



June 1, 2008 – May 31, 2009

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: NBC25 (WEYI-TV) and CW46 (WBSF-TV) in Clio, Michigan. This report will be placed in the public inspection files of this station as required and posted on its websites.

It is the policy of Barrington Broadcasting, NBC25 (WEYI-TV) and CW46 (WBSF-TV) that equal employment shall be afforded to all qualified persons, and no person shall be discriminated against because of gender, race, color, religion, age, disability, national origin, martial status, sexual orientation or status as a Veteran.

The information contained in this Report covers the time period beginning June 1, 2008 to and including May 31, 2009. The report also includes any job posting filled after the last EEO Report was filed.

I. Vacancy Information

In accordance with FCC EEO record keeping requirements, a separate file was created for each full-time (and part-time) vacancy. These files include dated copies of all advertisements, E-mails, letters, faxes, confirmations of web postings or other communications announcing job vacancies as well as a list of applicants, interviewees, person(s) hired and recruitment sources.

Position #	Date Opened	Job Title	Reference Code	Department	Candidates Interviewed	Interview Date	Recruitment Source
1	7/29/2008	Sports Director / Reporter	SPD729	News	Dillon Collier	8/1/2008	Internal Employee
	Sent to Recruitment Sources #1-247 (excluding #11 & #71) National Posting				Matt Waymire	8/14/2008	Referral
					*	8/4/2008	Unknown
					*	8/5/2008	Unknown
					*	8/6/2008	Unknown
					*	8/6/2008	Unknown
					*	8/20/2008	Unknown
2	8/8/2008	National / Regional Sales Manager	NRS808	Sales	Shallon Everett	8/25/2008	Internal Employee
	Sent to Recruitment Sources #1-160 (excluding #11 & #71) Regional Posting				*	8/11/2008	Internal Employee
					*	8/18/2008	Internal Employee
3	9/3/2008	Morning Weather Anchor / Meteorologist	WEA903	News	Bryan Hughes	12/17/2008	TV Jobs.com
	Sent to Recruitment Sources #1-247 (excluding #11 & #71) National Posting (Blind Posting)						

I. Vacancy Information, Continued

Position #	Date Opened	Job Title	Reference Code	Department	Candidates Interviewed	Interview Date	Recruitment Source
4	9/25/2008	Account Executive	AE925	Sales	Chad Bamberg	12/19/2008	NBC25 Website
	Sent to Recruitment Sources #1-160, 253 (excluding #11 & #71) Regional Posting				Tobias Gerard	11/3/2008	NBC25 Account Executive Job Fair
					Lucinda Ornelas	12/19/2008	NBC25 Website
					Ja'Van Johnson	12/19/2008	Referral
					*	11/3/2008	Referral
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					*	11/3/2008	NBC25 Account Executive Job Fair
					5	11/19/2008	News Director
Sent to Recruitment Sources #1-247 (excluding #11 & #71) National Posting							
6	11/19/2008	News Content Manager and Producer	NCM1119	News	Allison Shoup	12/4/2008	Former Intern
	Sent to Recruitment Sources #1-247 (excluding #11 & #71) National Posting						
7	11/21/2008	News Photojournalist / Editor	PHO1121	News	Jason DuBois	12/4/2008	Internal Employee
	Sent to Recruitment Sources #1-247 (excluding #11 & #71) National Posting				*	12/3/2008	Former Intern
8	4/1/2008	News Anchor / Reporter	ANR401	News	Kim Russell	4/14/2009	Referral
	Sent to Recruitment Sources #1-247 (excluding #11) National Posting				*	4/2/2009	Unknown
					*	4/6/2009	Unknown
					*	4/10/2009	Unknown
					*	4/10/2009	TV Jobs.com
9	4/22/2009	Interactive Account Executive	IAE422	Sales	Marc Morris	5/13/2009	Bettermichiganjobs.com
	Sent to Recruitment Sources #1-71 Local Posting				*	5/11/2009	Michigan Works
					*	5/13/2009	NBC25 Website
					*	5/13/2009	U of M Flint
					*	5/13/2009	Bettermichiganjobs.com
					*	5/4/2009	Delta College
					*	5/11/2009	Bettermichiganjobs.com
					*	5/11/2009	Referral
*In order to keep the identities of candidates confidential, only the names of those hired will be listed.							

II. Recruitment Sources

Below is a detailed listing of recruitment sources used to fill each full-time job vacancy (including organizations entitled to notification of job vacancies pursuant to Prong 2). NBC25 and CW46 uses Broadcast Compliance Services (BCS) to help disseminate our job postings to the resources listed in the Recruitment Sources section below. Also, as part of our outreach initiatives, the following statement is posted on our website along with any current job postings:

“WEYI/WBSF, Barrington Broadcasting Company LLC stations, are committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: Sherry Cudd at scudd@nbc25.net.”

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
1	Albion College	611 E. Porter Street Albion, MI	Career Services	517-629-1000	Website: www.albion.erecruiting.com	0	0	L
2	Aquinas College	1607 Robinson Road SE Grand Rapids, MI	Career Services	616-632-8900	Website: www.aquinas.erecruiting.com	0	0	L
3	Art Institute of Pittsburgh	420 Blvd. Of the Allies Pittsburgh, PA 15219	Career Services	412-263-6600	Email: kgressem@aii.edu	0	0	L
4	Baker College of Flint	1050 W. Bristol Road Flint, MI 48507	Marcus Matthews, Employment Coordinator	810-766-4201	Email: marcus.mathews@baker.edu	0	0	L
5	Bay Area Chamber of Commerce	Commerce One Building 910 Saginaw Street Bay City, MI 48708-5672	Leann Harrison / Michael Seward	989-893-5594	Fax: 989-895-5594	0	0	L
6	Better Michigan Jobs.com		Eric Swanson	800-761-2724	Website: www.bettermichiganjobs.com	3	1	L
7	Brown College	1440 Northland Drive Mendota Heights, MN 55120	Amber Luckie	651-905-3400	Email: Aluckie-parks@browncollege.edu	0	0	L
8	Central Michigan University	Mt. Pleasant, MI 48859	Career Services	989-774-3753	Website: www.cmich.erecruiting.com	0	0	L
9	College - Mott Community College	1401 East Court Street Flint, MI 48503-2089	Cindy McDaniel	810-232-3285	Email	0	0	L
10	College - Mott Community College Hispanic Advisor	1401 East Court Street Flint, MI 48503-2089	Carlos Cisneros	810-762-5125	Email	0	0	L
11	Craigslist.com (Added 4/9/09)				Website: Craigslist.com	0	0	L
12	Delta College	University Center, MI 48710	Mary Keyser, Placement Specialist	989-686-9074	Fax: 989-686-1395	1	0	L
13	Detroit Urban League	208 Mack Avenue Detroit, MI 48201	Renee Bellamy	313-832-4600	Fax: 313-863-6155	0	0	L
14	Flint Jewish Federation	619 Wallenberg Flint, MI 48502	Gary Alter	810-767-5922	Email	0	0	L
15	Genesee Area Skill Center	5081 Torrey Road Flint, MI 48507	Chuck Chronicle	810-760-1444	Fax: 810-760-7759	0	0	L
16	Genesee County Association for Retarded Citizens	G-5069 Van Slyke Rd. Flint, MI 48507	Joanna White		Email: joanna@gcarc.com	0	0	L
17	Goodwill Industries of Mid- Michigan, Inc.	501 South Averill Avenue Flint, MI 48506	Renee McMann	810-762-9968	Fax: 810-762-9957	0	0	L

