

JOURNAL BROADCAST GROUP-LANSING OPERATION
WSYM-TV

Annual EEO Public File Report
June 1, 2009-May 31, 2010

The purpose of this 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 and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

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), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree 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 Section 73.2080(c)(2) of the FCC rules.

Account Executive 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Former Intern	1	<input type="checkbox"/>
Other Grand valley state univ	1	<input type="checkbox"/>
Other MI State University	3	<input type="checkbox"/>
Other MI Works Job Fair	3	<input type="checkbox"/>
Other Oakland University	1	<input type="checkbox"/>
Other Previous Applicant	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Word of mouth Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed	14	

Account Executive 2

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	2	<input type="checkbox"/>
Word of mouth Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth Market/Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed	4	

Master Control Operator(2 Hired from posting)

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other MAB	2	<input type="checkbox"/>
Number of Applicants Interviewed	5	

Receptionist/Traffic Assistant

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		3	<input type="checkbox"/>
Internal Candidate	Intern	1	<input type="checkbox"/>
Other	MAB	1	<input checked="" type="checkbox"/>
Other	MAB	3	<input type="checkbox"/>
Other	MI State University	1	<input type="checkbox"/>
Other	MI Works Job Fair	2	<input type="checkbox"/>
Number of Applicants Interviewed		11	

Grand Total

34

**Lansing Recruitment List
EEO 2009-2010**

Organization	Contact	Phone	Fax	Email	Address				Job Sent
ACAP Center **Added 8/29/07**	Rebecca Chandler		(334) 255-2558	2/14/08 katrina.surratt1@us.army.mil Eff. 5/26/09: rebecca.chandler@us.army.mil		Fort Rucker	AL		Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Alma College	Patricia Chase	989-463-7225	989-463-7353	chase@alma.edu	614 West Superior St	Alma	MI	48801	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
ALTER	James T Cresswell	877-751-1162	810-726-1059	perry@amedsys.com	7711 Auburn Rd	utica	MI	48317	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Andrews University	Sandra Richardson	269-471-3160	269-471-3125	commdept@andrews.edu	Netherley Hall Room 024	Berrien Springs	MI	49104	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Bates Technical College XXX Requested to be added 5/17/05	Al Hunton	253-680-7752		ahunton@bates.ctc.edu **new contact 12/12/07 fmonroe@bates.ctc.edu; changed 4-8-09 to: skmiller@bates.ctc.edu	2320 S. 19th St.	Tacoma	WA	98405	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Brown CollegeXXX-requested to be added 12-20-04	Rebecca Ewanga	651-905-3465	651-905-3555	rewanga@browncollege.edu https://my.browncollege.edu/mycampus/employer/ (new website eff 6/30/05)	1440 Northland Drive	Mendota Heights	MN	55120	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Center for Women in Transition	Charisse Smith-Mitchell	616-355-9750	517-392-5073	donnac@aplaceforwomen.org Current (7/31/08) charissem@aplaceforwomen.org	304 Garden Avenue	Holland	MI	49424	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Central Michigan University XXX - requested to be added 5-15-06	Peter B. Orlik, PH.D.	989-774-3851	989-774-2426	orlik1pb@cmich.edu	340 Moore Hall	Mount Pleasant	MI	48859	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Community for Southeastern Michigan	Karen Leppanen	313-961-6675	517-961-2886	kleppanen@cfsem.org	333 West Fort St Suite 2010	Detroit	MI	48226	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Community Intergrated Recreation	Linda Linka	616-968-8249	616-969-6218	cirlady@aol.com	PO Box 2069	Battle Creek	MI	49016	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Council Against Domestic Assault	Holy Seymour **Susan Schoultz	517-372-5976	517-372-0024	brooksh3@msu.edu **New contact 2/14/08 executivedirector@eveinc.org	PO Box 14149	Lansing	MI	48901	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Cristo Rey Employment & Training	Marcus Hayes	517-372-4700	517-372-8499	mhayes@camw.net	1717 N. High Street	Lansing	MI	48906	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Davenport University	Cindy Wittum	517-484-2600 x 8221	517-484-9719	Cindy.Whittum@davenport.edu **New contact 2/14/08 shellee.lowe@davenport.edu	220 East Kalamazoo	Lansing	MI	48933	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Delta College	Mary Keyser	989-686-9072	989-686-1395	mmkeyser@alpha.delta.edu	1961 Delta Rd	University Center	MI	48710	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Detroit Urban League	N.Charles Anderson	313-832-4600	313-832-3222	ncanderson@deturbanleague.org	208 MAC Ave	Detroit	MI	48201	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Eastern Michigan University (New email address as of 7-17-06)	Mary Jones	734-487-0400	734-487-0940	mjones1@emich.edu	311 King Hall	Ypsilanti	Mi	48197	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Emerson College XXX-requested to be added 5-15-06	Dr. Marsha Della-Guistina	781-646-1077		mdgrtnda@yahoo.com and m_dgiustina@emerson.edu, matthew_cardin@emerson.edu	113 Gray St.	Arlington	MA	2476	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Grand Rapids Community College	Chris Allen	616-234-4170		callen@grcc.edu	143 Bostwick Ave Ne	Grand Rapids	MI	49503	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Grand Valley State	Catherine Cameron-Heldt	616-331-3311	616-331-2070	career@gvsu.edu	206 Student Service Bldg 1 Campus Drive	Allendale	Mi	48401	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Hillsdale College	Vicky Arno	517-607-2457	517-607-2659	vicky.arno@hillsdale.edu	33 E. College St	Hillsdale	MI	49242	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Indiana University Remove from email add to web posting 5/12/06	Patrick Donahue	812-855-4269	812-855-2121	donahued@indiana.edu	625 North Jordan Ave	Bloomington	IN	47405	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Jewish Family & Children Service (New email address as of 7-17-06)	Susan Gertner	810-767-5922	810-767-9024	jfcs@tm.net	619 Wallenberg St	Flint	MI	48502	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Journal Broadcast Group, Inc.	Shannon Spankowski			sspankowski@journalbroadcastgroup.com	720 E Capitol Drive	Milwaukee	wi	53212	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant

Organization	Contact	Phone	Fax	Email	Address				Job Sent
Kettering University	Susan Reynold	810-762-9922	810-762-9837	sreynold@kettering.edu	1700 W. Thrid Avenue	Flint	MI	48504	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Labor Ready	Patricia Miller	517-487-0808	517-487-1110	1686-br@laborready.com	1621 East Kalamazo	Lansing	MI	48912	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Lake Land College New email 12-22-06	Ken Beno	217-234-5271		kbeno@lakeland.cc.il.us NEW email: careerservices@lakeland.cc.il.us	5001 Landland Blvd	Mattoon	IL	61938	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Lake Superior Community Partnership	Amy Clickner	906-226-6591	906-226-2099	aclickner@marquette.org	501 South Front Street	Marquette	MI	49855	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
League of Women Voters Michigan	Jessica Rieser	517-484-5383	517-484-3086	Old: lwvmi@voyager.net Current (7/31/08) :office@lwvmi.org	200 Museum Sr. Suite 104	Lansing	MI	48933	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Madonna University	Christine Brant	734-432-5620		cbrant@madonna.edu	36600 Schoolcraft Rd	Livonia	MI	48150	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
MARO Employment & Training Association	David Price	517-484-5588	517-484-5411	dprice@maro.org	PO Box 16218	Lansing	MI	48901	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Media Communications Association-Detroit	Elizabeth Aiken	313-567-2044	313-567-2066	pos2ea@aol.com	227 Iron Street Suite 321	Detroit	MI	48207	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
MediaLine	Mark Shilstone	800-237-8073	831-648-5204	medialine@medialine.com	Box 51909	Pacific Grove	CA	93950	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan Association of Broadcasters (MAB)	Web site posting	517-484-7444	517-484-5810	http://www.michmab.com/JobBank/index.html	819 North Washington Ave	Lansing	MI	48906	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan Association of Educational Broadcasters	Bill Kieth	734-416-7732		2/15/08 keithb@pccs.k12.mi.us, updated 2/3/2010:Bill.Keith@pccsmail.net	46181 Joy Rd	Plymouth	MI	48187	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan Business & Professional Women's Foundation	Cheri Virag	517-374-6381	517-374-9073	cheriv@juno.com	PO Box 26292	Lansing	MI	48909	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan Guild of Artists & Artisans	Max Clayton	734-662-3382	734-662-0339	guild@michiganguild.org **New address clayton@theguild.org	118 N. Fourth Ave	Ann Arbor	MI	48104	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan Jewish Conference Removed 9/24/09 email undeliverable. Unable to obtain new contact from source	Susan Herman	517-485-9199	517-484-5043	mjc5@prodigy.net	215 South Washington	Lansing	MI	48933	Account Executive 1, Master Control Operator
Michigan National Academy of Television Arts & Sciences	Michelle DeSouza	313-231-2635		mdes003@yahoo.com: updated 10/19/2009 mdes02@yahoo.com	P.O. Box 251987	West Bloomfield	MI	48325	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Michigan State University	Naomi Lilly	517-355-9510	517-353-2597	lillyna@csp.msu.edu	6 Student Services Bldg	East Lansing	MI	48825	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Minority Program Services Mississippi State University, Dept. of Communication XXX Requested to be added 5/17/05	Harry Bonner	517-629-2113	517-629-2029	hbonner@hotmail.com	PO Box 625	Albion	MI	49224	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
NAACP - Detroit	Laurie Moor-Swain	313-871-2087	313-871-7745	lmoore@detroitnaacp.org	2990 E. Grand Blvd	Detroit	MI	48202	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
National Broadcasting Society (New contact information as of 8/24/06)	Jim Wilson	828-262-3036	828-262-6312	nbsaerho@swbell.net	PO Box 32060	Boone	NC	28608	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
National Lesbian & Gay Journalists Association	Angie Young	202-588-9888	202-588-1818	aeyoung@nljja.org Current (7/31/08) info@nljja.org	1420 K Street nw Suite 910	Washington	DC	20005	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
NATOA - Michigan	Kathy Sherman	248-351-1301	248-208-8043	shermank@metronet.lib.mi.us; updated 2/8/10: ccollins@fhgov.com	26000 Evergreen Rd PO Box 2055	Southfield	MI	48037	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Northern Michigan University	Karry Mohr	906-227-2800	906-227-2807	kmohr@nmu.edu	1401 Presque Isle 1102 University Center	Marquette	MI	49855	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant

Organization	Contact	Phone	Fax	Email	Address				Job Sent
Oakland University (New contact information as of 7-25-06) Changed to web posting 8/24/06	Tracy Launiger	248-370-3250	248-370-3250	www.oucareerlink.com	275 W. Vanderberg Hall	Rochester	MI	48309	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Ohio & Illinois Cneter for Broadcasting XXX-requested to be added 4-03	Gary James	216-503-5900X1104 (Cleveland) 513-271-6060 (Cincinnati)		gary@beonair.com	9885 Rockside Rd., Ste 160	Cleveland	OH	44125	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Olivet College	Diana Boatwright	269-749-7698		pmconnell@olivetcollege.edu New Contact as of 3-22-07 jrhodef@olivetcollege.edu Update 8-19-08: dboatwright@olivetcollege.edu	208 Mott	Olivet	MI	49076	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Parkland College (New contact information as of 7-17-06)	Carolyn Martin	217-351-2536		cmartin@parkland.edu	2400 W. Bradley Ave	Champaign	IL	61821	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Specs Howard School of Broadcast Arts (New contact information as of 7-17-06)	Kevin Sequin-Scollin	248-358-9000	248-746-9770	kscollin@specshoward.edu	19900 W. 9 Mile Rd	Southfield	MI	48075	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Telecommunication & Film	Pam Doyle	205-348-6350		pam.doyle@ua.edu	Box 870152	Tuscaloosa	AL	35487	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
TV Jobs.com		760-754-2115		www.tvjobs.com	PO Box 4116	Oceanside CA		92052	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
The Young (Coleman A.) Foundation	Dr. Claudette Smith	313-962-2200		claudettesmith@cayf.org	2111 Woodward Suite 600	Detroit	MI	48201	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
University of Colorado at Boulder XXX-Requested to be added 4/04	Beth Gaeddert, Director Career Services and External Affairs	303-492-0460	303-492-0969	Elizabeth.gaeddert@colorado.edu	1511 University Ave.	Boulder	CO	80309	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
University of Iowa XXX- Requested to be added 5/27/03 Only accepts positions requiring a collage degree	Sherry Hingtgen, Christine Wells, changed contact on 2/02/05	(319) 335-1024	319-335-1029	sherry-hingtgen@uiowa.edu , Changed to https://www.myinterfase.com/uiowa/employer/ on 2/2/05	24 Phillips Hall	Iowa City,	IA	52242	
University of Michigan (New contact information as of 7-17-06)	Cheryl Erdmann	734-647-9723	734-764-3288	cerdmann@umich.edu	105 South State St 220 Frieze	Ann Arbor	MI	48109	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
University of North Texas XXX Requested to be added 5/17/05	Phyllis Slocum	940-565-2565	940-369-7838	Slocum@unt.edu	PO Box 310589	Denton	TX	76203	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
University of Wisconsin-Oshkosh XXX-requested to be added 11-30-04	11-18-08: New contact is Justine Stokes Al Folker	920-424-3133		11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu	School of Radio, TV & Film 800 Algoma Blvd.	Oshkosh	WI	54901	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Wayne State University	Kinberly Streeter	313-577-3390	313-577-4995	kimberly.streeter@wayne.edu	1001 Faculty/Admin Bldg 656 Reuther Mall	Detroit	MI	48202	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant
Women's Information Center	Pamela Forbes	231-769-6692	231-796-0358	wise@tucker-usa.com	PO Box 1249	Big Rapids	MI	49307	Account Executive 1, Account Executive 2, Master Control Operator, Receptionist/Traffic Assistant

