06/01/2018-5/31/2019

EEO Report for June 1, 2018
For Period of 06/01/2018-05/31/2019
16 Full Time Employees Hired
Applications Received: 279
Interviews: 42

<table>
<thead>
<tr>
<th>Recruitment Sources</th>
<th>Interview</th>
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<tr>
<td>Indeed</td>
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<tr>
<td>NAB</td>
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<td>AR Specialist</td>
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<td>Chief Engineer</td>
<td>Larry O’Donnell – Company Website</td>
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<td>Creative Media Specialist</td>
<td>Morgan Burke-Beyer – Company Website</td>
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<td>Digital Project Manager</td>
<td>Rob Disbro - Indeed</td>
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Michigan Talent Bank | 0

Marketing Assistant | Erica Benham – Company Website
- Indeed | 30
- Company Website | 1
- Michigan Talent Bank | Internal | 3

Media Consultant - Continual Posting | Thomas Herriott - Company Website
- Indeed | 24
- Company Website | 1

Media Consultant – Mane Content | Interviewing
- Indeed | 24
- Company Website | 4
- Michigan Talent Bank | 0
- Monster | 3

Sr Accountant | Leta Saul – Company Website
- Indeed | 15
- Company Website | 5
- Michigan Talent Bank | 0

Producer | Johnathon Gustin - Indeed
- Indeed | 5
- Company Website | 0

Producer | Ryan Cole - Company Website
- Indeed | 8
- Company Website | 2

Producer | Sara Eisinger - Indeed
- Indeed | 5
- Company Website | 1

Producer | Just posted

Producer | Reporter
- Samana Sheikh - Indeed
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<td>Reporter</td>
<td>Gabriella Galloway</td>
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<td>Reporter</td>
<td>Madison Gardener</td>
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<td>Meteorologist</td>
<td>Samantha Droope</td>
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<td>Digital Reporter</td>
<td>Brighid Driscoll</td>
<td>Indeed – Starts June 3</td>
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<td>Local Sales Manager</td>
<td>Alex Wolf</td>
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<td>Anchor – The Four</td>
<td>Melissa Smith</td>
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<td>Photo Journalist</td>
<td>Josh Monroe</td>
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</tbody>
</table>
June 1, 2018-May 31, 2019

WWTV/WWUP-TV has participated in 3 Job Fairs during the past year. In attendance from WWTV/WWUP-TV was Sean Mahon, News Director.

We advertise the job fairs on-air and on-line.

We also host several school tours in our Cadillac studio throughout the school year letting the students see the live noon news cast.

WWTV/WWUP-TV has an ongoing Internship program with Central Michigan University in Mt. Pleasant. We employ between 6-12 interns per year. Interns also come from the Job Fairs we attend. Interns are employed in News and Promotions.

WWTV/WWUP-TV teams up with Don’s Auto Clinic in Cadillac for a scholarship program called Future Leaders. 1st Place is $2000, 2nd place is $1000 and 3rd place is $500.

WWTV/WWUP-TV is again the sponsor of “Best of the Class” where all top seniors in all schools in our viewing area are invited to a special luncheon to be recognized.

WWTV/WWUP-TV hosted a Job Fair in Traverse City, Michigan on April 3, 2019.
October 11, 2018

Sean Mahon
Heritage Broadcasting Company of Michigan
1 Broadcast Way
Cadillac, MI 49601

RE: MABF Broadcast Media Career & Networking Fairs

Dear Sean,

Thank you again for your participation in the 2018 MABF Broadcast Media Career & Networking Fair at Ferris State University. More than fifty students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):

Sean Mahon

Representing the following call letters:
WWTV-TV
WWUP-TV

The information about the MABF Broadcast Media Career Fair was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, veteran affairs organizations, Michigan Works locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

As you know, participation in the career fair may count as one of the Outreach Prong 3 – Menu Option initiatives with regards to obtaining EEO credits. As mentioned in previous mailings, your efforts in promoting and planning this event are very important to the FCC in considering possible EEO credit. For MAB members, any questions should be directed to the MAB's Legal Counsel, David Oxenford.