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
18	Grand Rapids Urban League	745 Eastern SE Grand Rapids, MI 49507	Elzie Honicutt	616-245-2207	Fax: 616-245-6510	0	0	L
19	Grand Valley State University	206 Student Services Center 1 Campus Drive Allendale, MI 49401	Charleen Hayes-Joseph	616-331-3311	Fax: 616-331-2070 and Website: www.gvsu.erecruiting.com	0	0	L
20	Hispanic American Council	1356 Portage Street Kalamazoo, MI 49006	Sharon Rodriguez	269-385-6279	Fax: 269-385-2803	0	0	L
21	Human Investment Development Corporation	711 North Saginaw Street Suite 225 Flint, MI 48503	Harold Drayton	810-235-6011	Fax: 810-424-7041	0	0	L
22	Internal Employees				Direct Email and Internal Job Postings	6	4	L
23	ITT Technical Institute	6359 Mille Rd. Swartz Creek, MI 48473	Susan Wisniewski	810-762-2500	Email: swisniewski@itt-tech.edu Website: www.itt.erecruiting.com	0	0	L
24	Jewish Family and Children's Services	619 Wallenberg Flint, MI 48502	Yuliya Gaydayenko	810-767-5922	Email	0	0	L
25	Jobs Corps Center - Flint/Genesee	2400 N. Saginaw Flint, MI 48502	Mark Effinger	810-232-9102	Email	0	0	L
26	Kettering University	1700 W. Third Ave. Flint, MI 48504	Career Services	810-762-9500	Fax: 810-762-9836	0	0	L
27	Kettering University - Cooperative Education and Career Services	1700 W. Third Ave. Flint, MI 48504	Tammy Loud	810-762-9648	Fax: 810-762-9837	0	0	L
28	Lansing Community College	P.O. Box 40010 Lansing, MI 48901	Career Services	512-483-1957	Email: CESJobLink@lcc.edu	0	0	L
29	Lapeer County Social Services	1505 Suncrest Dr. PO Box 400 Lapeer, MI 48446	Thomas Dillon	810-667-0801	Fax: 810-667-0795	0	0	L
30	Media Line	P.O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone	800-237-8073	Email: mark@medialine.com	0	0	L
31	Michigan Association of Broadcasters (MAB)	819 N. Washington Avenue Lansing, MI 48906	Denise Weston	800-968-7622	Email: jobbank@michmab.com	0	0	L
32	Michigan Department of Labor	711 N. Saginaw Flint, MI 48503	Dan Blaha	810-235-8903	Email	0	0	L
33	Michigan Works Employment Center	614 Johnson Saginaw, MI 48607	Career Services	989-776-1511	Fax: 989-755-8758	1	0	L
34	NAACP - Flint Branch	3455 Lippincott Flint, MI 48507	Career Services	810-742-8622	Email	0	0	L
35	NAACP - Saginaw Branch	P.O. Box 2446 Saginaw, MI 48605	Leola Wilson	989-752-0614	Email	0	0	L
36	National Association of Broadcasters (NAB)	1771 N. Street NW Washington, DC 20036	Michelle Duke	202-429-5300	Email	0	0	L
37	National Association of Hispanic Journalists	1193 National Press Building Washington, DC 20045-2100	Virginia Galindo	202-662-7145	Email: jobbank@nahj.org	0	0	L
38	Native American Journalists Association	555 Dakota Street Vermillion, SD 57069	Career Services	605-677-5282	Fax: 866-694-4264	0	0	L
39	NBC25 Website	www.nbc25online.com			Website: nbc25online.com	3	2	L
40	New Horizons Rehabilitation Services Inc.	303 W. Water St. Flint, MI 48503	Mandi McCann	810-768-0093	Email	0	0	L
41	Northwood University	4000 Whiting Drive Midland, MI 48640	Kim Fischer-Kinne	989-837-4200	Fax: 989-837-4499	0	0	L
42	Ruben Daniels Lifelong Learning Center	200 Congress Avenue Saginaw, MI 48602	Linnie Dent	989-399-5500	Fax: 989-399-6925	0	0	L
43	Saginaw, Midland, Bay Job Training Consortium	1600 N. Michigan Room 400 Saginaw, MI 48602	Dennis Brieski	517-754-1144	Email	0	0	L
44	Saginaw, Midland & Bay Job Training	1600 N. Michigan Room 400 Saginaw, MI 48602	Irene	517-754-1144	Fax: 989-249-5250	0	0	L
45	Saginaw Public Schools Media Center	1505 Ottawa Blvd. Saginaw, MI 48602	Jessie Gonzales	989-399-6700	Email: jgonzales@spsd.net	0	0	L
46	Salvation Army	211 W. Kearsley St. Flint, MI 48502	Johnson	810-232-2199	Fax: 810-232-0356	0	0	L
47	Sister Station - KGBT	9201 W. Expressway 83 Harlingen, TX 78552	Monica Ortiz	956-366-4401	Email: mortiz@kbg4.com	0	0	L
48	Sister Station - KHQA	301 S. 36th Street Quincy, IL 62305	Kathy McCarty	217-222-6200	Email: khqa@khqa.com	0	0	L
49	Sister Station - KRCG	P.O. Box 659 Jefferson City, MO 65102	Kim McDaniel	573-896-5144	Email: kmcdaniel@krcg.com	0	0	L
50	Sister Station - KTVO	P.O. Box 949 Kirksville, MO 63501	Melissa Billington	660-626-5817	Email: mbillington@ktvo.com	0	0	L
51	Sister Station - KVII	One Broadcast Center Amarillo, TX 79101	Laura Lane	806-373-1787	Email: llane@kvii.com	0	0	L
52	Sister Station - KXRM	560 Wooten Road Colorado Springs, CO 80915	Cindy Dye	719-955-3048	Email: cdye@kxrm.com	0	0	L

