

WDIV-TV

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

WDIV-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WDIV-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Sales Assistant	1-10, 12-13, 15-22, 24-32, 34-37, 39-48	21
Executive News Producer	11, 38	11
Web Editor	20, 23-24	23
ENG Photojournalist - News department	1-10, 12-22, 24-48	21
Multimedia Sales Assistant	1-10, 12-13, 15-19, 22, 24-32, 34-37, 39-48	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Url : http://602communications.com/ Email : slizik@602communications.com Fax : 1-602-954-8373 Sandy Lizik	N	0
2	Academy of Radio & TV Broadcast 16052 Beach Blvd Suite 263-N Huntington Beach, California 92647 Phone : 877-572-3468 Url : http://www.arbradio.com Email : doreen@arbradio.com Doreen Reyes	N	0
3	ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : http://www.accesscommunity.org Email : mmounajed@accesscommunity.org Mo Mounajed	N	0
4	Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0236 Url : http://www.albion.edu Email : abarbuto@albion.edu Angie Dombrowski	N	0
5	Asian American Journalist Association 5 Third St., Suite #1108 San Francisco, California 94103 Url : http://www.aaja.org Email : national@aaja.org Kathy Chow	N	0
6	Association of Black Communicators The American-Statesman Box 670 Austin, Texas 78704 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Job Listings	N	0

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7	Broadcast Employment Services Michigan Phone : 317-895-9050 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Douglas Weaver	N	0
8	Central Michigan University 215 BUC Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Url : http://www.cmich.edu Email : careers@cmich.edu Fax : 1-989-774-6608 Julia Sherlock	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Davenport University 6191 Kraft Avenue S.E Grand Rapids, Michigan 49512 Phone : 269-552-3370 Url : http://www.davenport.edu Email : linda.lamorandier@davenport.edu Linda Lamorandier	N	0
11	E-mail Inquiry	N	2
12	Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : http://www.emich.edu Email : aac_appointments@emich.edu Evaughn Wethington	N	0
13	Emma L. Bowen Foundation 300 New Jersey Avenue NW Ste. 700 Washington, District of Columbia 20001 Phone : 212-664-3486 Url : http://www.emmabowenfoundation.com Email : sandra.rice@nbcuni.com Fax : 1-202-524-6411 Sandra Rice	N	0

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14	Employee Referral	N	1
15	Gazette Newspapers 9030 Comprint CT Gaithersburg, Maryland 20877 Url : http://www.emich.edu/uacdc Email : classads@gazette.net Donna Johnson	N	0
16	GH connect 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Url : http://www.ghconnect.net Job Listings Manual Posting	N	0
17	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
18	Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclinkdc.org Email : charlie@hispaniclink.org Hector Erikson	N	0
19	Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting	N	0
20	Internal Candidate	N	4
21	Internal Hire	N	2
22	Japanese American Citizens League 1765 Sutler St. Ste 1000 San Francisco, California 91445 Url : http://www.jacl.org Email : pouchida@jacl.org Priscilla Ouchida	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Job Board	N	1
24	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	5
25	Marygrove College 8425 W. McNichols Detroit, Michigan 48221 Phone : 313-927-1844 Url : http://www.marygrove.edu Email : careerservices@marygrove.edu Job Listings	N	0
26	MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Sonia Harb	N	0
27	Medill News Service 1325 G Street N.W. #730 Washington, District of Columbia 20005 Url : http://www.news.medill.northwestern.edu Fax : 1-312-503-4040 Mary Coffman	N	0
28	NAHJ 190 N. State Street Chicago, Illinois 60601 Url : http://www.nahj.org Email : kolivas@nahj.org Maria G Toscano	N	0
29	National Association of Black Journalist 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Career Services Supervisor	N	0

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30	Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings	N	0
31	Oakland CC –Auburn Hills Campus 2900 Featherstone Rd Auburn Hills, Michigan 48326 Phone : 248-370-4241 Url : http://www.oaklandcc.edu Email : thibodea@oakland.edu Wayne Thibodeau	N	0
32	Oakland Community College 739 W. Washington Royal Oak, Michigan 48067 Phone : 248-370-3211 Url : http://www.oaklandcc.edu Email : kdlevels@oakland.edu Kathy Livelsberger	N	0
33	Previous Applicant	N	1
34	Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge	N	0
35	SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : http://www.sermetro.org Email : lseed@sermetro.org Ramona Flores	N	0
36	South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood	N	0

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37	Specs Howard School of Broadcast 19900 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : tsherock@specshoward.edu Tony Sherock	N	0
38	Station Website	N	2
39	U of M – Dearborn 4901 Evergreen Rd 3028 CB Dearborn, Michigan 48128 Url : http://www.umdearborn.edu Email : umd-careersv@umich.edu Liz Barbieri	N	0
40	University of Colorado at Boulder Michigan Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
41	University of Florida 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-273-2327 Url : http://www.ufl.edu Email : lennettereshard@crc.ufl.edu Fax : 1-352-392-3810 Reshard Lennette	N	0
42	University of Michigan – Dearborn umdearborn.edu 4901 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-593-5020 Url : http://www.umdearborn.edu Email : rstorrs@umd.umich.edu Regina Storrs	N	0
43	Wayne State University 1001 Faculty Administration Bldg. Detroit, Michigan 48202 Url : http://careerservices.wayne.edu/ Email : ac2000@wayne.edu Fax : 1-313-577-4995 Arlimba Pringle	N	0

