

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2014 – May 31, 2015

I. List of Recruitment Sources

(Including the number of interviewees referred during the reporting period)

Amended April 4, 2017

** An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.*

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
1	Adcrafter, The	3011 W. Grand Blvd., Detroit, MI	Bob Guerrini	313-872-7850	
2	Advantage Staffing	1000 S. Old Woodward, Birmingham, MI 48009 birm@staff.com	Anne Scott	248-645-8880	
3	American Federation of Radio & Television Artists, Detroit	2000 Town Center, Ste 1900, Southfield, MI 48075	Lorain Alexander	248-351-4805	
4	American Women in Radio & TV	1760 Old Meadow Rd., McLean, VA 22102	Dianne Farley	703-506-3266	
5	Arab American & Chaldean Council	8740 Jos Campau, Detroit, MI	Taha Alhumdi	313-875-4686	
6	Arab Chaldean Social Services	20300 Civic Center Dr., Southfield, MI 48076	Haifa Fakhouri	248-354-8460	
7	Arab American & Chaldean Council	20300 Civic Center Dr., Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-8460	
8	Asian American Journalists Association	1182 Market St., Ste 320, San Francisco, CA 94102 post@aaaja.org	Albert Lee	415-346-2051 415-346-6343 fax	
10	Broadcast and Cable Media Magazine	P.O. Box 8056, 360 Park Ave. South, 18th Floor, New York, NY 10010	K.B. Parker	617-558-4532	
11	Career Works, Inc.	1200 E. McNichols, Highland Park, MI	Debra Reed	313-867-3500	
12	Catholic Social Services of Wayne County	9851 Hamilton Ave., Detroit, MI 48202	Patrick Heron	313-965-3454	
13	Chinese Assoc. of Greater Detroit	CAGD, P.O. Box 1343, Troy, MI 48099	Da-zong Wang	313-845-3101	
14	College-Albion College	KC Box 4900, Albion, MI 49224	Shana Plasters	517-629-0332	
15	College -Baker College of Auburn Hills - Career Svcs.	1500 University Dr. Auburn Hills, MI	Jeffery Love	248-340-0600 248-340-0608 fax	
16	College - Baker College of Flint - Career Svcs.	1050 W. Bristol Rd., Flint, MI 48507	Janie Mouser	810-766-4209	
17	College-Calvin College	1855 Knollcrest Cr Grand Rapids 49546	Karen Brewster	616-586-6485	
18	College-Schoolcraft College	18600 Haggerty Rd. Livonia, MI	Kathy Cox	734-462-4421	
19	College-William Tyndale College	35700 W. 12 Mile Rd., Farmington Hills, MI	Gary Oster	248-553-7200	
20	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	
21	Dept. of Social Services Unit	2300 E Grand River, Howell, MI	Susan Fulton	517-548-0200	
22	Detroit Free Press/The Detroit News	6200 W. Fort St. Detroit, MI	Lois Turner	586-977-7500	
23	Detroit Hispanic Development Corp.	1211 Trumbull, Detroit, MI 48216	Angie Reyes, MPH	313-967-4880	
24	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-2264 313-682-2275 fax	
25	E. W. Scripps Company	312 Walnut St. Cincinnati, OH	Terri Mullikin	513-977-3000	
26	Emma L. Bowen Foundation for Minority Interests in Media	524 West 57th St., New York, NY	Sandra Dorsey-Rice	212-975-2545	
27	Exodus Missionary Baptist Church	8173 Kenney, Detroit, MI	Angela Hughes	248-298-6108	