The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Rachel Krause
Program Coordinator
MAB/MABF Foundation

Enclosures
MEDIA CAREER FAIRS
MichiganBroadcastCareers.com

FERRIS STATE UNIVERSITY

Wednesday, October 10 | 12-3 p.m.
Interdisciplinary Resource Center
1201 S State St, Big Rapids, MI 49307
FREE TO ATTEND!

NETWORK WITH POTENTIAL EMPLOYERS

Companies are looking to hire for jobs and internships in:
Sales
Marketing
Broadcast Engineering
Traffic
Journalism
Graphic Design
Production
On-Air Talent
and much more!

Media and broadcast companies from throughout Michigan will be in attendance to meet YOU! Dress to impress and bring several copies of your resume.

Presented by
MichiganBroadcastCareers.com
November 19, 2018

Sean Mahon
Heritage Broadcasting Company of Michigan
1 Broadcast Way
Cadillac, MI 49601

RE: MABF Broadcast Media Career & Networking Fairs

Dear Sean,

Thank you again for your participation in the 2018 MABF Broadcast Media Career & Networking Fair at Lansing Community College, Friday, November 16, 12pm-1:30pm. More than 150 students and business-minded professionals attended this year’s event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):

Sean Mahon

Representing the following call letters:
WWTV-TV
WWUP-TV

The information about the MABF Broadcast Media Career Fair was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, veterans affairs organizations, Michigan Works locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

As you know, participation in the career fair may count as one of the Outreach Prong 3 – Menu Option Initiatives with regards to obtaining EEO credits. As mentioned in previous mailings, your efforts in promoting and planning this event are very important to the FCC in considering possible EEO credit. For MABF members, any questions should be directed to the MABF’s Legal Counsel, David Oxenford.

The MABF asks that you place this letter, photos, as well as any other flyers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Rachel Krause

Rachel Krause
Program Coordinator
MAB/MAB Foundation

Enclosures
Hi Sean,
Thanks for your participation in the career fair at BCBC! We appreciate your support and dedication. Thanks also for stepping in to help in the News Anchor Session at the last minute—you’re a life saver!

Your EEO letter is attached, along with photos and a flier.

Keep a lookout for 2019 career fair info coming soon. We’re adding a ‘virtual career fair’ option into the mix, as well as changing locations for some of the other fairs.

Please let me know if you have any questions, thanks!

Rachel

Rachel Krause
Michigan Association of Broadcasters
820 N. Capitol Ave.
Lansing, MI 48906
517-484-7444

Sean Mahon
News Director
231.775.3478 x3910
MEDIA CAREER FAIRS
MichiganBroadcastCareers.com

NETWORK WITH
POTENTIAL EMPLOYERS

Media and broadcast companies
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Production
On-Air Talent
and much more!

Presented by

MAB FOUNDATION
MichiganBroadcastCareers.com
March 11, 2019

Sean Mahon
Heritage Broadcasting Company of Michigan
1 Broadcast Way
Cadillac, MI 49601

RE: MABF Broadcast Media Career & Networking Fairs

Dear Sean,

Thank you again for your participation in the 2019 MAB Foundation Broadcast Media Career & Networking Fair at the Great Lakes Media Show in Lansing on Wednesday, March 6, 2019. More than three hundred students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):

Sean Mahon

Representing the following call letters:
WWTV-TV, WWUP-TV

The information about the MABF Broadcast Media Career Fair was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, Michigan Works locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

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The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Rachel Krause

Rachel Krause
Program Coordinator
MAB/MAB Foundation

Enclosures

820 N. Capitol Ave. • Lansing, MI 48906 • PH (517) 484-7444 • mabf@michmab.com • www.mabf.org