

Federal Communications Commission

**FCC MB - CDBS Electronic Filing
Account number: 514609**

**Description: MID-TERM REPORT FOR WOOD-TV, WOTV & CLASS A
STATIONS**

**Application Reference Number: 20090529ABO
Successfully filed at May 29 2009 11:31AM**

Based on the information supplied, no fee is required.

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY
BROADCAST MID-TERM REPORT	FOR COMMISSION USE ONLY FILE NO. - 20090529ABO

Legal Name of the Licensee
 WOOD LICENSE COMPANY, LLC

Mailing Address
 4 RICHMOND SQUARE
 SUITE 200

City PROVIDENCE	State or Country (if foreign address) RI	Zip Code 02906 -
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Telephone Number (include area code) 4014579525	E-Mail Address (if available) JEAN.BENZ@LINTV.COM
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FCC Registration Number 0003593803	Facility ID Number 36838	Call Sign WOOD-TV
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time

brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WOTV	10212	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	BATTLE CREEK, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOBC-CA	67001	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	BATTLE CREEK, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOGC-CA	17203	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	GRAND RAPIDS, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOHO-CA	28926	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HOLLAND, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOKZ-CA	36841	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	KALAMAZOO, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOLP-CA	36839	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	GRAND RAPIDS, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOMS-CA	67895	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	MUSKEGON, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WXSP-CA	36851	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	GRAND RAPIDS, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOOD-TV	36838	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	GRAND RAPIDS, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name WOOD LICENSE COMPANY, LLC	Street Address 4 RICHMOND SQUARE SUITE 200
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City PROVIDENCE	State RI	Zip Code 02906-	Telephone Number 4014579525
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FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JEAN W. BENZ
Title ASSISTANT SECRETARY OF MANAGING MEMBER	Telephone No. (include area code) 4014579525
Date 5/29/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JULIE PIERCE	Title: EXECUTIVE ASSISTANT
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB

control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: 2 MOST RECENT EEO PUBLIC FILE REPORTS

Attachment 1

Description
2008 AND 2008 EEO REPORTS

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2007 to May 22, 2008.

1) Employment Unit: LIN Television – Grand Rapids

2) Unit Members (Stations and Communities of License): WOOD, Grand Rapids, Kalamazoo, Battle Creek
WOTV, Grand Rapids, Kalamazoo, Battle Creek
WXSP, Grand Rapids, Kalamazoo, Battle Creek
WOBC, Grand Rapids, Kalamazoo, Battle Creek
WOGC, Grand Rapids, Kalamazoo, Battle Creek
WOHO, Grand Rapids, Kalamazoo, Battle Creek
WOKZ, Grand Rapids, Kalamazoo, Battle Creek
WOLP, Grand Rapids, Kalamazoo, Battle Creek
WOMS, Grand Rapids, Kalamazoo, Battle Creek

3) EEO Contact Information for Unit Member:

Mailing Address: 120 College Ave SE Grand Rapids, MI 49503	Telephone Number: (616)771-9607
	Contact Person: Julie Pierce
	E-mail Address: Julie.pierce@woodtv.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. <u>Internet Account Executive</u>	<u>Employee Referral</u>
2. <u>Producer</u>	<u>TV Jobs / Former Candidate</u>
3. <u>Web Sales Content Producer</u>	<u>Former Intern / Employee Referral</u>
4. <u>Photojournalist</u>	<u>Internal Posting</u>
5. <u>National Sales Assistant</u>	<u>Employee Referral</u>
6. <u>Technical Director</u>	<u>Employee Referral</u>
7. <u>Promotions Writer/Producer/Editor</u>	<u>woodtv.com</u>
8. <u>Producer</u>	<u>woodtv.com</u>
9. <u>Master Control Operator</u>	<u>Internal Posting</u>
10. <u>Broadcast Maintenance Tech</u>	<u>woodtv.com</u>
11. <u>Broadcast Maintenance Tech</u>	<u>woodtv.com</u>
12. <u>Graphic Artist</u>	<u>Internal Candidate</u>

Station WOOD, WOTV and WXSP are Equal Opportunity Employers.

