

WBKP, WBUP
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-4	2
Master Control Operator	1-4	2
Master Control Operator	1-4	2
Master Control Operator	1-4	2
Reporter/Anchor	1-4	2
Reporter/Anchor	1-4	4
Reporter/Anchor	1-4	1
News Director	1-5	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	abc10up.com 1705 Ash St Ste 5 Ishpeming, Michigan 49849 Url : http://abc10up.com Station Website Manual Posting	N	2
2	Indeed.com 501 N Capital of Texas Hwy Austin, Texas 78731 Url : http://indeed.com Job Board Manual Posting	N	5
3	Michigan Association of Broadcasters 222 N. Chestnut St Lansing, Michigan 48933 Url : http://michmab.com Career Listings Manual Posting	N	0
4	Michigan Works 1498 O'Dovero Dr Marquette, Michigan 49855 Phone : 906-228-3075 Email : ekanasty@upmichiganworks.org Emily Kanasty	N	1
5	tvjobs.com P.O. Box 4116 Oceanside, California 92052 Url : http://tvjobs.com Talent Site Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in scholarship programs	Cher Allen scholarship for broadcast students	1	General Manager
2	Ongoing Event	Participation in scholarship programs	Bob Race scholarship for broadcast students	1	
3	3/14/2023	Participation in Job Fairs	Participated in Michigan Association of Broadcasters job fair.	1	General Manager
4	Ongoing Event	Participation in scholarship programs	Sponsored scholarships for students interested in broadcast careers. Stephen A Marks Scholarship	1	General Manager