite 101  
Washington, DC 20005  
202-234-0280

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Hispanic Service Center  
Norma Young  
150 South Elmont Avenue  
Suite C  
Imlay City, MI 48444  
(810) 724-3665

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Human Investment And  
Development Corporation  
Harold Drayton  
711 N. Saginaw St.  
Suite 225  
Flint, MI 48503  
810-235-6011

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

In-deed.com

1  
1  
1

Promotions Coordinator  
Traffic Copy Coordinator  
Account Executive

Internal Applicant  
In-House Posting  
WSMH – Fox 66  
G-3463 West Pierson Road

1  
0  
0  
0

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator

Flint, MI 48504	0	Traffic Copy Coordinator
810-785-8866	0	Promotions Coordinator
Gary Pringle	1	Account Executive
	1	Master Control Operator
	2	Sales Manager
	1	General Manager
	1	Promotions Manager
Jewish Family and Children's Services	0	Promotions Coordinator
Yuliya Gaydayenko	↓	Master Control Operator
619 Wallenberg		Master Control Operator
Flint, MI 48502		Traffic Copy Coordinator
810 767-5922		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
Jewish Vocational Services	0	Sales Manager
Teresa Schwartz	↓	
29699 Southfield Road		
Southfield, MI 48076		
248-559-5000		
Job Corps Center-Flint/Genesee	0	Promotions Coordinator
Mark Effinger	↓	Master Control Operator
2400 N. Saginaw		Master Control Operator
Flint, MI 48502		Traffic Copy Coordinator
810-232-9102		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
Junior League of Birmingham	0	Promotions Coordinator
Pat Swistak	↓	Master Control Operator
460 North Old Woodward		Master Control Operator
Birmingham, MI 48009		Traffic Copy Coordinator
248-203-9841		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
KETTERING UNIVERSITY	0	Promotions Coordinator
CAREER SERVICES	↓	Master Control Operator
1700 W THIRD AVE		Master Control Operator
FLINT, MI 48504		Traffic Copy Coordinator
810-762-9500x		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager

Kettering University - Cooperative Education and Career Services Tammy Loud 1700 W Third Avenue Flint, MI 48504 810) 762-9648x2	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Kinetic Post, Inc. Media Communication Gary Shifflet 2 Corp Drive Suite 200 Southfield, MI 48076 248-799-0099	0 ↓	Sales Manager
LAPEER COUNTY SOCIAL SVC THOMAS DILLON 1505 SUNCREST DR P.O. BOX 400 LAPEER, MI 48446 810-667-0801x	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
LDS Employment Svc Bret 37634 Enterprise Ct. Farmington Hills, MI 48331 248-553-0902	0	Sales Manager
Livingston County Job Training Services Patty Sudbay 1255 East Grand River Howell, MI 48843 517-552-2106	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Maximus, Inc Job Placement 2651 M Coolidge Rd Suite 210 East Lansing, MI 48823 517-324-9901	0 ↓	Sales Manager
Michigan Association of Broadcasters Denise Weston 819 North Washington Avenue Lansing, MI 48906 800-968-7622	0 0 0 0 0 3	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator

	0	Account Executive
	0	Master Control Operator
	0	Sales Manager
Michigan Business and Professional Assoc. Edward Deeb 27700 Hoover Road Suite 100 Warren, MI 48093 586-393-8800	0	Sales Manager
Michigan Coalition Against Domestic and Sexual Violence Mary Keefe 3893 Okemos Road Suite B-2 Okemos, MI 48864 517-347-7000	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Department of Labor Dan Blaha 711 N. Saginaw Flint, MI 48503 810-235-8903	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Department of Civil Rights Bobby Curtis State of MI Office Bldg, 125 E Union Street 7th Floor Flint, MI 48502 810-760-2805	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Disability Rights Coalition Norm DeLisle 740 West Lake Lansing, Rd Ste. #400	0	Sales Manager
Michigan State – Family Ind Agy Judith Williams 29600 S Civic Center Blvd Warren, MI 48093 586-573-2300	0	Sales Manager