4) Full-Time Job Vacancies Filled by Each Station. (cont.)

Job Title	Recruitment Source Referring Hiree
13. <u>Production Assistant</u>	<u>Internal Candidate</u>
14. <u>Broadcast Maintenance Tech</u>	<u>woodtv.com</u>
15. <u>Broadcast Maintenance Tech</u>	<u>Michigan Association of Broadcasters</u>
16. <u>Promotions Writer/Producer/Editor</u>	<u>woodtv.com</u>
17. <u>Account Executive</u>	<u>Non-employee Referral</u>
18. <u>Account Executive</u>	<u>Internal Candidate</u>
19. <u>Producer</u>	<u>Michigan Association of Broadcasters</u>
20. <u>Reporter</u>	<u>RTNDA</u>
21. <u>Reporter</u>	<u>Michigan Association of Broadcasters</u>

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Aharon DeMaeyer	Aharon DeMaeyer	ah_dem15@yahoo.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Aquinas College	Loretta Simpson	Aquinas Center 1607 Robinson Road Grand Rapids, MI 49506 616.632.8900			
Asian American Journalists Association	Albert Lee	Job Placement Office 1182 Market Street Suite 320 San Francisco, CA 94102 415.346.2051			20, 21
AWRT	Careers	8405 Greensboro Dr. Suite 800 McLean, VA 22102 703.506.3290			2, 3
Broadcast Compliance Service (This company widely disseminates job openings to over 200 potential regional or national sources.)	Chip Weinman	106 Old Court Road Suite 300 Baltimore, MD 21208 866.227.4336			1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Breton Health Center	Kimberly Martin	1925 Breton SE Grand Rapids, MI 49503 616.252.4100 Kimberly.martin@metrogr.org		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Broadcast & Cinematic Arts Central Michigan University	Dr. Peter Orlik	340 Moore Hall Central Michigan University Mt. Pleasant, MI 48859 Mcdonljk@cmich.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Broadcast Engineering	Susan Schaefer	9800 Metcalf Overland Park, KS 66212 484.478.0154			10
Career Builder	Ty Young	8420 BrynMawr Suite 1000 Chicago, IL 60631 773.527.5756			2, 3, 4, 7
Career Matrix	Tim Colthorp	1514 Weathy Street SE Suite 258 Grand Rapids, MI 49506 616.241.1638			1
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606 813.854.9695 info@michaelsmedia.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Come As You Are Church	Pastor Steve Bensinger	2815 Gull Road Kalamazoo, MI 49048 269.998.7738 pastorfreak@chartermi.net		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Craig's List	NA	www.craigslist.com			7

Deliverance Outreach Ministry	Career Services	1142 Broadway NW Grand Rapids, MI 49504		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Employee Referral	NA		17		
ERecruiting	Experience	One Faleuil Hall Marketplace 3 rd Floor Boston, MA 02109 800.583.7741			3
Ferris State University	Barbara Renne	barbararenne@ferris.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Grand Rapids Community College	Chris Allen	Career Services 143 Bostwick Ave NE 404 College Plaza Bldg. Grand Rapids, MI 49503 616.234.4170			
Grand Rapids First Church	Georgia Johnson	busybees@sbcglobal.net		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Grand Rapids Press	Adrienne Wolf	155 Michigan NW Grand Rapids, MI 49503 616.222.5689	4		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Great Lakes Broadcasting Conference Job Fair	NA		2		
Holland Sentinel	Judy Kievit	Classifieds 54 West 8 th Street Holland, MI 49426 800.546.4204			2, 3, 4, 16
Hope College	Sara DeVries	devriess@hope.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Internal Posting	NA		21		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Jenni Wright	Jenni Wright	miskamu@yahoo.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Journalism Jobs	Careers	ads@journalismjobs.com			2, 4, 19, 20, 21
Kalamazoo Gazette	Bev Kison	401 S. Burdick Kalamazoo, MI 49007 616.388.8404			1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Lansing State Journal	Kelly Page	120 E Lenawee Street Lansing, MI 48919 517.3773.1141			7