II. Recruitment Sources, continued

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53	Sister Station - WFXL	P.O. Box 4050 1201 Stuart Avenue Albany, GA 31706	Deborah Owens	229-903-8201	Email: dowens@wfxl.com	0	0	L
54	Sister Station - WHOI	500 N. Stewart Street Creve Coeur, IL 61610	Jenn Reader	309-698-1919	Email: jreader@whoitv.com	0	0	L
55	Sister Station - WLUC	177 US Hwy 41 East Negaunee, MI 49866	Jane Ryan	906-475-4161	Email: jRyan@wluctv6.com	0	0	L
56	Sister Station - WNWO	300 S. Byrne Road Toledo, OH 43615-6298	Bernita Robinson	419-535-0024	Email: brobinson@nbc24.com	0	0	L
57	Sister Station - WPBN	8518 M-72 West P.O. Box 546 Traverse City, MI 49684	Nancy Hess	231-995-5802	Email: nhess@tv7-4.com	0	0	L
58	Sister Station - WSTM	1030 James Street Syracuse, NY 13203	Laura Hand	315-477-9428	Email: lhand@wstm.com	0	0	L
59	Southern Illinois University - Carbondale	1100 Lincoln Dr. Room 1012 Mail Code 6606 Carbondale, IL 62901	Krissi Geary-Boehm	618-453-2024	Email	0	0	L
60	Southern Illinois University Department of Radio - Television	1400 Douglas Drive Carbondale, IL 62901	Ann McBreen	618-536-7555	Fax: 618-453-6982	0	0	L
61	Specs Howard University	19900 W. Nine Mile Road Southfield, MI 48075	Kevin Scollin	248-358-9000	Fax: 248-746-9772 and Email: kscollin@specshoward.edu / dkernen@specshoward.edu	0	0	L
62	Syracuse University	Syracuse, NY 13244	Career Services	315-443-1870	Email: careers@syr.edu	0	0	L
63	TVJobs.com	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	760-754-8177	Website: www.tvjobs.com	2	1	L
64	United Way Community Volunteer Center	100 S. Jefferson Ave. 3rd Floor Saginaw, MI 48607	Marsha Cooley	989-755-0505	Email	0	0	L
65	University of Michigan - Flint	303 E. Kearsley Flint, MI 48502	Barbara Griffin	810-762-3250	Fax: 810-762-3024 and Website: www.umflint.erecruiting.com	1	0	L
66	University of Michigan - Flint U of M Michigan Times Newspaper	381 University Center Flint, MI 48502-1950	Employment Ads	810-762-3475	Fax: 810-762-3023	0	0	L
67	Urban League of Flint	5005 Cloverlawn Drive Flint, MI 48504	Marilyn Farris	810-789-7611	Fax: 810-787-4518	0	0	L
68	VARP-28 VR & E Michigan Department of Career Development	477 Michigan Avenue Detroit, MI 48226	James Robinson	313-964-6595	Fax: 313-226-2732	0	0	L
69	Wayne State University	1001 FAB 656 West Kirby Detroit, MI 48202	Ron Kent	313-577-3390	Fax: 313-577-4995	0	0	L
70	YWCA of Greater Flint	310 E. Third St. Flint, MI 48502	Diane Outen	810-238-2620	Email	0	0	L
71 *	Medill School of Journalism of Northwestern University (Added 12/15/08)	107-B Fisk Hall 1845 Sheridan Rd. Evanston, IL 60208	Medill Career Services		Email: medillcareerservices@northwestern.edu	0	0	L
72	Arab American Heritage Council	515 Stevens St. Flint, MI 48502	Alex Isaac	810-235-2722	Email	0	0	R
73	Cite Business School	714 Market St. The Sovereign Building Suite 433 Philadelphia, PA 19106	Mary Mehler	215-922-6555	Email	0	0	R
74	Citizens Development Center	8800 Ambassador Row Dallas, TX 75247	Diane Jones		Fax: 214-637-2929	0	0	R
75	Citrus County Abuse Center	537 North Citrus Ave. Crystal River, FL 34428	Carol Renazizi		Fax: 352-564-8380	0	0	R
76	Citrus County Hearing Impaired Program Services	105 SE Highway 10 Crystal River, FL 34429	Maureen		Fax: 352-795-5080	0	0	R
77	City Mission	5310 Carraige Ave. Cleveland, OH 44103	Pete Bliss		Fax: 216-431-3513	0	0	R
78	City of Cleveland - Workforce Development	1701 East 13th St. Cleveland, OH 44114	Harry Gray		Fax: 216-664-2951	0	0	R
79	City of Dallas	2828 Fishtrap Rd. Dallas, TX 75212	Melvin O'Bannon		Fax: 214-670-6339	0	0	R
80	City of Detroit Employment and Training	707 W. Milwaukee Ave. 5th Floor Detroit, MI 48202	Willie Walker		Fax: 313-664-5505	0	0	R
81	City of Florida City	404 W. Palm Dr. Florida City, FL 33034	Employment Services		Fax: 305-242-8133	0	0	R
82	City of Miami	44 SW Second Ave. 2nd Floor Miami, FL 33130	Employment Services		Fax: 305-416-2090	0	0	R

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
83	City of Miami Office of Workforce Development	Bank of America Building 1313 NW 36th St. 2nd Floor Coral Gables, FL 33156	Janice Giddarie		Email	0	0	R
84	City of Oakland - Welfare to Work Program	150 Frank Ogawa Plaza Oakland, CA 94612	Edna Davis		Fax: 510-238-2367	0	0	R
85	City of Orange-Department of Community Service	230 E. Chapman Orange, CA 92866	Julie Roman		Fax: 714-744-7251	0	0	R
86	City of Phoenix - Employment and Training	200 W. Washington 19th Floor Phoenix, AZ 85003	Fred Workman		Fax: 602-534-3915	0	0	R
87	College of the Redwoods	7351 Tompkins Hill Rd. Eureka, CA 95501	Career Services	707-464-7457	Fax: 707-464-6867	0	0	R
88	College - Baker College, Owosso	1020 S. Washington St. Owosso, MI 48867	Lisa Lynch	989-729-3322	Email	0	0	R
89	College - Baltimore City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215	Rene Johnson	410-462-8250	Email	0	0	R
90	College - Cisco Junior College	Route 3, Box 3 Cisco, TX 76437	Career Services		Fax: 254-442-2546	0	0	R
91	College - Citrus College	1000 W. Foothill Glendora, CA 91741	Career Services		Fax: 626-914-8618	0	0	R
92	College - Citrus College Communications Dept.	1000 W. Foothill Glendora, CA 91741	Meg O'Neil		Fax: 626-914-8797	0	0	R
93	College - City College	5975 Sunset Dr. Miami, FL 33143	Career Services		Fax: 305-666-9243	0	0	R
94	College - City College	853 Semoran Blvd. Suite 200 Casselberry, FL 32707	Career Services		Fax: 407-831-1147	0	0	R
95	College - City College	1401 W. Cypress Rd. Ft. Lauderdale, FL 33309	Career Services		Fax: 954-491-1965	0	0	R
96	College - City College	2400 SW 13th St. Gainesville, FL 32608	Career Services		Fax: 352-335-4303	0	0	R
97	College - City College of Chicago - Communications	1900 W. Van Buren St. Chicago, IL 60612	Madeline Norton		Fax: 312-942-2470	0	0	R
98	College - City College of Chicago - Harold Washington	30 E. Lake St. Chicago, IL 60601	Douglas Nestingen		Fax: 312-553-3130	0	0	R
99	College - City College of Chicago - Kennedy King College	6800 S. Wentworth Ave. Chicago, IL 60621	Career Services		Email	0	0	R
100	College - City College of Chicago - Malcolm X	1900 W. Van Buren St. Chicago, IL 60612	Theresa Reed		Fax: 312-850-7484	0	0	R
101	College - City College of Chicago - Olive Harvey Campus	10001 S. Woodlawn Ave. Chicago, IL 60628	Michelle Solomon		Fax: 773-291-6304	0	0	R
102	College - City College of Chicago - Richard J. Daley	7500 S. Pulaski Rd. Chicago, IL 60652	Career Services		Email	0	0	R
103	College - City College of Chicago - Turman Communications	1145 W. Wilson Ave. Chicago, IL 60640	Tom Lenane		Fax: 773-907-4464	0	0	R
104	College - City College of Chicago - Westside	4624 W. Madison St. Chicago, IL 60644	Zenobia Brooks		Fax: 312-850-7440	0	0	R
105	College - City College of Chicago - Westside Tech	2800 S. Western Ave. Chicago, IL 60608	Sonia Zavala		Fax: 773-843-4518	0	0	R
106	College - City Colleges of Chicago	226 W. Jackson Blvd. Chicago, IL 60606	Career Services		Fax: 312-553-2699	0	0	R
107	College - Ferrum College / WFFC	PO Box 1000 Ferrum, VA 24088	Susie Kelly	540-365-4302	Email	0	0	R
108	College - International College of Broadcasting	6 So. Smithville Rd. Dayton, OH 45431	J. Michael LeMaster	937-258-8251	Email	0	0	R
109	College - Missouri Valley College - Communications	500 E. College Marshall, MO 65340	Harry Carrell	660-831-4216	Email	0	0	R
110	College - Stephens College - Communications	1200 E. Broadway Columbia, MO 65215	Kerry Yost	573-876-7133	Email	0	0	R
111	College - Walsh College of Accountancy and Business Administration	3838 Livernois Rd. Troy, MI 48007	Angela Boesler	248-689-8282	Email	0	0	R
112	College - West Virginia State College - Communications Dept.	PO Box 1000 Institute, WV 25112	Susan Marrash-Minnerly	304-766-3195	Email	0	0	R
113	College - Wilbur Wright College	4300 N. Narragansette Ave. Chicago, IL 60634	Irene Horne	773-481-8527	Email	0	0	R
114	Essexville Community College - Communications	7201 Rossville Blvd. Baltimore, MD 21237	Job Listings	410-780-6526	Email	0	0	R
115	Ithaca College - Dept. of Television/Radio	953 Danby Rd. Ithaca, NY 14850	Wenmouth Williams	607-274-3331	Email	0	0	R
116	Lincoln University - Journalism/Communications	820 Chestnut St. Jefferson City, MO 65102	Don Govang	573-681-5280	Email	0	0	R
117	MARO Employment and Training Association	PO Box 16218 Lansing, MI 48901	David Price	517-484-5588	Email	0	0	R