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44	WDIV 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : http://www.clickondetroit.com Email : dbartkowiak@wdiv.com angela satizabal	N	0
45	WDIV 550 W Lafayette Blvd Detroit , Michigan 48226 Phone : 3132220222 Url : http://www.clickondetroit.com/careers Email : dhutchinson@gmg.corp Derick Hutchinson	N	0
46	WDIV-HR 550 W Lafayette Blvd Detroit , Michigan Phone : 3132220469 Url : http://www.clickondetroit.com/careers Email : angelas@wdiv.com Angela Satizabal-Rifai	N	0
47	WDIV-TV 550 W Lafayette Blvd Detroit , Michigan Url : http://www.clickondetroit.com/careers Email : dblock@wdiv.com Dustin Block	N	0
48	Women in Communications, Inc. 2744 Ellwood Berkley, Michigan 48072 Phone : 703-370-7436 Url : http://www.womcom.org Fax : 1-703-342-4311 Roseann Nicolai	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/2/2018	Participation in scholarship programs	WDIV-TV offers an internship program for college students. These paid internships are for students with at least a junior status who will receive college credit. We offer internships in the fall, winter and spring/summer in News, Weather, Sports, Programming, Design, Promotion, Digital Media and Sales departments. From June 2018 through May 2019, we have had students from various colleges and universities participate in this program.	8	VP Business News Director Creative Services Director VP General Manager
2	6/11/2018	Co Sponsoring Job Fair	Specs Howard Career Fair	1	Assignment Desk Manager
3	8/1/2018	Co Sponsoring Job Fair	Graham Media Group hosted a booth at the National Association of Black Journalists (NABJ) Career Fair held in Detroit from August 1 - August 5, 2018 WDIV-TV News Director and other GMG Station representatives attended the convention to collect resumes and conduct interviews for the job openings within the News department. Our News Director also conducted one-on-one critique of resume tapes and offered advice to attendees.	2	CHRO News Directpr
4	10/22/2018	Participation in Job Fairs	Our News Internship Coordinator attended the Wayne State University Journalism Internship Fair which ran on October 22, 2018 in Detroit. He answered questions regarding internships at WDIV-TV and distributed internship program packets.	1	Assignment Desk Manager

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5	4/4/2019	Co Sponsoring Job Fair	Participation in the 2019 MAB Foundation Broadcast Media Career & Networking Fair at Wayne State University in Detroit on Thursday, April 4, 2019. More than one hundred students and business-minded professionals attended this year's event.	1	Promotions
6	4/6/2019	Co Sponsoring Job Fair	<p>Graham Media Group hosted a booth at the National Association of Black Journalists (NABJ) Career Fair held in Detroit in August 2018 WDIV-TV News Director and other GMG Station representatives attended the convention to collect resumes and conduct interviews for job openings within the News department. Our News Director also conducted one-on-one critiques of resume tapes and offered advice to attendees.</p> <p>Our News Internship Coordinator attended the Wayne State University Journalism Internship fair which ran on October, 2018 in Detroit. He answered questions regarding internships at WDIV-TV and distributed internship program packets. He also attended the Specs Howard Career Fair on March 2019 and answered questions about internships at WDIV-TV. He gathered resumes and talk to the students about industry related career advise.</p>	3	News Director Promotions Manager News Internship Coordinator VP Chief HR Officer
7	4/30/2019	Participation in events or programs sponsored by educational institutions	A number of elementary, high school and college students have toured the station. These field trips allowed students to view first hand how science and technology is used in television to put together a daily local newscast. News personalities and behind the scenes employees answered questions.	10	Meteorologist

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8	5/5/2019	Participation in events sponsored by community groups	The Local 4 News Morning team participated in the "Race for the Cure" which was held in Downtown Detroit on May 11, 2019. The walk was held to raise funds to find a cure for Breast Cancer. This year we formed race team and raised over 5k for the foundation.	5	Traffic Reporter Meteorologist News Anchor News Anchor
9	5/11/2019	Participation in events sponsored by community groups	Women of Tomorrow, expanded into Metro Detroit in 2011. The program now mentors approximately 800 at-risk girls in 35 public high schools across Metro Detroit through its unique program which pairs small groups of girls with highly accomplished professional women.	1	News Director VP/General Manager
10	5/26/2019	Establishment of training programs for station personnel	WDIV-TV offers a tuition reimbursement plan for fulltime employees. This plan encourages an employee to further their education and acquire skills by reimbursing for the cost of tuition at accredited colleges, universities, vocational and technical schools.	1	VP Business