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LIN Television Corp.	Lisa Sousa	One Richmond Square Suite 230E Providence, RI 02906 404.454.2880			2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
LIN Television Website	Lisa Sousa	One Richmond Square Suite 230E Providence, RI 02906 404.454.2880			1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Lost Remote	Cory Bergman	jobs@lostremote.com			2, 3, 6, 20, 21
Mlive	Careers	339 E Liberty Street Suite 210 Ann Arbor, MI 48104 734.997.7090			1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Medialine	Careers	PO Box 51909 Pacific Grove, CA 93950 800.237.8073 medialine@medialine.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Michigan Association of Broadcasters	Careers	819 N. Washington Lansing, MI 48906 800.968.7622	8		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Michigan Talent Bank	Careers				1, 10
Michigan State University	Paul Jaques	jaques@csp.msu.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Monster.com	Careers	www.monster.com	4		3, 10
NABJ	Warren Paul	8701 A Adelphi Road Adelphi, MD 20783 301.445.7100			20, 21
NAHJ	Careers	1000 National Press Building 529 14th Street Washington DC 20045 202.662.7145			2, 4, 20, 21
NASBA	Careers	Careerpage.org			1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
National Association of Broadcasters	Karen Hunter	1771 N Street NW Washington DC 20036 202.429.5300	1		2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
National Academy of TV Arts and Sciences/ MI	Michelle DeSouza	MI Chapter NTA P O Box 251937 W. Bloomfield, MI 48035 248.592.0086		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
National Press Photographers Association	Billy Suratt	3200 Croasdaile Dr. Suite 306 Dirham, NC 27705 919.383.7246			4

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New Life Christian Center of Muskegon	Pastor Joe Lane	1624 Hoyt Street Muskegon, MI 49442 231.726.3019 lanejoel@yahoo.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Non-Employee Referral	NA		4		
Olivet College	Jane Rhodes	320 South Main Street Olivet, MI 49076 269.749.6609 jrhodes@olivetcollege.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Restorers Inc.	Georgia Johnson	1413 Madison SE Grand Rapids, MI 49507		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
RTNDA	Careers	1000 Connecticut NW Washington DC 20036 202.659.6510	1		2, 19, 20, 21
The Society of Broadcast Engineers (SBE)	Careers	www.sbe.org/jobs	1		10
Specs Howard School of Broadcast Arts	Kevin Seguin-Collin	19900 West Nine Mile Rd Southfield, MI 48075 248.359.9000		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Spots n' Dots	Dai Korba	Sell TV 360 Park Ave. South New York, NY 10010 602.729.7331	1		1
Television Bureau of Advertising	Hope Etheridge	3 East 54 th Street New York, NY 10022 212.486.1111			1
TV and Radio Jobs	Michael Madden	27034 Helmond Dr. Calabasas, CA 91301 818.879.0858			20, 21
TVJobs	Mark Holloway	P O Box 4116 Oceanside, CA 92502 877.988.9808	4		1, 2, 3, 4, 6, 8, 10, 19, 20, 21
TV News Gigs	Stacey Chaloux	318 SE Jackson Street Lee's Summit, MI 64063 816.267.0316 info@tvnewsgis.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
TV Technology	Caroline Freeland	P O Box 1214 Falls Church, VA 22041 703.998.7600			10
WOOD TV On-Line	Dave DeJonge	120 College Ave SE Grand Rapids, MI 49503 616.456.8888	38		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21
Yahoo Jobs	Careers	www.yahoojobs.com			16

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6) Total # of Interviewees Referred: For the period from May 23, 2007 to May 22, 2008 this Employment Unit interviewed 106 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participated in four job fairs

The first was the West Michigan Careerfest 2007 at DeVos Place Convention Center on October 10, 2007. This is sponsored by Grand Valley State University. Participants included Eva Aguirre Cooper, Community Affairs Director, and Jamie Allen, Community Affairs Assistant, at least one of which has substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions and returning non-traditional students.