Michigan State University College of Communications Lori Dickerson 287 Comm Arts Building East Lansing, MI 48824 517-355-3410	0	Sales Manager
Michigan Works-Great Lakes Bay Ed Oberski 1600 North Michigan Room 400 Saginaw, MI 48602 989-754-1144	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Job Link Career Center-Oakland County Roland Hill 1839 North Perry Pontiac, MI 48340 248-276-9470	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Kalamazoo Cindy Sullivan 1601 South Burdick Kalamazoo, MI 49001 269-383-2353	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works – Novi Service Center Bernadine Benett 31186 Beck Road Novi, MI 48377 248-926-1820	0	Sales Manager
Michigan Works-Livingston County-Howell William Sleight 1240 Packard Drive Howell, MI 48843 517-546-7450	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive

		Master Control Operator Sales Manager
Michigan Works-Oakland County Service Center Venita King 1370 South Lapeer Road Oxford, MI 48371 248-969-2399	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Oakland County- Pontiac John Almstadt Workforce Development Division 1200 North Telegraph Road # 437 Pontiac, MI 48341 248-858-5520	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Oakland County- Pontiac Satellite Irene Wright 1847 North Perry Pontiac, MI 48340 248-276-9470	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Oakland County- Troy Satellite Anahita Lord 550 Stephenson Highway Suite 400 Troy, MI 48098 248-825-5101	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Oakland County- Waterford Career Center Venita King 5195 Pontiac Lake Road Waterford, MI 48327 248-682-3417	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

Michigan Works-Saginaw County MRS Office Carolyn Newell 614 Johnson Street Saginaw, MI 48607 989-758-1171	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Saginaw County Satellite Office Leonard Meisel 3875 Bay Road Saginaw, MI 48603 989-249-5232	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Saginaw County- Chesaning Service Center Leonard Meisel 110 South Chapin Street Unit B Chesaning, MI 48616 989-845-1427	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Thumb Work- Lapeer County Tanya Kihn or Scott Beattie 550 Lake Drive Lapeer, MI 48446 810-664-1680	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Thumb Works- Marlette Marvin N. Pichla, PhD Employment and Training Consortium 3270 Wilson Street Marlette, MI 48453 989-635-3561	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Michigan Works-Thumb Works- Tuscola County Marvin N. Pichla, PhD 1184 Cleaver Road Suite 900	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator

Caro, MI 48723  
989-673-8103

Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

MLive.com

1

Account Executive

Mott Community College  
Cindy McDaniel  
117 Curtis Building  
1401 East Court Street  
Flint, MI 48503  
810-232-3285

0

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Mott Community College-Hispanic  
Club  
Carlos Cisneros  
1401 E. Court St.  
Flint, MI 48503  
810-762-5125

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

National Association of Black  
Journalists  
Veronique Dodson  
8701-A Adelphi Road  
The University of Maryland  
Adelphi, MD 20783  
301-445-7100

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

National Association of  
Broadcasters  
Michelle Duke  
1771 N Street, NW  
Suite 708  
Washington, DC 20036  
202-429-5300

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

National Association of Career  
Women - Macomb  
Lorrie Douglas  
PO Box 268  
Sterling Heights, MI 48311  
(734) 669-5841

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive

		Master Control Operator Sales Manager
National Association of Career Women - Macomb Gretchen Hupp PO Box 6639 PO Box 268 Sterling Heights, MI 48311 (810) 465-2200	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
National Association of Hispanic Journalists Virginia Olusan 1193 National Press Building Washington,DC 20045 202-662-7145	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
National Black MBA Association Kathy April-Barr PO Box 8513 180 North Michigan Avenue-Suite 1400 Chicago, IL 60680 312-458-9161	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Native American Public Telecommunications Penny Costello 800 North 33rd Street PO Box 83111 Lincoln, NE 68503 402-472-3522	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
New Horizons Rehabilitation Services, Inc Mandi McCann 303 West Water Street Flint, MI 48503 810-768-0093	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

NOW East Lansing Alicia Perez Banuet PO Box 1392 East Lansing, MI 48826 517-485-9687	0	Sales Manager
Northwood University-Career Services Kimberley Fischer-Kinne 4000 Whiting Drive Church Family Administration Building Midland, MI 48640 989-837-4335	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Oakland Community College Willie L. Lloyd, Ed. S Auburn Hills Counseling 2900 Featherstone Rd, Building B, 2nd Floor, Rm Auburn Hills, MI 48326 248-232-4142	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Oakland Community College- Placement Services Lori Linden 739 S Washington Bldg C Royal Oak, MI 18067 248.233.2819	0	Sales Manager
Oakland Community College- Placement Services Willie L. Lloyd, Ed. S 2900 Featherstone Road Building G-206 Auburn Hills, MI 48326 248-232-4142	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Oakland & Macomb Center for Independent Living Stephanie Brown 3765 East 15 Mile Road Sterling Heights, MI 48310 801-268-4160	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