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: (on date; from date to date) Ongoing

Participating employees: Marketing and Promotions Department; Sales Department

Host/Sponsor of activity: Fox 47

Brief description of activity and station participation: FOX 47 has two departments (Marketing/Promotions and Sales) that welcome interns year around. These internships are available throughout the school year and in the summer.

Marketing and promotion interns assist in the execution of sales promotions, writing and producing commercial announcements, News promotion projects, production of programming promos, and coordination of prize fulfillment, station contests and promotions. Interns also learn copywriting, editing, pre-production planning, creative conception, and promotion strategies.

Sales interns work closely with the Sales staff and managers on special projects including research and presentation, go on sales calls and commercial production shoots, and assist in formatting and producing sales and promotional support materials. Interns are also exposed to other departments such as marketing, promotions, production, and News.

The internships were filled by four students from Michigan State University Students, one student from Alma College and one from Career Quest throughout the year.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) 6/2/09

Participating employees: AJ Hilton, News Anchor

Host/Sponsor of activity: Elmhurst Elementary

Brief description of activity and station participation: Our anchor was a guest speaker for Elmhurst Elementary 5th grade graduation class. The anchor spoke to the students regarding his job and careers in broadcasting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) June 12, 2009

Participating employees: Chris Mills

Host/Sponsor of activity: Hosted a Michigan State University production department Student for a day long job shadow

Brief description of activity and station participation: WSYM's Chris Mills hosted an MSU student to spend the day with him at the station. The student was able to go on location shooting promos, editing and creating commercial and promotional spots for the station.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: (on date; from date to date) September 9, 2009

Participating employees: Patsy Woodman, Sales Assistant

Host/Sponsor of activity: Fox 47

Brief description of activity and station participation: Hosted a booth at MSU called "Earn, Learn & Intern" on 9/9/09. Spoke with 200+ possible interns for future internships with WSYM. Literature about Journal Broadcast group and WSYM Fox 47 was also distributed.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 1. Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) September 17, 2009

Participating employees: Gary Baxter, Amy Garcia, Kip Bohne, John Szarowicz & Don Garchow

Host/Sponsor of activity: Capital Area Michigan Works

Brief description of activity and station participation: Capital Area Michigan Works, FOX 47, Lansing Community College, and the Lansing State Journal hosted 63 businesses for a Career Fair at the Lansing Center in downtown Lansing on September 17, 2009, 2:00 PM -6:00PM. Over 1500 job seekers attended this job fair. Five station personnel, three with hiring authority, talked to a large number of job seekers about positions at our station as well as positions available throughout the country at the numerous TV and radio stations owned by Journal Broadcast Group, Inc

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WSYM

Type of activity listed under Outreach Initiative worksheet: 1. Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date) March 3, 2010

Participating employees: Amy Garcia & Kip Bohne

Host/Sponsor of activity: Michigan Association of Broadcasters (MAB)

Brief description of activity and station participation: WSYM-TV had a booth at the MAB Convention Job Fair. All station participants spent upwards of three hours each talking to students who were seeking more information about jobs available at WSYM-TV.

This event drew over 50 students from the state of Michigan. Job seekers were interviewed by Promotions Manager. Literature about Journal Broadcast group and WSYM Fox 47 was also distributed.