The next was the MAB's Broadcasting Career Fair at this year's GLBC on March 11, 2008 at DeVos Place. Participants included Eva Aguirre Cooper, Community Affairs Director, Dave DeJonge, Internet Director and Kurtis Kaechele, Marketing Director, all of which have substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions and specifically interested in broadcasting.

The next was the BCA Career Fair at Central Michigan University on March 29, 2008. Participants included Dan Boers, Director of News Operations and Andy Gillfillan, Assistant News Director, both of which have substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions in broadcasting.

The final event is the 31st Annual High School Career Fair sponsored by the Career and Technical Education Department of the Muskegon Area Intermediate School District on April 17, 2008 at L.C. Walker Arena in Muskegon. Participants include Joy Wellington, Community Affairs Producer, Jennifer Moss, On-Air Talent and Eva Aguirre Cooper, Community Affairs Director, at least one of which has substantial responsibility in hiring decisions. This event is geared towards students in High School learning about various careers available to them. Our booth shared information about becoming a reporter or other area in broadcasting.

(b) Initiative: Establishment of an internship program

We have established an internship program to assist students in the community to acquire skills needed for broadcast employment. This filing period, June 2007 through May 2008, we had 34 interns representing 13 colleges or universities. The interns worked in various departments within the station, including, News, Sales, Community Affairs, Internet, Weather, Production and Marketing.

Schools represented were: Grand Valley State University, Cornerstone University, Westminster College, Central Michigan University, Calvin College, Aquinas College, Michigan State University, Ohio University, Grand Rapids Community College, University of Michigan, Andrews University, Western Michigan University and Columbia College – Chicago.

(c) Initiative: Scholarship Program

In 2007/2008, we established, through the Michigan Association of Broadcasters Foundation, a \$1,000 scholarship for a student pursuing a career in the broadcasting /journalism field. Several candidates provided essay applications for the scholarship. At the 2008 Great Lakes Broadcasting Conference and EXPO in Grand Rapids, Charles Breiner of Calvin College was awarded the WOOD TV Educational Scholarship.

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(d) Initiative: Establishment of training programs

We offer higher education to employees in their chosen field by attending classes at Aquinas College. Between June 2007 and May 2008 we had six employees take advantage of this educational opportunity.

(e) Initiative: Participated in four events sponsored by organizations representing groups in the community interested in broadcasting

As a station we participated in career days, mentoring workshops, career fairs and journalism workshops in our community. Some examples follow:

On March 6, 2008, we participated in the Junior Achievement Job Shadow Program. This program allowed us to host approximately 25 students from Forest Hills Easter High School for a ½ day of job shadowing. The students, juniors and seniors, were from a broadcasting class and were actively considering careers in television broadcasting. Julie Pierce, Executive Assistant, coordinated the event allowing students to shadow eight station departments.

On September 22, 2007, Suzanne Geha, 24 Hour News 8 Anchor, participated in the Emmy Workshops in Grand Rapids, MI. Students were invited to attend a session on Professional Development Planning. Suzi led the discussion on Broadcast Career development.

On November 1, 2007, Maranda, WOTV Talent, spoke at the Ottawa County Girls Dream Fair. Maranda shared her career path including education, job experiences and best advice for getting into the broadcasting business.

Bill Steffen, Meteorologist, spoke to members of the Holland Chamber of Commerce and the Downtown Development Authority on April 15, 2008. Bill spoke regarding weather and what it is like to work in the broadcasting business.

(f) Initiative: Participation in four events or programs sponsored by educational institutions.