<p>Oakland County Welfare Rights Organization Kathy Slay 132 Franklin Boulevard Suite 202 Pontiac, MI 48341 248-334-8117</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager</p>
<p>Oakland Family Services Kathleen Lynd 114 Orchard Lake Road Pontiac, MI 48341 248-858-7766</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager</p>
<p>Oakland University- Communications Department 316 Wilson Hall Rochester, MI 48309 248-370-4120</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager</p>
<p>Oakland University-Rochester, MI Career Services Wayne Thibodeau 2200 North Squirrel Road 275 West Vanderberg Hall Rochester, MI 48309 248-370-3250</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager</p>
<p>Oakland University-School of Marketing Sheila R. Carpenter 2200 North Squirrel Road Rochester, MI 48309 248-370-3685</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager</p>
<p>Oakland University-WXOU FM 69 Oakland Center Rochester, MI 48309</p>	<p>0 ↓</p>	<p>Promotions Coordinator Master Control Operator Master Control Operator</p>

248.370.4273

Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Oakland University-WXOU Radio  
Station  
Kirk Van Husen  
WXOU  
69 Oakland Center  
Rochester, MI 48309  
248-370-4273

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Ohio and Illinois Centers for  
Broadcasting  
Gary James  
9000 Sweet Valley Drive  
Valley View, OH 44125  
216-447-9117

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

OIC of Oakland County  
500 West Huron Street  
Pontiac, MI 48341  
248-334-8843

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

One Stop Career Center  
35209 Gratiot  
Clinton Township, MI 48305  
810-982-4271

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Radio-Television News Directors  
Association  
Carol Knopes  
1600 K Street, NW  
Suite 700  
Washington, DC 20036  
202-467-5215

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator

		Sales Manager
Referral - employee	0	Promotions Coordinator
	3	Master Control Operator
	0	Master Control Operator
	1	Traffic Copy Coordinator
	0	Traffic Copy Coordinator
	1	Promotions Coordinator
	1	Account Executive
	1	Master Control Operator
	2	Sales Manager
Rochester College	0	Promotions Coordinator
Joan Sullivan	↓	Master Control Operator
800 West Avon Road		Master Control Operator
Rochester Hills, MI 48307		Traffic Copy Coordinator
248-218-2176		Traffic Copy Coordinator
		Promotions Coordinator
		Account Executive
		Master Control Operator
		Sales Manager
Saginaw Valley State University	0	Promotions Coordinator
Michael W. Major	0	Master Control Operator
7400 Bay Road	0	Master Control Operator
Curtis Hall-111	1	Traffic Copy Coordinator
University Center, MI 48710	0	Traffic Copy Coordinator
989-964-7130	0	Promotions Coordinator
	0	Account Executive
	0	Master Control Operator
	0	Sales Manager
Saginaw Valley State University	0	Sales Manager
Communications Department	↓	
Robert Drew		
7400 Bay Road		
Curtis Hall-161		
University Center, MI 48710		
989-964-7495		
Saginaw Valley State University	0	Sales Manager
SVSU Radio	↓	
Merry Jo Brandimore		
7400 Bay Road		
Curtis Hall-161		
University Center, MI 48710		
989-964-2489		
Saginaw Intermediate School	0	Promotions Coordinator
District	↓	Master Control Operator
Linda Jensen		Master Control Operator
6235 Gratiot Rd		Traffic Copy Coordinator
Saginaw, MI 48603		Traffic Copy Coordinator

989-799-4733

Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Saginaw Public Schools Media  
Center  
Jessie Gonzales  
1505 Ottawa Blvd.  
Saginaw, MI 48602  
989-399-6737

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↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Saint Mary's College  
3535 Indian Trail  
Orchard Lake, MI 48324  
248.982.1885

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↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