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
118	Michigan State University	East Lansing, MI 48824	Career Services	517-355-7698	Webiste: www.msumba.erecruiting.com	0	0	R
119	Michigan Technological University	1400 Townsend Drive Houghton, MI	Career Services	906-487-2641	Webiste: www.mtu.erecruiting.com	0	0	R
120	Michigan Works - Shiawassee County	Consumers Energy Complex 1795 W. Main St. Suite 117 Owosso, MI 48867	Melisa Shutt	989-729-6663	Email	0	0	R
121	Montana Migrant Council	1148 V. Ave. N. Billings, MT 59101	Claudia Stephens	406-248-3149	Email	0	0	R
122	Morgan State University - Communications Dept.	1700 E. Cold Spring Lane Baltimore, MD 21239	Lionel S. Duncan	443-885-3330	Email	0	0	R
123	NAACP - Aliquippa	AAUD Bldg Suite 25 Aliquippa, PA 15001	Arthur Farward	724-378-6690	Email	0	0	R
124	NAACP - Altoona	2100 6th Ave. Altoona, PA 16602	Donald Witherspoon	814-942-1126	Fax: 814-946-5451	0	0	R
125	NAACP - Cincinnati	2500 Kemper Ln. #1 Cincinnati, OH 45206	Deborah	513-281-1900	Fax: 513-281-4454	0	0	R
126	NAACP - Cleveland	2131 Stokes Blvd. Cleveland, OH 44106	Neisha	216-231-6260	Email	0	0	R
127	NAACP - Columbus	233 S. High St. #207 Columbus, OH 43215	Fred Parker	614-464-1108	Fax: 614-464-1328	0	0	R
128	NAACP - Durham	114 W. Parish St. 2nd Floor Durham, NC 27701	Amina Turner	919-682-4700	Email	0	0	R
129	NAACP - Grand Rapids	640 Eastern Ave. S. Grand Rapids, MI 48060	Hazel Lewis	616-243-1300	Fax: 616-243-9792	0	0	R
130	NAACP - Indianapolis Branch	300 E. Fall Creek Pkwy. PO Box 88676 Indianapolis, IN 46208	Natalie Bryant	317-925-5127	Email	0	0	R
131	NAACP - Local Office Job Placement Publication	2990 E. Grand Blvd. Detroit, MI 48202	Laurie Moore-Swaine	313-871-7745	Email	0	0	R
132	NAACP - Madison	3 South Pickney St. PO Box 45 Madison, WI 53701	Linda Hoskins	605-256-1942	Email	0	0	R
133	NAACP - Morristown	200 South St. PO Box 2256 Morristown, NJ 07960	Reno Smith	973-267-5261	Fax: 973-455-0381	0	0	R
134	NAACP - National Branch	4805 Mt. Hope Dr. Baltimore, MD 21215	Yolanda Hunter	877-622-2798	Email	0	0	R
135	NAACP - Port Huron	PO Box 610486 2021 Nern St. #85 Port Huron, MI 48060	Juanita Taylor	810-987-2446	Email	0	0	R
136	NAACP - St. Louis	625 N. Euclid Ave. Suite 405	Harold Crumpton	314-862-2228	Email	0	0	R
137	NAACP - St. Louis	625 N. Euclid Ave. Suite 405	Charles Mischeaux	314-361-8600	Fax: 314-361-4334	0	0	R
138	NAACP - Terra Haute Chapter	PO Box 441 Terra Haute, IN 47808	Theresa Bynum	812-234-4209	Email	0	0	R
139	NAACP - Washington	1000 U St. NW #100 Washington, DC 20001	Myrtle Wilburn	202-667-1700	Fax: 202-462-6115	0	0	R
140	NAACP - Wilmington	408 E. 8th St. Wilmington, DE 19801	Job Placement	302-665-0998	Email	0	0	R
141	National Association of Black-Owned Broadcasters	1155 Connecticut Ave. NW 6th Floor Washington, DC 20036	Priscilla Green	202-463-8970	Email	0	0	R
142	North Carolina A & T State - Communications	1601 E. Market St. Greensboro, NC 27411	Dr. Teresa Styles	336-334-7900	Email	0	0	R
143	Notre Dame College of Maryland	4701 N. Charles St. Baltimore, MD 21210	Debra Franklin	410-432-5521	Email	0	0	R
144	Radio-Television News Directors Association	1600 K St. Washington, DC 20036	Noreen Wellie	202-467-5203	Email	0	0	R
145	Saginaw Intermediate School District	6235 Gratiot Rd. Saginaw, MI 48603	Linda Jensen	989-799-4733	Email	0	0	R
146	University of Maryland - Communications	2130 Skinner Bldg. College Park, MD 20742	Elizabeth Toth	301-405-8979	Email	0	0	R
147	University of Michigan - WUOM Michigan Radio	535 W. William Suite 110 Ann Arbor, MI 48103	Jon Hoban	734-764-9210	Email	0	0	R
148	University of Wisconsin, LaCrosse - Dept of Communication	1725 State St. 346 Center for the Arts La Crosse, WI 54601	Richard Rodrick	608-785-6703	Email	0	0	R
149	University - Ashland University Radio and TV	401 College Ave. Ashland, OH 44805	Daniel O'Rourke	419-289-4142	Email	0	0	R

