

**WBUP ABC 10 & WBKP CW 5/2  
EEO Public File Report**

**EEO Public File Report:**  
June 1, 2007 – May 31, 2008

**Annual EEO Public File Report Form**

WBUP, Marquette – WBKP, Calumet

## **Annual EEO Public File Report**

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 that is comprised of the following station(s): WBUP, Ishpeming and WBKP, Calumet and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2007 to and including May 31, 2008 (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), identified by name, address, contact person and telephone number;
- 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.

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 entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to Annual EEO Public File Report Form

Covering the Period from June 1, 2007 to May 31, 2008

Station(s) Comprising Station Employment Unit: WBUP - WBKP

Section 1: Vacancy Information

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1	Account Executive	Michigan Works <a href="http://www.michiganworks.org">www.michiganworks.org</a>  The Mining Journal  Michigan Association of Broadcasters Job Bank Database <a href="http://www.michmab.com">www.michmab.com</a>	6
2	Master Control Operator	The Mining Journal Employee Referral	2
3	Creative Services Manager	Michigan Association of Broadcasters Job Bank Database <a href="http://www.michmab.com">www.michmab.com</a>  TvJobs <a href="http://www.tvjobs.com">www.tvjobs.com</a>	1

Total Number of Persons Interviewed During Applicable Period: 9

Appendix 2 to Annual EEO Public File Report Form

Covering the Period from June 1, 2007 to May 31, 2008

Station(s) Comprising Station Employment Unit: WBUP - WBKP

Section 2: Recruitment Source Information

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
A	The Mining Journal 249 W. Washington Marquette, MI Classified Advertising	1	All positions advertised
B	The Daily Mining Gazette 206 Sheldon Ave. Houghton, MI Classified Advertising	0	All positions advertised
C	TVJobs.com– internet <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0	All positions advertised
D	Michigan Association of Broadcasters Job Bank Database <a href="http://www.michmab.com">www.michmab.com</a>	0	All positions advertised
E	*Northern Michigan University Career Resources Office Marquette, MI Career Resources Advisor	1	All positions advertised
F	*Michigan Works Job Bank <a href="http://www.michiganworks.org">www.michiganworks.org</a>	2	All positions advertised
H	Big Bay De Ngoc College Career Search Center 2001 N. Lincoln Dr. Escanaba, MI Job/Career Postings	0	All positions advertised
I	Michigan Tech University Career Center Meese Center Room 107 Houghton, MI	0	All positions advertised

\* Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from June 1, 2007 to May 31, 2008

Station(s) Comprising Station Employment Unit:

WBUP – WBKP Section 3:

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

WBUP – WBKP

**Career fairs attended held by the following:**

Northern Michigan University, Marquette, MI  
Michigan Works Job Services