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28	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale MI	John Almstadt	248-545-0222	
29	Goodwill Industries of Greater Detroit	3111 Grand River Ave., Detroit, MI	Pataricia Chatman	313-557-8635	
30	Matrix Human Services Center-Head Start Family Service Center	13560 E McNichols Detroit 48205	Scott Gifford	313-894-3311 313-894-3364	
31	Matrix Human Services	120 Parsons St. Detroit, MI	Dr. Marcella Wilson	313-831-1000	
32	Medialine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073	
33	Michigan Association of Broadcasters (MAB)	819 N. Washington Ave., Lansing, MI	Denise Weston	1-800-968-7622	
34	Michigan Hispanic Chamber of Commerce	24445 Northwestern Hwy Southfield MI 48075	Raymond Lozano	248-208-9915 248-208-9936 fax	
35	National Association of Black Journalists	8701A Adelphi Rd., Adelphi, MD 20783	Veronique Dodson	301-445-7100	1
36	National Association of Broadcasters	1771 N Street, NW, Suite 708, Washington, DC 20036	Michelle Duke	202-428-4199	
37	National Association of Hispanic Journalists	1000 National Press Bldg., Washington, DC 20045 jobbank@nahj.org	Letecia Salazar	202-662-7145 202-662-7144 fax	
38	National Association of Young Black Journalist	1100 Knight Hall Suite 3100, College Park, MD 20742	Sherlon Christie	301-405-0248	
39	National Black MBA Association - Chicago Chapter	180 N. Michigan Ave., Chicago, IL 60680	Kathy April-Barr	312-458-9161	
40	National Council of Jewish Women-Detroit	26400 Lasher Rd., Suite 100, Southfield, MI 48034	Susan Gertner	248-355-3300	
41	National Lesbian and Gay Journalists Association	1420 K Street NW, Suite 910, Washington, DC 20005	Jayson Clements	202-588-1818	
42	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-5282	
43	New Center Community Mental Health	2051 W. Grand Blvd., Detroit, MI	Robertta Sanders	313-961-3200	
44	Ohio & Illinois Center Broadcasting	9000 Sweet Valley Dr., Valley View OH 44125	Gary James	216-447-9117 216-642-9232 fax	
45	On My Own of Michigan	2145 Crooks Rd., Suite 103, Troy, Michigan 48084	Valerie Michrina	248-649-3739	
46	Service Employment and Redevelopment-Metro Detroit	9301 Michigan Ave., Detroit, MI	Veronica Sanchez Peavy	313-846-2240 313-962-8203 fax	
47	South Asian Journalists Association	2590 Broadway, New York, New York	Sreenath Sreenivasan	212-854-0191	
48	Specs Howard School of Broadcast Arts	19900 W. Nine Mile Rd., Southfield, MI 48075	Anjanetta Hicks	248-746-9770	
49	TV Spy-Media Bistro	475 Park Avenue S., Ste 4 New York, NY	Dave Arganbright	212-547-7931	

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
50	The University of Michigan - Career Center Division of Student Affairs	3200 Student Activities Bldg., 515 E. Jefferson, Ann Arbor, MI 48109	Kerin Borland	734-763-9268	
51	University-Central Michigan University	215 University Center, Mt. Pleasant, MI	Jeff Hyames	989-774-3068	
52	University-Davenport- Dearborn	4801 Oakman Blvd, Dearborn, MI	Lisa Merz	989-673-5857	
53	University-Davenport- Grand Rapids	415 East Fulton, Grand Rapids, MI	Helen Pike-Shafer	616-732-1210	
54	The University - Eastern Michigan Career Services Center	200 McKenny Hall, Ypsilanti, MI 48197	Sara Kersey Otto	734-487-0940	
55	University - Michigan State University Career Services	113 Student Services, East Lansing, MI	Kelly Bishop	517-355-9523	
56	University - Wayne State University	656 Reuter Mall, 1001 Faculty/Administration Bldg. Detroit, MI 48202	Arlinda Pringle	313-577-9943	
57	University - Wayne State University - Department of Journalism	199 Manoogian, 656 Reuter Mall, Detroit, MI 48202	Jack Lessenberry/ Alicia Nails	313-577-6304	
58	Work Skills Corporation	<u>P.O. Box 568, Brighton, MI</u>	Brenda Ochodnicky	517-227-4868,x109	
59	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield MI	Debbie Suminski	248-827-9277	42
60	America's Job Exchange	<u>www.americasjobexchange.com</u>	SmartPost		
61	Google Base	<u>www.google.com</u>	SmartPost		1
62	HotJobs.com	<u>www.hotjobs.com</u>	SmartPost		
63	Indeed.com	470 West Avenue, Ste 2002, Stanford CT 06902	SmartPost	<u>www.indeed.com</u>	1
64	Job.com	<u>www.job.com</u>	SmartPost		
65	Jobirn	<u>www.insidersReferral.com,Inc.</u>	SmartPost		
66	Journalism Jobs.com	<u>www.journalismjobs.com</u>	SmartPost		
67	JuJu.com	<u>www.juju.com</u>	SmartPost		
68	JustJobs.com	<u>www.justjobs.com</u>	SmartPost		
69	Monster.com	<u>www.monster.com</u>	SmartPost		4