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
150	University - Eastern Michigan University - Dept. of Communication	129 Quirk Bldg. Ypsilanti, MI 48197	Keith Damron	734-487-0064	Email	0	0	R
151	University - Howard University - School of Communications	2400 6th St NW Washington, DC 20059	Carole Dudley	202-806-7690	Email	0	0	R
152	University - Missouri State University of Science and Technology	1870 Miner Circle Rolla, MO 65409	Jeff Schramm	573-341-4808	Email	0	0	R
153	University - Saint Xavier University - WXAV	3700 W. 103rd St. Chicago, IL 60655	Peter Kreten	773-298-3375	Email	0	0	R
154	University - Saint Xavier University - WXAV	3700 W. 103rd St. Chicago, IL 60655	Ronald Mark	773-298-3000	Email	0	0	R
155	University - Southern Illinois University, Carbondale	MC 4703 Carbondale, IL 62901	Todd Herman	618-453-3266	Email	0	0	R
156	University - Southern Illinois University, WSIE	Edwardsville, IL 62026	Frank Akers	618-650-2228	Email	0	0	R
157	University, Wayne State University - College of Communication	585 Manogian Hall Detroit, MI 48202	Debroah Moore	313-577-6299	Email	0	0	R
158	Western Michigan University	1903 W. Michigan Avenue Kalamazoo, MI 49008	Career Services	269-387-1030	Website: www.wmich.erecruiting.com	0	0	R
159	WNUR / Northwestern University	1905 Sheridan Rd. Evanston, IL 60208	Job Postings	847-467-2058	Email	0	0	R
160	WXJM / James Madison University	Anthony Seeger Hall Harrisonburg, VA 22807	Job Postings	540-568-6878	Email	0	0	R
161	Antioch New England Graduate School	40 Avon St. Keene, NH 03431	Cariotta Willis	800-553-8920	Email	0	0	N
162	City of Charlottesville	400 Preston Ave. Suite 301 Charlottesville, VA 22901	Willie Blanton		Email	0	0	N
163	College - Bethel College - KBCU	300 E. 27th St. New Newton, KS 67117	Tim Buller	316-283-2500	Email	0	0	N
164	College - Dixie State College / KRDC	225 S. 700 E. Saint George, UT 84770	Stan Everett	435-652-7500	Email	0	0	N
165	College - Lawson State Community College - Radio & Television	3060 Wilson Rd. SW Birmingham, AL 35221	Rachel Morgan	205-925-2515	Email	0	0	N
166	College - Linfield College / KSLC	900 SE Baker St. #A 498 McMinnville, OR 97128	Art Cuscaden	503-883-2550	Email	0	0	N
167	College - Salt Lake Community College - Communications Department	4600 S. Redwood Rd. Salt Lake City, UT 84123	Jay Williams	801-957-4631	Email	0	0	N
168	College - San Bernadino Valley Community College	701 S. Mount Vernon Ave. San Bernadino, CA 92410	Dr. Diane Dusic	909-888-6511	Email	0	0	N
169	College - Sante Fe Community College-Communications/KSFR	6401 Richards Ave. Sante Fe, NM 87508	Linda Highhill	505-428-1379	Email	0	0	N
170	College - Shorter College - Communication Arts	315 Shorter Ave. Rome, GA 30165	Tom Earp	706-233-7269	Email	0	0	N
171	College - Stillman College - English Department	PO Box 1430 Tuscaloosa, AL 35403	Dan Goldfard	205-366-8867	Email	0	0	N
172	College - Yuba College	2088 N. Beale Rd. Marysville, CA 95901	Steve Cato	530-741-6757	Email	0	0	N
173	DB & Associates Agency	PO Box 353 Neffs, PA 18065	David Brunner	610-767-6183	Email	0	0	N
174	Golden West College of Broadcast Arts	15744 Golden West St. Huntington Beach, CA 92647	Warren Carter	714-895-8772	Email	0	0	N
175	Kansas State University - Aq Miller School of Journalism	Manhattan, KS 66506	Career Services	785-532-6890	Email	0	0	N
176	KASU - Arkansas State University	PO Box 2160 State University, AR 72467	Mary Smith	870-972-3070	Email	0	0	N
177	KCSB - University of California - Santa Barbara	PO Box 13401 Santa Barbara, CA 93107	Career Services	805-893-3757		0	0	N
178	KCSS - California State University - Stanislaus	801 W. Monte Vista Ave. Turlock, CA 95380	Brittany Winters	209-667-3378	Email	0	0	N
179	KDUP - University of Portland	5000 N. Williamette Blvd. KDUP 1580 AM Portland, OR 97203	Nate Sherfinski	503-943-7284	Email	0	0	N
180	KDVS - University of California - Davis	14 Lower Freeborn Hall Davis, CA 95616	Jane Kim	530-752-0728	Email	0	0	N
181	KEXP - University of Washington	113 Dexter Ave. Seattle, WA 98109	Job Listings	206-520-5397	Email	0	0	N
182	KFSR - California State University - Fresno	5201 N. Maple MS #199 Fresno, CA 93740	Joe Moore	559-278-2598	Email	0	0	N
183	KGFN - Grossmont College	8800 Grossmont College Dr. El Cajon, CA 92020	Job Listings	619-644-7288	Email	0	0	N

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
184	KGRG - Green River Community College	12401 SE 320th St. Auburn, WA 98092	Tom Evans Krause	253-288-3439	Email	0	0	N
185	KSHU - Humboldt State University	1 Harpst St. Arcata, CA 95521	Elizabeth Hans McCrone	707-826-4807	Email	0	0	N
186	KLBC - Long Beach City College	4901 E. Carson St. Long Beach, CA 90808	Job Listings	562-938-4309	Email	0	0	N
187	KLC Radio - Lewis & Clark College	615 SW Palatine Hill Rd. Portland, OR 97219	Job Listings	503-768-7615	Email	0	0	N
188	KMUW - Wichita State University	3317 E. 17th St. Wichita, KS 67208	Job Notices	316-978-6789	Email	0	0	N
189	KSDB - Kansas State University	Manhattan, KS 66506	KSDB	785-532-3292	Email	0	0	N
190	KSLU Public Radio	SLU 10783 Hammond, LA 70402	Job Listings	504-549-2330	Email	0	0	N
191	KUCR - University of California - Riverside	Riverside, CA 92521	Job Listings	909-787-1012	Email	0	0	N
192	KUOW - University of Washington	4518 University Way NE Suite 310 Seattle, WA 98105	Job Listings	206-543-2710	Email	0	0	N
193	KXMS - Missouri Southern State University	3950 E. Newman Rd. Joplin, MO 64801	Job Postings	417-625-9356	Email	0	0	N
194	KZSU - Stanford University	PO Box 20190 Stanford, CA 94309	Job Postings	650-725-4868	Email	0	0	N
195	Loma Dave Agency	PO Box 368 Fogelsville, PA 18051	John E. Derr	610-248-1317	Email	0	0	N
196	Market Jump	450 Kemmer Rd. Spring City, TN 37381	Harry Landreth	931-212-8188	Email	0	0	N
197	Miami Dade Community College - Broadcasting	300 NE Second Ave. Miami, FL 33132	Billy Ovier/ Film & Television	305-237-1177	Fax: 305-237-1367	0	0	N
198	Middle Tennessee State University	PO Box 51 Murfreesboro, TN 37132	Mass Communications	615-898-2813	Email	0	0	N
199	Missouri Southern State College - Communications	3950 E. Newman Rd. Joplin, MO 64801	J. R. Moorman	417-625-9580	Email	0	0	N
200	Moorpark College - Media Arts Center	7075 Campus Rd. Moorpark, CA 93021	B. Goodman	805-378-1400	Email	0	0	N
201	Mort Meisner Associates	26711 Woodward Ave. Suite 203 Huntington Woods, MI	Mort Meisner	248-545-2222	Email	0	0	N
202	Mt. San Antonio College	1100 N. Grand Ave. Student Services Ctr 9B Walnut, CA 91789	Steve Woodyard	909-594-5611	Email	0	0	N
203	NAACP - Chattanooga	Chattanooga, TN 37411	Valoria Armstrong	423-894-8304	Email	0	0	N
204	NAACP - Clearwater	1201 Martin Luther King Dr. Clearwater, FL 33755	Arthonia Godwin	727-461-7191	Fax: 727-447-0955	0	0	N
205	NAACP - Denver	2823 Fairfax St. Denver, CO 80207	Menola Upshaw	303-333-9013	Email	0	0	N
206	NAACP - Eustis	1033 Smith St. Eustis, FL 32726	Job Postings	352-357-6811	Fax: 352-357-0924	0	0	N
207	NAACP - Ft. Lauderdale	1409 N. West 6th St. Fort Lauderdale, FL 33311	Marsha Ellison	954-764-7604	Fax: 954-467-8303	0	0	N
208	NAACP - Leflore County Branch	PO Box 8404 Greenwood, MS 38930	Willie Perkins	662-455-1211	Email	0	0	N
209	NAACP - Los Angeles	3910 Martin Luther King Blvd. Suite 202 Los Angeles, CA 90008	Job Postings	323-296-2630	Email	0	0	N
210	NAACP - Monroe	Monroe, LA 71202	Otis Chisley	318-325-0399	Fax: 318-325-0611	0	0	N
211	NAACP - New Boston	393 Francestown Rd. New Boston, NH 03070	Wayne Jennings	603-487-2349	Email	0	0	N
212	NAACP - Pacoima	12040 Foothill Blvd. Suite 116 Pacoima, CA 91331	Chronical Bus GP/Job Bank	818-364-9377	Email	0	0	N
213	NAACP - Portsmouth	PO Box 1261 Portsmouth, NH 03802	Purnell Ross	877-749-6362	Email	0	0	N
214	NAACP - Richmond	338 11th St. Richmond, CA 94801	Matt Barnes	510-236-1166	Fax: 510-236-1183	0	0	N
215	NAACP - Seaside	1104 Broadway Ave. Seaside, CA 93955	Job Postings	831-394-3727	Email	0	0	N
216	NAACP - San Bernardino	1505 W. Highland Ave. San Bernardino, CA 92411	Cheryl / Job Bank	909-887-7411	Fax: 909-887-7414	0	0	N
217	NAACP - San Diego	PO Box 152086 San Diego, CA 92195	Douglas Oden	619-702-0800	Email	0	0	N
218	NAACP - South Carolina State Conference	PO Box 1148 Columbia, SC 29202	Jim Wiggins	803-754-4584	Email	0	0	N
219	NAACP - St. Petersburg	PO Box 12402 St. Petersburg, FL 33733	Norman Brown	727-898-3310	Email	0	0	N