SALVATION ARMY  
CASE WORKER/JOB PLCMT  
118 W LAWRENCE ST  
PONTIAC, MI 48341  
248-338-9601x

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

SALVATION ARMY  
JOHNSON  
211 W KEARSLEY ST  
FLINT, MI 48502  
810-232-2199x

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

SALVATION ARMY  
NYLA OR HELEN  
503 LAKE ST  
P.O. BOX 647  
HOWELL, MI 48843  
517-546-4705x

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Selective Case Management Rebecca Schrader 3110 Davenport Avenue Saginaw, MI 48602 989-249-8844	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Shelterhouse – Council on Domestic Violence & Sexual Assault Sharon Mortenson PO Box 2660 Midland, MI 48641 989-835-6771	0	Sales manager
Society of Professional Journalists Lilly Wright 324 Asbury Hall Depauw University Greencastle, IN 46135 765-658-4677	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Sinclair Broadcast Group www.sbg.net 10706 Beaver Dam Road Cockeysville, MD 21030 410-568-1500 Attn: Sharon Pickeral	0 0 0 0 0 1 2 1 0	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Specs Howard School of Broadcast Arts Kevin Sequin-Scolin 19900 West Nine Mile Road Southfield, MI 48075 248-358-9000	0 1 0 0 0 0 0 0 0 0	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

<p>TROY CAREER CENTER  RESOURCE CENTER  210 W. SQUARE LAKE RD  TROY, MI 48098  248-879-7586x  (248) 879-8810</p>	<p>0  ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>
<p>Tuscola County Department of  Human Services  Len Richards  1365 Cleaver Road  Tuscola County  Caro, MI 48723  989-673-9100</p>	<p>0  ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>
<p>TVJobs.com  (Broadcast Employment  Services)  P.O. Box 4116  Oceanside, CA 92052  760-754-8177</p>	<p>0  1</p>	<p>Promotions Coordinator  Account Executive</p>
<p>United Way Community Volunteer  Center  Marsha Cooley  100 S. Jefferson Avenue  3rd Floor  Saginaw, MI 48607  989-755-0505</p>	<p>0  ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>
<p>University of Michigan Flint-  Career Development Center  Barbara Griffin  285 University Pavilion  303 East Kearsley Street  Flint, MI 48502  810-762-3085</p>	<p>0  ↓</p>	<p>Promotions Coordinator  Master Control Operator  Master Control Operator  Traffic Copy Coordinator  Traffic Copy Coordinator  Promotions Coordinator  Account Executive  Master Control Operator  Sales Manager</p>

University of Michigan Times 381 University Center Flint, MI 48502 810-762-3475	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Urban League of Central Carolinas, Incorporated Carol Bates 740 West Fifth Street Charlotte NC 28202 704-373-2256	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Urban League of Flint Richard Gladney 5005 Cloverlawn Drive Flint, MI 48504 810-789-7611	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
*Victorious Believers Ministries- Community Outreach (VBM) Mel Prior Victorious Believers Ministries 624 South Outer Drive Saginaw, MI 48601 989-755-1128 Requested Notification on: 5/20/05	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Volunteer Resource Center of Bay County Cindy Miller 909 Washington Ave PO Box 602 Bay City, MI 48707 989-893-6060	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

Volunteers Centers of Mid-Michigan Suzanne Eman-Jaehning 1111 Michigan Ave Suite 300 East Lansing, MI 48823 517-203-5010	0 ↓	
Walled Lake Western High School Jenny Griffith 600 Beck Rd. Walled Lake, MI 48390 248-956-4902	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Walsh College Elizabeth Barnes PO Box 7006 3838 Livernois Road Troy, MI 48007 248-823-1625	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
Walsh College Laurie Siebert 3838 Livernois Road PO Box 7006 Troy, MI 48007 248-823-1625	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
WKAR – Channel 23 Nancy Gilleo 283 Communication Arts building East Lansing, MI 48824 517-432-9527	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager
WOES-FM (Ovid Elsie High School) 8989 Colony Rd Elsie, MI 48831 517.862.4237	0 ↓	Promotions Coordinator Master Control Operator Master Control Operator Traffic Copy Coordinator Traffic Copy Coordinator Promotions Coordinator Account Executive Master Control Operator Sales Manager

Women's Information Network  
Alayna Buckner  
11 Dupont Circle, NW  
Suite 243  
Washington, DC 20036  
202-387-7200