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70	Oodle.com	www.oodle.com	SmartPost		
71	SimplyHired.com	2513 Charleston Rd. #200, Mountainview, CA 94042	SmartPost	www.simplyhired.com	
72	Trovit, USA	www.jobs.trovit.co.uk/	SmartPost		
73	VetJobs.com	P.O. Box 71445, Marietta, GA 30007	SmartPost	www.vetjobs.com	
74	TV- Jobs	TVJobs.com	Mark C. Holloway		
75	Linked In	www.linkedin.com	Job Board		1
76	IRE	coulter@ire.org	Coulter Jones	coulter@ire.org	
77	Rick Gevers & Associates	Box 577, Zionsville, IN 46077	Rick Gevers	rick@rickgevers.com	
78	Collective Talent	SmartPost	SmartPost	-	
79	Smith Geiger	31365 Oak Crest Dr. Westlake Village CA	Andrew Finlayson	andrew@smithgeiger.com	
80	Scripps Recruiters-CNBAM	312 Walnut St. Cincinnati, OH	Ty Carver	www.scripps.com	
**81	Industry Contacts	-		-	
82	602 Communications/Graeme Newell	1011 Lyndhurst Falls, Knightdale, NC	Graeme Newell	gnewell@602communications.com	
83	Internal candidate	-	Internal Candidate	-	1
84	Broadcast Compliance Services	1700 Rockville Pike, Suite 400, Rockville, MD 20852	Robin Cooper	robincooper@bcs-ok.com	
85	AboutJobs.com	www.aboutjobs.com	SmartPost	-	
86	CareerDetroit.com	www.careerdetroit.com	SmartPost	-	
87	DiversityWorkers.com	www.diversityworkers.com	SmartPost	-	
88	Flexjobs.com	www.flexjobs.com	SmartPost	-	
89	Gradspring.com	www.gradspring.com	SmartPost	-	
90	HRMVP.com	www.hrmvp.com	SmartPost	-	

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91	HumanResourcesJobs.com	www.humanresourcesjobs.com	SmartPost	-	
92	Jobs4HR.com	www.jobs4hr.com	SmartPost	-	
93	MichiganJobs.com	www.michiganjobs.com	SmartPost	-	
94	MichiganJobStore.com	www.michiganjobstore.com	SmartPost	-	
95	Society of Human Resource Management	www.shrm.org	SmartPost	-	
96	Women In Business	www.wib-i.com	SmartPost	-	
97	Employee Referral	-	SmartPost	-	
98	The Ladders	ladders.com	SmartPost	-	
99	Academy of the Sacred Heart	1250 Kensington Rd., Bloomfield Hills, MI 48304	Gretchen Parks	248-646-8900	
100	Action Management Corporation	1 Northland Plaza, Suite 905, Southfield, MI 48075	Tom Smela	313-443-6633	
101	Alliance for a Safer, Greater Detroit	200 Renaissance Center, Suite 2653, Detroit, MI 48243	Sandy Jasmund	313-567-9393	
102	Alternative Services, Incorporated	32625 Seven Mile, Suite 10, Livonia, MI 48152	Anita Chamberlain	248-471-4880	
103	American Civil Liberties Union of MI	60 West Hancock, Detroit, MI 48201	Kary Moss	313-578-6800	
104	Anti-Defamation League	4000 Town Center, Suite 420, Southfield, MI 48075	Don Cohen	313-355-9534	
105	Arab American And Chaldean Council	4000 Miller Rd., Detroit, MI 48203	Radwan Khoury	313-267-4972	
106	Arab American And Chaldean Council	16921 West Warren, Detroit MI 48228	Dr. Jawad Marzook	313-584-4137	
107	Arab American And Chaldean Council	28551 Southfield Rd. Lathrup Village, MI 48076	Kim Salem	248-559-1990	
108	Arab Community Center for Economic and Social Services	6451 Schaefer Rd., Dearborn, MI 48126	Ismael Ahmed	313-945-8139	
109	ARC	51 West Hancock Street, Detroit, MI 48201		313-831-0202	
110	Between the Lines	11920 Farmington Rd., Livonia, MI 48150	Jan Stevenson	734-298-7200	
111	Black Awareness in Television	30 Josephine 3rd Floor, Detroit, MI 48202	David Rambeau	313-871-3333	
112	Booker T. Washington Business Assoc.	2885 W. Grand Blvd, Detroit, MI 48202	Bill R. Ross	313-875-4250	
113	BSRT Job Bank	PO Box 593, Slocum Rd., Farmington, MI 48332	Calvin Richards	313-873-9762	
114	Cass Community Social Services	11850 Woodrow Wilson St., Detroit MI 48206	Rvd. Faith Fowler	313-883-2277	
115	Center for Humanistic Studies	40 East Ferry Ave., Detroit, MI 48202		Fax: 313-875-2610	