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
220	New Mexico Highlands University	PO Box 48 Las Vegas, NM 87701	Mike - Mass Communications	505-454-3588	Email	0	0	N
221	New Mexico State University - Communications	PO Box 30001 MSC 3K Las Cruces, NM 88003	Mike Martin	505-646-3221	Email	0	0	N
222	N.S. Bienstock, Inc.	250 W. 57th St. Suite 333 New York, NY 10107	Adam Leibner	212-765-3040	Email	0	0	N
223	Pima Community College	2202 W. Anklam Rd. Tuscon, AZ 85709	David Wing	520-206-6974	Email	0	0	N
224	Plattsburgh State University - Communications	101 Broad St. Plattsburgh, NY 12901	Job Placement	518-564-2111	Email	0	0	N
225	Plattsburgh State University - Marketing	101 Broad St. Plattsburgh, NY 12901	Nancy Church	518-564-2111	Email	0	0	N
226	Radio 1 Broadcast School	700 3rd St. North Suite LL7 La Crosses, WI 54601	Joe Deschler	507-450-4604	Email	0	0	N
227	Rio Hondo College - Communications	3600 Workman Hill Whittier, CA 90601	Communications Dept.	562-908-3429	Fax: 562-699-7386	0	0	N
228	Savannah State University - Mass Communications	PO Box 20209 Savannah, GA 31404	C. Conner		Email	0	0	N
229	Shaw University - Dept. of Mass Communications	118 E. South St. Raleigh, NC 27601	Job Board	919-546-8369	Email	0	0	N
230	Simi Valley Broadcast Academy	2470 Stearns Ct. Simi Valley, CA 93063	Job Placement	805-583-4592	Email	0	0	N
231	Southeastern Louisiana University - Communications	PO Box 10451 Hammond, LA 70402	Lynn Wellman	985-549-2105	Email	0	0	N
232	St. Augustine's College - Communications Dept.	1315 Oakwood Ave. Raleigh, NC 27610	Katrina Dix	919-516-4608	Email	0	0	N
233	Texas State University School of Journalism and Mass Communication	601 University Drive San Marcos, TX 78666	Harry Bowers	512-245-2656	Email	0	0	N
234	Trinity University - Dept. of Mass Communications	715 Stadium Dr. San Antonio, TX 78212	William G. Christ	210-999-8113	Email	0	0	N
235	University of California, Santa Cruz / KZSC	Student Music East 1166 High St. Santa Cruz, CA 95064	Kristan Sartor	831-459-2811	Email	0	0	N
236	University of Kansas / KJHK	1301 Jayhawk Blvd. Lawrence, KS 66045	Tom Johnson	785-864-2422	Email	0	0	N
237	University of LaVerne - Communications Dept.	1950 3rd St. Communications Dept. LaVerne, CA 91750	Janice Sullivan	909-593-3511	Email	0	0	N
238	University - Fayetteville State University - WFSS	1200 Murchison Rd. Fayetteville, NC 28301	Karen Andrews	910-672-1381	Email	0	0	N
239	University - Grambling State University - Mass Communications	100 Main St. Grambling, LA 71245	Martin Edu	318-274-2189	Email	0	0	N
240	University - Pacific University - Media & Arts	2043 College Way Forest Grove, OR 97116	Dave Cassidy	503-352-2701	Email	0	0	N
241	University - Santa Clara University - Communications	500 El Camino Real Santa Clara, CA 95053	Helen Otero	408-554-2798	Email	0	0	N
242	University, Washington State University - KUGR	301 Murrow Communications Center Pullman, WA 99163	Andrea Sullivan	509-335-5042	Email	0	0	N
243	Walter Cronkite School of Journalism	Arizona State University Tempe, AZ 85287	Karen Shannon	480-965-9011	Email	0	0	N
244	Weynand Training International	17327 Ventura Blvd. Suite 220 Encino, CA 91316	Scott Madden	818-995-1719	Email	0	0	N
245	Whitman College - KWCW Radio Station	200 Boyer Ave. Walla Walla, WA 99362	Alan Blickenstaff	509-527-5285	Email	0	0	N
246	Whitman Rhetoric and Film Studies	200 E. Boyer Ave. Walla Walla, WA 99362	Jim Hanson	509-527-5499	Email	0	0	N
247	Wichita State University / Elliot School of Communication	1845 Fairmont Wichita, KS 67260	Susan Shultz Huxman	316-978-3185	Email	0	0	N

II. Recruitment Sources, continued

Code	Recruitment Source	Address	Contact Person or Department	Phone Number	Contact Method	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Hired From This Source	Local, Reg., Natl
248	Society of Broadcast Engineers	9102 N. Meridian Street Suite 150 Indianapolis, IN 46260	Engineering Jobs	317-846-9000	Website: www.sbe.org	0	0	Eng Only
249	Broadcast Cable Financial Management Association	550 Frontage Road Suite 3600 Northfield, IL 60093	Employment Ads	847-716-7000	Website: www.bcfm.com	0	0	Paid
250	Spots N' Dots	ads@spotsndots.com	Employment Ads		Email in ad	0	0	Paid
251	Saginaw News	203 S. Washington Saginaw, MI	Employment Ads	989-754-9181	Call In Ad	0	0	Paid
252	The Flint Journal	200 E. First Street Flint, MI	Employment Ads	810-767-0680	Call In Ad	0	0	Paid
253	WEYI Account Executive Job Fair	Birch Run Expo Center on 11/3/08	EEO Officer	810-687-1000	Apply direct at job fair	15	1	
254	Former Employees or Interns					2	1	
255	Agencies					0	0	
256	Unknown					8	0	
257	Referrals					5	3	
258	Word of Mouth					0	0	
259	Market Station Employees					0	0	
260	Intern Web		Internships		Website: www.internweb.com	0	0	Interns
Total Number of Applicants Interviewed During This Period						47		
Total Number of Interviewees Hired During This Period							13	