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Work First Program  
Linda Caprathe  
310 Johnson Street, Room 310  
International Center  
Saginaw, MI 48607  
517-755-9295

0  
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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

Work Skills Corporation  
Brenda Ochodnicki  
100 Summit  
P.O. Box 568  
Brighton, MI 48116  
517-227-4868

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Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

WUCM – Channel 19  
Kent Wieland  
Delta College  
University Center, MI 48710  
517-686-9350

0  
↓

Sales Manager

YWCA of Greater Flint  
Diane Outen  
310 East Third Street  
Flint, MI 48502  
810-238-2620x306

0  
↓

Promotions Coordinator  
Master Control Operator  
Master Control Operator  
Traffic Copy Coordinator  
Traffic Copy Coordinator  
Promotions Coordinator  
Account Executive  
Master Control Operator  
Sales Manager

\* Indicates sources that have requested notification of job opening\*

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Appendix 3 to

Covering the Period from 6/01/10 – 5/31/11

Station(s) Comprising Station Employment Unit WSMH-Flint

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSMH-Flint

**Internship Program**

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote WSMH as a prospective employer.
- Create a symbiotic relationship between interns and WSMH employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Over the course of the reporting period, WSMH had 3 interns in Promotions from the following colleges or universities: Southern University, University of Michigan - Flint and Specs Howard School of Media Arts.

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### **Job Fairs**

Date: 4/15/2011

Participating Employees: Gary Pringle –Business Manager

Sponsor: Saginaw Valley State University, University Center, MI

WSMH participated in a job fair at Saginaw Valley State University, University Center, Michigan. WSMH had a company table with information on frequently open positions as well as current open positions. Students and others looking for employment were greeted and asked what area of broadcasting they had an interest. If applicable they were asked to submit a resume for our records and a possible interview. Approximately 25 resumes were collected. Applicable resumes were given to our General Sales Manager for review, the remaining were put on file.

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Date: 05/19/2011

Participating employee: Gary Pringle Business Manager

Sponsor: Walsh College

WSMH participated in a job fair at Walsh College in Novi Michigan. We again had a company table with information on frequently open positions as well as current open positions. Students and alumni looking for employment were greeted and informed about employment within the broadcasting industry and WSMH. If applicable they were asked to submit a resume for our records and a possible interview. They were also directed to the company website if we did not have a position matching their background. Approximately 20 resumes were collected.

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### **Community Events**

Event: Station Tour

Contact: Tiger Cub Scouts - Davison Area

Date: January 12, 2011 - 6:30pm

Tour Guide: Gregg Hall, Production Manager

On Wednesday, January 12<sup>th</sup>, 2011 WSMH (TV) provided a tour for a Tiger Cub Scouts group from the Davison Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen

works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Alison Bennett, Tiger Cub Scouts - Flushing Area

Date: January 20, 2011 - 6:00pm

Tour Guide: Gregg Hall, Production Manager

On Wednesday, January 20<sup>th</sup>, 2011 WSMH (TV) provided a tour for a Tiger Cub Scouts group from the Flushing Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Julie (810) 965-2766, Tiger Cub Scouts Pack #295 - Grand Blanc Area

Date: February 15, 2011 - 6:30pm

Tour Guide: Gregg Hall, Production Manager

On Tuesday, February 15<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the Grand Blanc Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Steve Walters (989) 723-9467  
Tiger Cub Scouts Pack #89 - Owosso Area

Date: March 14, 2011 - 5:30pm

Tour Guide: Gregg Hall, Production Manager

On Monday, March 14<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the Owosso

Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Carla & Gary (810) 659-0280  
Tiger Cub Scouts Pack #115 - Flushing Area

Date: February 22, 2011 - 6:00pm

Tour Guide: Gregg Hall, Production Manager

On Tuesday, February 22<sup>nd</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the Owosso Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

---

Event: Station Tour

Contact: Alexandria (810) 869-3804  
Tiger Cub Scouts - St. John, Flint Area

Date: March 25, 2011 - 4:00pm

Tour Guide: Gregg Hall, Production Manager

On Monday, March 25<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the Flint Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Whitney P. (810) 444-5385  
Tiger Cub Scouts Pack #206- St. Roberts, Flushing Area