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116	College - St. Mary's College	3535 Indian Trail, Orchard Lake, MI 48324		284-982-1885	
117	College - Henry Ford Community College	5101 Evergreen Rd., Dearborn, MI 48128	Joy Korinck	313-845-9676	
118	College - Marygrove College	8425 West McNichols Rd., Detroit, MI 48221	Harry McLaughlin	313-927-1479	
119	College - Oakland Community College	739 South Washington Building C, Royal Oak, MI 48067	Lori Linden	248-233-2819	
120	College - Walsh College	3838 Livernois Rd., Troy, MI 48007	Elizabeth Barnes	248-823-1625	
121	College - Wayne County	1001 West Fort St., Detroit, MI 48226	Hettie Brown	313-496-2758	
122	College - Wayne County	8551 Greenfield, Detroit, MI 48228	Shashii Sharma	313-943-4071	
123	Communal Jobs	24777 Greenfield Rd., Southfield, MI 48075	Henchi Greenfield	248-569-4482	
124	Community Foundation for Southeastern MI	333 West Fort Street, Ste 2010, Detroit, MI 48226	Mariam Noland	313-961-6675	
125	Community Organization and Training Dep	305 Michigan Ave., Detroit, MI 48226	Suzanne Heath	313-963-7174	
126	Community Services of Oakland	345 East Nine Mile Rd., Ferndale, MI 48220	John Erich	248-542-5860	
127	Crossroads Social Services Unit	92 East Forest Ave., Detroit, MI 48201		313-831-2000	
128	Detroit Area Film & Television	PO Box 1443, Royal Oak, MI 48068		248-547-0847	
129	Detroit Association of Black Org	12048 Grand River Ave., Detroit, MI 48204	Kathryn Sheffield	313-491-0003	
130	Detroit Business Institute	1249 Washington Blvd, Suite 1200, Detroit, MI 48226		313-962-6343	
131	Detroit Chamber Workforce Prep	1 Woodward Suite 1700, Detroit, MI 48232	Robert Troutman	313-596-0330	
132	Detroit Economic Growth Corporation	500 Griswalk St., Suite 2200, Detroit, MI 48225	Sheila Anthony	313-963-2940	
133	Detroit Public Schools Adult Education	3031 West Grand Blvd, Detroit, MI 48227	Kagyenzi Kandekye	313-873-7101	
134	Detroit Unity Temple	17505 Second Ave., Detroit, MI 48203	Dorothy Jones	313-345-4848	
135	District Offices of Social Services	5131 Grandriver Ave., Detroit, MI 48208		313-361-7525	
136	Dorsey Business Scholls	30821 Barrington, Madison Heights, MI 48071	Elayne	248-585-4150	
137	Drake Beam Morin, Inc	101 West Big Beaver Rd., Ste 1245, Troy, MI 48084	Charles Kalmbach	248-524-2416	
138	Empowerment Zone Development Corp	One Ford Place, Suite 1-F, Detroit, MI 48202	Elaine Carter	313-872-8050	
139	Family Independence Agency of Oakland Ct	2100 N Woodward Ave., Bloomfield, MI 48304	Dorothy Butler	248-975-4829	
140	Fellowship Chapel	7707 West Outer Drive, Detroit, MI 48235	Sandra Harris	313-347-2820	
141	Finish Cultural Center	35200 West 8 Mile Rd., Farmington Hills, MI 48335	Eva Koskimake	248-478-6939	
142	Focus Hope	1355 Oakman Blvd, Detroit, MI 48238	Eleanor Jasitis	313-494-4775	
143	Goodwill Industries in Madison Heights	31115 Dequindre Rd., Madison Heights, MI 48071	Marilyn Hawthorne	248-307-1772	