* Indicates referral source requested job opening notifications during this reporting period

Supplemental Outreach Initiatives

A. Job Fairs

1. Delta College Office of Cooperative Education and Experiential Learning's Business and Agency Fair at the Delta College Main Campus on 9/16/08. The event was attended by Sherry Cudd (EEO Officer). Internship opportunities were presented and discussed with students.
2. 2008 Account Executive Job Fair was hosted by WEYI-TV and WBSF-TV on 11/3/08 at the Birch Run Expo Center in Birch Run, MI. The event was publicized on our website, www.ConnectMidMichigan.com. Promos were run on both NBC25 and CW46 and the event was given news mentions on all NBC25 newscasts leading up to the event. The event was attended by Becky Butcher (President and CEO), Jeff Reinarz (News Operations Manager), Shallon Everett (National/Regional Sales Manager), Sheery Houston (Local Sales Manager) and all station Account Executives. This job fair was exclusive to those seeking a sales position within WEYI/WBSF and approximately 75 people were in attendance.
3. Saginaw Valley State University Summer Job/Internship Job Fair at the SVSU Campus on 1/27/09. The event was attended by Sherry Cudd (EEO Officer). She spoke with approximately 50 students regarding internship opportunities at NBC25 and CW46.
4. University of Michigan-Flint 2009 Spring Career Fair at the University of Michigan Flint campus on 4/9/09. This event was attended by Allison Shoup (News Content Manager), Sherry Cudd (EEO Officer) and Brett Dickie (Photographer). They spoke with approximately 50 students regarding internship opportunities at NBC25 and CW46.

B. Internship Program

Internships at NBC25 (WEYI-TV) and the CW46 (WBSF-TV) are available for full-time Juniors and Seniors enrolled full-time in 2-4 year colleges and universities. Interns receive college credit only and no financial compensation. The duration of an internship is generally one full semester per student (fall, winter, spring or summer). However, the specific length of the internship, minimum hours required to work to receive credits, eligibility and college credits awarded for successful completion of the program must be verified with the student's faculty advisor before any internship is made final. Internship positions are based on availability and current staffing levels. Available positions may include News Reporting, Sports, Photography, Production, Promotion, Graphic Arts, Sales & Marketing, Public Affairs and Broadcast Engineering. An interview is conducted with the student prior to acceptance into the program. To apply, students must submit a cover letter stating the department/job they are interested in, and resume to: NBC25 Internships, 2225 W. Willard Road, Clio, MI 48420, Fax: 810-687-8989. Resumes must be received one month prior to the start of the semester in which the student would like to intern in.

College Intern Participants

A Senior from Central Michigan University completed an internship with Todd Wise, News Director, from May 12, 2008, to August 15, 2008. The student interned in the News Department as a Sports Reporter and in return received college credit.

A Senior from Mott Community College completed an internship with Karen Petzold, Web and Content Manager, from October 28th to November 21st, 2008. The student in turn received 2 college credits for his experience.

A Senior from Central Michigan University completed an internship with Dan Armstrong, News Managing Editor and Anchor, from January 30th to May 16th, 2009. The student in turn received 2 college credits for her experience.

A Junior from Central Michigan University started an internship with Dan Armstrong, News Managing Editor and Anchor, on May 11, 2009, and will complete the program in August 2009. The student is interning in the News Department and upon completion of the program will receive college credit.

A Junior from Delta College started an internship with Dan Armstrong, News Managing Editor and Anchor, on May 12, 2009, and will complete the program in August 2009. The student is interning in the News Department and upon completion of the program will receive college credit.

A Senior from Central Michigan University started an internship with Dan Armstrong, News Managing Editor and Anchor, on May 15, 2009, and will complete the program in August 2009. The student is interning in the News Department and upon completion of the program will receive college credit.

C. Job Shadowing

Job Shadow Participants

10/17/08 – A sophomore from Clio High School, did a job shadow with Dan Armstrong, News Anchor, for 6 hours on 10/17/08. She was interested in learning about several aspects of a news organization.

11/19/08 – A senior from New Lothrop High School, did a job shadow with Rob Zielesch, Director, during his 8-hour shift. The student is interested in attending Central Michigan University for Broadcasting.

2/11/09 – A Senior from Frankenmuth High School, started a job shadowing experience which extended through May 22, 2009. The student shadowed news reporters,

producers, editors, photographers, sports reporters and promotion assistants for 3 to 5 hours per week.

2/19/09 – A Senior from Hill-McCloy High School in Montrose, did a job shadow with Mark Torregrossa (Chief Meteorologist) for 3 hours. He was interested in learning about becoming a meteorologist and what the job entails.

3/30/09 – A Junior from Grand Blanc High School, did a job shadow with Mark Torregrossa (Chief Meteorologist) for 3 hours. The student shadowed Mark to see what the job of a meteorologist entails and discussed his education and background.

5/4/09 – A Senior from USA Schools, did a job shadow with Jeff Chris Barrus (Photo/Editor/Production Assistant) for 8 hours. The student shadowed Chris to see what Promotion and Production Departments do within a news organization.

D. Station Educational Tours

1. 10/15/08 – Clio Girl Scout Troop 1976 toured the station. The group consisted of 10 girls (3rd, 4th & 5th graders) and 4 adults.
2. 10/28/08 – A group of 1st and 2nd Graders from City School in Grand Blanc toured the station and discussed weather systems and being a meteorologist with Jim Geyer (Meteorologist). There were 43 students and 10 adults in attendance.
3. 11/15/08 – A group of 2nd through 10th graders and chaperones from Juniata Christian School toured the station with Dan Armstrong (News Anchor). There were 12 people in attendance.
4. 1/19/09 – The Tiger Cubs Pack 366 from Edgerton Elementary in Clio toured the station. The group consisted of 9 children (1st graders) and 9 parents.
5. 1/29/09 – The Cub Scout Pack 122 Den 1 from Swartz Creek toured the station. The group consisted of 12 children (1st and 2nd graders) and 10 parents.
6. 2/4/09 – The Webelos Pack 366 from Edgerton Elementary in Clio toured the station. The group consisted of 10 children (4th graders) and 8 parents.
7. 2/11/09 – The Boy Scout Troop 558 from Mayville High School in Mayville toured the station and discussed being a meteorologist with Mark Torregrossa (Chief Meteorologist). The group consisted of 5 students (Freshman) and 2 parents.
8. 2/13/09 – The Cub Scout Pack 3558 from Mayville Elementary in Mayville toured the station. The group consisted of 6 children (1st-3rd graders) and 4 parents.
9. 3/9/09 – The Cub Scout Pack 304 Den 3 from LaCure Elementary in Clio toured the station. The group consisted of 8 children (1st graders) and 6 adults.
10. 3/26/09 – The Bay City Boy Scout Troop 119 toured the station. The group consisted of 14 children (5th through 12th grade) and 5 adults. They spoke to Mark Torregrossa about becoming a meteorologist.
11. 3/27/09 – The Cub Scout Pack 380 from Hartland toured the station. The group consisted of 15 children (4th graders) and 10 adults.

12. 4/23/09 – The 6th Grade class from Faith Baptist School in Davison toured the station. The group consisted of 16 students and 7 adults.
13. 5/14/09 – The Millington Tiger Cub Scouts, Troop 3553, toured the station, the weather garden and spoke to Mark Torregrossa (Chief Meteorologist). The group consisted of 9 children (1st graders) and 10 adults.