On October 23, 2007, Maranda, WOTV Talent, spoke at two sessions for the Cedar Springs High School Career Day. She covered education, entry level jobs and job variety in the broadcasting business.

Maranda, WOTV Talent, also spoke at the Rockford High School Journalism Class on November 12, 2007. The discussion was on careers in journalism, job responsibilities, changes in the broadcasting business, etc.

On November 29, 2007, Maranda, WOTV Talent, was a guest speaker for Cornerstone University's broadcasting class. She shared her personal career path and discussed required skills needed for careers in broadcasting. She also spoke about broadcasting trends and provided best advice for those pursuing a broadcasting career.

Eva Aguirre Cooper, Community Affairs Director, participated on a Career Panel at the Hispanic College Day at Kalamazoo Valley Community College on May 5, 2008. 11th and 12th grade students from the VanBuren Intermediate School District attended the event to learn more about optional careers. Eva represented the broadcasting industry.

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EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 to May 22, 2009.

1) Employment Unit: LIN Television – Grand Rapids

2) Unit Members (Stations and Communities of License): WOOD, Grand Rapids, Kalamazoo, Battle Creek
WOTV, Grand Rapids, Kalamazoo, Battle Creek
WXSP, Grand Rapids, Kalamazoo, Battle Creek
WOBC, Grand Rapids, Kalamazoo, Battle Creek
WOGC, Grand Rapids, Kalamazoo, Battle Creek
WOHO, Grand Rapids, Kalamazoo, Battle Creek
WOKZ, Grand Rapids, Kalamazoo, Battle Creek
WOLP, Grand Rapids, Kalamazoo, Battle Creek
WOMS, Grand Rapids, Kalamazoo, Battle Creek

3) EEO Contact Information for Unit Member:

Mailing Address: 120 College Ave SE Grand Rapids, MI 49503	Telephone Number: (616)771-9607
	Contact Person: Julie Pierce
	E-mail Address: Julie.pierce@woodtv.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. <u>Account Executive</u>	<u>Employee Referral</u>
2. <u>National Sales Assistant</u>	<u>mlive.com</u>
3. <u>Web Writer/Editor</u>	<u>Journalism Jobs</u>
4. <u>Internet Account Executive</u>	<u>woodtv.com</u>
5. <u>Internet Account Executive</u>	<u>woodtv.com</u>
6. <u>Reporter</u>	<u>Grand Rapids Press</u>
7. <u>Internet Sales Manager</u>	<u>Referral</u>
8. <u>Meteorologist</u>	<u>web</u>
9. <u>Producer</u>	<u>Grand Rapids Press</u>
10. <u>Technical Director</u>	<u>woodtv.com</u>
11. <u>Web Sales Content Producer</u>	<u>Personal Referral</u>

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5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Asian American Journalists Association	Albert Lee	Job Placement Office 1182 Market Street Suite 320 San Francisco, CA 94102 415.346.2051		No	8
Broadcast Compliance Service (This company widely disseminates job openings to over 200 potential regional or national sources.)	Chip Weinman	106 Old Court Road Suite 300 Baltimore, MD 21208 866.227.4336		No	1, 4, 5, 6, 7, 8, 9, 10, 11
Broadcast & Cinematic Arts Central Michigan University	Dr. Peter Orlik	340 Moore Hall Central Michigan University Mt. Pleasant, MI 48859 Mcdon1jk@cmich.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11,
Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606 813.854.9695 info@michaelsmedia.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Come As You Are Church	Pastor Steve Bensinger	2815 Gull Road Kalamazoo, MI 49048 269.998.7738 pastorfreak@chartermi.net		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Deliverance Outreach Ministry	Career Services	1142 Broadway NW Grand Rapids, MI 49504		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Employee Referral	NA		11	No	
Ferris State University	Barbara Renne	barbararenne@ferris.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Grand Rapids First Church	Georgia Johnson	busybees@sbcglobal.net		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Grand Rapids Press	Adrienne Wolf	155 Michigan NW Grand Rapids, MI 49503 616.222.5689	10	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Great Lakes Broadcasting Conference Job Fair	NA		1	No	
Holland Sentinel	Earlene Klein	Classifieds 54 West 8 th Street Holland, MI 49426 800.546.4204		No	2, 3, 4, 5, 6, 7, 8, 9, 11
Hope College	Sara DeVries	devriess@hope.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Internal Posting	NA		4	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Journalism Jobs	Careers	ads@journalismjobs.com	5	No	1, 3
Kalamazoo Gazette	Bev Kison	401 S. Burdick Kalamazoo, MI 49007 616.388.8404		No	1, 6, 10
LIN Television Corp.	Lisa Sousa	One Richmond Square Suite 230E Providence, RI 02906 404.454.2880		No	1, 2, 3, 4, 5, 7, 8, 10, 11