Date: March 30, 2011 - 6:00pm

Tour Guide: Gregg Hall, Production Manager

On Monday, March 30<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the

Flushing Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: Donna & Philip (810) 962-4024  
Tiger Cub Scouts Pack #161- Swartz Creek Area

Date: April 19, 2011 - 6:30pm

Tour Guide: Gregg Hall, Production Manager

On Monday, April 19<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Tiger Cub Scouts group from the Swartz Creek Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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Event: Station Tour

Contact: John (810) 730-7032  
Bears Cub Scouts Pack #177- Lennon Area

Date: April 20, 2011 - 6:30pm

Tour Guide: Gregg Hall, Production Manager

On Monday, April 20<sup>th</sup>, 2011 WSMH(TV) provided a tour for a Bear Cub Scouts group from the Lennon Area. The group toured our production studio, engineering department, master control room, and production edit suites. During the tour Gregg Hall explains each department's duties, how a green screen works, why we chose the color green in the first place, the primary colors of television, and the changes in television technology through the years. At the end of the tour kids can handle our production ENG camera while Gregg answer questions the group may have. The tour takes between 45-60mins to complete.

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### **Educational Events**

Date: 10/22/2011

Participating employees: Gary Pringle (Bus. Mgr.) and Bonnie Braun (Asst. Bus. Mgr.)

Sponsor: Delta College

Delta College Counseling/Advising and Career Services and Admissions Offices co-sponsored Career Pathways 2010. Over 2,800 area high school students and Delta College students and/or the general public met with over 200 professionals for career exploration on the main campus of Delta College.

Attendees asked questions regarding different professions within our station. We discussed our occupation, educational back ground and skills needed to perform our careers. Some areas discussed were career responsibilities in Business, Sales, On Air and Production.

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Event: Job Shadow

Contact: Chris Reischling

Date: Friday, January 12, 2011

Station Contact: Gregg Hall, Production Manager

On Wednesday, January 12<sup>th</sup>, 2011 WSMH(TV) offered a job shadow for a high school student. The student toured each department and was explained what they do. In engineering, he was shown how on-air operations works, how Promotions Department helps keep the station running with fresh ideas and how the Production Department builds commercials for clients.

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Event: Linden Middle School Career Fair

Date: January 13, 2011

Attended: Gregg Hall, Production Manager

On Thursday, January 13<sup>th</sup>, 2011 WSMH(TV) participated in Linden Middle School's Career Fair. Our Production Manager, Gregg Hall delivered six 20-minute presentations explaining the details on how a television station is structured and functions for each department. Plus explained what education is needed to work within these departments. After a general overview of a television station, Gregg explained details about his department. Key points included keeping up with changes in technology, working closely with clients, and what's new and upcoming with commercial production. If there was remaining time towards the end of each session, Gregg shows students how they edit commercials.

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Event: Bendle High School Career Fair

Date: February 23, 2011 at 11:00am

Attended: Gregg Hall, Production Manager

On Wednesday, February 23<sup>rd</sup>, 2011 WSMH(TV) participated in Bendle High School's Career Fair. Our Production Manager, Gregg Hall delivered five 25-minute presentations explaining the details on how a television station is structured and functions for each department. Plus explained what education is needed to work within these departments. After a general overview of a television station, Gregg explained details about his department. Key points included keeping up with changes in technology, working closely with clients, and what's new and upcoming with commercial production. If there was remaining time towards

the end of each session, Gregg shows students how they edit commercials.

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Event: Woodland Elementary Career Fair

Date: 5/12/2011

Attended: Jamie Waisanen

Jamie Waisanen attended the Woodland Elementary Career Fair on Thursday, May 12th 2011 from 9:30am-12:30pm in Flint MI. This comprised of four separate sessions about 20 minutes in length where she explain her position as Promotions Manager to classrooms of about 30 students. Jamie also answered question about television broadcasting and showed examples of on-air promotions produced at the station.

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### **Train Management on EEO and Discrimination Issues**

Sinclair Broadcast Group, Inc. and its station, WSMH, Inc are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, and sex national origin, age, disability, veteran status, Acquired-Immune Deficiency syndrome (AIDS), AIDS - related complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace hiring practices to its management.

Sinclair Employment Manager Sharon Pickeral visited the station 2/23/2011. Sharon gave a presentation to all WSMH managers covering equal opportunity employment and non-discrimination policies of the company.