E. Career Days / School Visits

1. 7/7/08 – Dan Armstrong (News Anchor) taught a media track workshop at the Student Statesmanship Institute in Lansing. Approximately 15 high school aged students were in attendance.
2. 7/21/08 – Dan Armstrong (News Anchor) taught a media track workshop at the Student Statesmanship Institute in Lansing. Approximately 15 high school aged students were in attendance.
3. 8/21/08 – Mark Torregrossa (Chief Meteorologist) conducted a weather presentation and station tour to the Genesee County Master Gardeners. The group consisted of approximately 50 adults.
4. 9/11/08 – Mark Torregrossa (Chief Meteorologist) gave a weather safety presentation to the Dow Chemical Employees Credit Union safety leaders. The group consisted of approximately 40 adults.
5. 9/25/08 – Dan Armstrong (News Anchor) explained the difference between print and television writing to journalism students at University of Michigan Flint. Approximately 40 high school aged students were in attendance.
6. 10/24/08 – Mark Torregrossa (Chief Meteorologist), Shallon Everett (National/Regional Sales Manager), Darrel Dinnan (Engineer) and Kris Russo (Account Executive) attended the Delta College Career Pathways Exploration Fair.
7. 10/31/08 – Jim Geyer (Meteorologist) spoke to approximately 50 second graders about weather and being a meteorologist at North Road Elementary School in Fenton.
8. 11/12/08 – Dillon Collier (Sports Director) participated in the Lakeville High School Senior Mock Interview Day. Approximately 120 students were in attendance.
9. 11/24/08 – Jim Geyer (Meteorologist) spoke to approximately 50 sophomores, junior and seniors at Corunna High School about weather and being a meteorologist.
10. 3/28/09 – NBC25 donated “The Weather Kid Apprentice” to the St. Pius X Catholic School’s 2nd Annual Gala Hooray for Hollywood Charity Auction. The winning bidder won an opportunity for their child (ages 10 and over) to appear on NBC25 to deliver the weather forecast with Mark Torregrossa (Chief Meteorologist). The winner is scheduled to come in on May 11, 2009, to learn about meteorology and deliver the weather forecast with Mark Torregrossa.
11. 2/19/09 – Mark Torregrossa (Chief Meteorologist) gave a presentation on weather education to a group of approximately 60 people (ages 50-85) at the Catholic Federal Credit Union in Saginaw.
12. 2/25/09 – Mark Torregrossa (Chief Meteorologist) gave a presentation on weather education to a Lifelong Learning Class at Saginaw Valley State University. The group consisted of approximately 50 people (ranging in ages 50-70).

13. 3/2/09 – Mark Torregrossa (Chief Meteorologist) gave a presentation on weather education and safety to a group of golf superintendents at the Golf and Polo Grounds in Ann Arbor. The group consisted of approximately 70 people (ranging in ages 25-65).
14. 3/4/09 – Mark Torregrossa (Chief Meteorologist) gave a presentation on weather education to a Lifelong Learning Class at Saginaw Valley State University. The group consisted of approximately 50 people (ranging in ages 50-70).
15. 3/11/09 – Mark Torregrossa (Chief Meteorologist) gave a presentation on weather education to a Lifelong Learning Class at Saginaw Valley State University. The group consisted of approximately 50 people (ranging in ages 50-70).
16. 2/12/09 – Dillon Collier (Sports Director) attended the Hamady High School Career Fair in Mt. Morris Township. He spoke to approximately 150 students (Freshmen, Sophomores and Juniors) about becoming and being a sportscaster and other jobs available at television stations.
17. 2/24/09 – Mike Horne (Chief Photographer) attended the Lakeville High School 2009 Career Fair and spoke to approximately 75 Juniors and Seniors about becoming and being a news photographer and other jobs available at television stations.
18. 2/25/09 – Jim Geyer (Meteorologist) spoke to approximately 60 students, 1st through 8th grade, about weather forecasting and being a meteorologist at St. Mark Lutheran School in Flint.
19. 4/23/09 – Dillon Collier (Sports Director) spoke to four different sections of approximately 20+ students (~100 total) at the Center Academy Career Fair in Flint. He also showed them a DVD of some of his sports anchoring and reporting.
20. 4/30/09 – Dillon Collier (Sports Director) spoke to five different sections of approximately 20+ students (~80 total) at the Bendle High School Career Fair in Burton. He also showed them a DVD of some of his sports anchoring and reporting.
21. 5/6/09 – Maureen Ford, Kris Russo and Kelly Blackmer (Account Executives) attended the Carrollton High School Career Fair to discuss their careers in broadcasting. Approximately 20-30 students came to talk to them about their careers and how to pursue a career in marketing/sales at a television station.

F. Events / Meetings / Programs

Station personnel participated in the following events, meetings or activities sponsored by organizations representing groups present in the community interested in broadcast employment issues or to further the goal of disseminating information as to employment opportunities in broadcasting to those who might otherwise be unaware of such opportunities.

1. Becky Butcher (President and CEO) is a committee member on the ADDY's Committee for the American Advertising Federation (AAF). This group meets once a month.
2. Jon Bengtson (Program/Operations Manager) serves on the Advisory Board for the Central Michigan University Broadcast and Cinematic Arts Department and the MABF

(Michigan Association of Broadcasters Foundation) Student Broadcasting Conference Ad-hoc Committee.

3. News Operations Manager, Jeff Reinartz, is a member of the Frankenmuth Junior Chamber of Commerce (Jaycee's) Board of Directors.
4. The station continued their partnership with the Family Youth Initiative (FYI) of Saginaw, MI. FYI operates out of the Saginaw County Health Department and focuses on youth issues and will attempt to keep youth off drugs and in school. The station will produce PSAs, vignettes and provide extensive news coverage in an effort to help achieve their goal.
5. The station is in a partnership with Michigan Works!, a progressive workforce development association who serves the community by providing public information on jobs, training, technical assistance and special events. In conjunction with Michigan Works!, the station airs a segment called "Get a Job Monday" once a month where representatives from the association come in to the station to give information during the newscast about available jobs in the area. One "Get a Job Monday" was dedicated to the Account Executive positions available at NBC25 and CW46. The station provides a phone bank for those representatives to take calls from interested viewers who would like more information on those jobs or their organization. The station also produces and airs "Jobs of the Day" segments, where several area jobs are highlighted during the newscast daily and on our website. NBC25 has been named Michigan Works! Partner of the Year for 2008.
6. 9/5/08 – NBC25 hosted a booth at the Flint Journal Women's Expo held at the Perani Arena in Flint. Marsha Dennis, Jill Wise, Shallon Everett, Kris Russo, Sheery Houston (Account Executives), Mark Torregrossa (Chief Meteorologist) and Sherry Cudd (General Manager Assistant) participated.
7. 11/25/08 – Marsha Dennis (Account Executive) attended the Swartz Creek Chamber of Commerce meeting at Cumulus Radio Station in Flint.
8. 12/2/08 – Mark Torregrossa (Chief Meteorologist) emceed the 2008 Michigan Farm Bureau Annual Meeting at the Amway Grand Plaza Hotel and Devos Place in Grand Rapids. Approximately 2000 people were in attendance.
9. 3/17/09 – Becky Butcher (President and CEO) attended the Swartz Creek Area Chamber of Commerce Meeting at Citadel Broadcasting.
10. 5/16/08 – NBC25 hosted a booth at the American Heart Association's Start Heart Walk in Bay City. Elizabeth MacFarland (News Anchor), Sherry Cudd (EEO Officer), Jill Wise, Kris Russo and JaVan Johnson (Account Executives) attended.