LIN Television Website	Lisa Sousa	One Richmond Square Suite 230E Providence, RI 02906 404.454.2880		No	1, 2, 3, 4, 5, 7, 8, 10, 11
Lost Remote	Cory Bergman	jobs@lostremote.com		No	11
Mlive	Careers	339 E Liberty Street Suite 210 Ann Arbor, MI 48104 734.997.7090	13	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Medialine	Careers	PO Box 51909 Pacific Grove, CA 93950 800.237.8073 medialine@medialine.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Michaels Media	Careers	info@michaelsmedia.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Michigan Association of Broadcasters	Careers	819 N. Washington Lansing, MI 48906 800.968.7622	3	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Michigan State University	Paul Jaques	jaques@csp.msu.edu		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
NAHJ	Careers	1000 National Press Building 529 14th Street Washington DC 20045 202.662.7145		No	8
NASBA	Careers	Careerpage.org	1	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
National Association of Broadcasters	Karen Hunter	1771 N Street NW Washington DC 20036 202.429.5300		No	1, 6, 7, 8, 9, 10, 11
National Academy of TV Arts and Sciences/MI	Michelle DeSouza	MI Chapter NTA P O Box 251937 W. Bloomfield, MI 48035 248.592.0086		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
New Life Christian Center of Muskegon	Pastor Joe Lane	1624 Hoyt Street Muskegon, MI 49442 231.726.3019 lanejoel@yahoo.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
Non-Employee Referral	NA		6	No	
Restorers Inc.	Georgia Johnson	1413 Madison SE Grand Rapids, MI 49507		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
RTNDA	Careers	1000 Connecticut NW Washington DC 20036 202.659.6510		No	3, 6,
Specs Howard School of Broadcast Arts	Kevin Seguin- Collin	19900 West Nine Mile Rd Southfield, MI 48075 248.359.9000		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
TV and Radio Jobs	Michael Madden	27034 Helmond Dr. Calabasas, CA 91301 818.879.0858		No	20, 21
TVJobs	Mark Holloway	P O Box 4116 Oceanside, CA 92502 877.988.9808	6	No	2, 3, 8, 9, 11
TV News Gigs	Stacey Chaloux	318 SE Jackson Street Lee's Summit, MI 64063 816.267.0316 info@tvnewsgis.com		Yes	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11
TV Spy	Ed Shen	Vault.com, Inc. 150 West 22 nd Street, 5 th Floor New York, NY 10011		No	8
WOOD TV On-Line	Dave DeJonge	120 College Ave SE Grand Rapids, MI 49503 616.456.8888	13	No	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11

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Yahoo Jobs	Careers	www.yahoojobs.com		No	2, 3, 4, 5, 6, 7, 8, 9, 11
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6) Total # of Interviewees Referred: For the period from May 23, 2008 to May 22, 2009 this Employment Unit interviewed 72 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fair Co-sponsorship

On April 23, 2009, LIN Television Corporation co-sponsored the National Association of Broadcasters Education Foundation (NABEF), Broadcast Education Association (BEA) and the Radio Television News Directors Association (RTNDA) Career Day at the 2009 NAB Show in Las Vegas, NV. One of the goals of the Career Fair is to promote diversity and increase the pool of qualified applicants in the broadcast industry. The Career Fair attracted over 1,100 attendees, from entry level to executive level prospects. Jean Benz, Senior Regulatory Counsel, represented LIN Television Corporation. Ms. Benz has substantial responsibility in the making of hiring decisions. Ms. Benz collected resumes and discussed job opportunities available at the 27 television stations LIN Television Corporation operates, including vacancies for this Employment Unit.

(b) Initiative: Establishment of an internship program

We have established an internship program to assist students in the community to acquire skills needed for broadcast employment. This filing period, June 2008 through May 2009, we had 16 interns receiving course credit from 7 colleges or universities. The interns worked in various departments within the station, including, News, Sales, Community Affairs, Internet, Weather, Production and Marketing.

Schools represented were: Grand Valley State University, Cornerstone University, Calvin College, Aquinas College, Hope College, Davenport University and Kendall College.

(c) Initiative: Establishment of training programs

We offer higher education to employees in their chosen field by attending classes at Aquinas College. Between June 2008 and May 2009 we had seven employees take advantage of this educational opportunity enabling them to acquire skills that could qualify them for higher level positions.

(d) Initiative: Participated in four events sponsored by organizations representing groups in the community interested in broadcasting

As a station we participated in career days, mentoring workshops, career fairs and journalism workshops in our community. Some examples follow:

On April 22, 2009, we participated in the Junior Achievement Job Shadow Program. This program allowed us to host approximately 21 students from Forest Hills Eastern High School for a ½ day of job shadowing. The students, juniors and seniors, were from a broadcasting class and were actively considering careers in television broadcasting. Julie Pierce, Executive Assistant, coordinated the event allowing students to shadow seven station departments.

On November 8, 2008, Tim Steele, 24 Hour News 8 Managing Web Editor, participated in a panel discussion for the Michigan Association of Broadcasters regarding new forms of media. The participants were college students getting ready to enter the journalism field. The panel spoke

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specifically on the various types of jobs that are now available in broadcasting.

On November 6, 2008, Maranda, WOTV Talent, spoke at the Ottawa County Girls Dream Fair. Maranda shared her career path including education, job experiences and best advice for getting into the broadcasting business.

Matt Kirkwood, Meteorologist, spoke to members of the Saranac Lion's Club on February 16, 2009. Matt spoke regarding careers in broadcasting.

Our station participated in the Michigan Association of Broadcaster's Broadcasting Career Fair at this year's GLBC on March 11, 2009 at DeVos Place. Participants included Eva Aguirre Cooper, Community Affairs Director, Dave DeJonge, Internet Director and Kevin Ferrara, Director of Operations, all of which have substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions and specifically interested in broadcasting.

(e) Initiative: Participation in four events or programs sponsored by educational institutions.

On August 26, 2008, Leon Hendrix, 24 Hour News 8 Reporter, spoke at Lee High School for their "Freshman Focus". Leon spoke regarding the importance of education and entry level broadcasting careers.

On September 17, 2008, Maranda, WOTV Talent, was a guest speaker for the Rockford Public Schools Journalism class. She shared her personal career path and discussed required skills needed for careers in broadcasting. She also spoke about broadcasting trends and provided best advice for those pursuing a broadcasting career.

Emily Zangaro, 24 Hour News 8 Reporter, presented at the Barry County Intermediate School District Career Day at Kellogg Community College in Hastings on May 15, 2009. She addressed careers in broadcasting to local students.

WOTV's, Maranda, was a guest speaker on January 23, 2009 at the East Coopersville Elementary School. She shared the importance of education and skills needed to work in broadcasting.

Maranda, WOTV Talent, participated in a panel discussion on May 14, 2009 for the Rockford Public Schools Journalism class. The panel addressed the current trends for broadcasting careers and gave guidance for pursuing those careers.