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144	Goodwill Industries in Oak Park	13200 Oak Park Blvd, Oak Park, MI 48237	Joyce Rupp	248-547-7712	
145	Greater Detroit Chamber of Commerce	600 W Lafayette Blvd, Detroit, MI 48232	Michelle Hansel	313-964-4000	
146	Hannah Foundation House	4750 Woodward Ave., Room 201, Detroit, MI 48201	Denise Williams	313-833-1300	
147	Inroads Metropolitan Detroit	535 Griswold #720, Detroit, MI 48226	Cassandra Sanders	313-961-6464	
148	Japan American Society of Greater Detroit	One Woodward Ave., 19th Floor, Detroit, MI 48232	Liseann Gouin	313-596-0484	
149	Jewish Vocational Center	4250 Woodward, Detroit, MI 48201	Laura Panoff	313-833-8100	
150	Jewish Vocational Center & Comm Workshop	29699 Southfield Rd., Southfield, MI 48076	Teresa Schwartz	248-559-5000	
151	Junior Achievement of Southeastern MI	577 E. Larned St., Ste 100, Detroit, MI 48226	Lynn Fieldhouse	313-962-2550	
152	JVS Employment	4250 Woodward, Detroit, MI 48201	Kathy Sirois	313-233-8100	
153	Lawrence Technical Institute	21000 W. 10 Mile Rd., Southfield, MI 48075		248-204-3063	
154	LDS Employment SVC	37634 Enterprise Ct., Farmington Hills, MI 48331	Bret	248-553-2551	
155	Lutheran Social Services of MI	21700 N. Western Highway 801, Southfield, MI 48075	Vladimir Vandalov	248-423-2790	
156	Michigan Catholic	305 Michigan Ave., Detroit, MI 48226	Michelle Agius	313-224-8003	
157	Michigan Indian Child Welfare	4880 Lawndate St., Detroit, MI 48210		906-632-6896	
158	Michigan Rehabilitation Services	707 West Milwaukee, Detroit, MI 48202	Ken Hollie	313-871-3800	
159	Michigan Works - Oakland Co, Southfield	21030 Indian, Southfield, MI 48034	D. VanHee	248-796-4550	
160	Michigan Works - Oakland Co, Troy	550 Stephenson Hwy, Suite 400, Troy, MI 48098	Anahita Lord	248-825-5101	
161	Michigan Works - Dearborn	6451 Schaefer Rd., Dearborn, MI 48126	Gregory Pitoniak	313-945-8159	
162	Michigan Works - South	455 West Fort St., Detroit, MI 48226	Anita Baylis	313-962-9675	
163	Michigan Works - Wayne Co	13700 Woodward Ave., Highland Park, MI 48203	Fatima Anthony	313-826-0299	
164	Michigan Works - Highland Park	144 East Manchester St., Highland Park, MI 48203	Gregory Pitoniak	313-826-0299	
165	National Academy of Television Arts and Scien	24903 Lois Lane Dr., Southfield, MI 48075	Stacie Mottley	888-430-3669	
166	National Black MBA - Detroit	180 N. Michigan Ave., Detroit, MI 48202	Valencia Parker	313-972-4832	
167	National Welfare Rights Union	13220 Woodward, Highland Park, MI	Marian Kramer	313-831-1040	
168	New Detroit	645 Griswold, Ste 2900, Detroit, MI 48226	Bobbie Smith	313-664-2041	
169	Norther American Indian Assoc of Detroit	22720 Plymouth Rd., Redford, MI 48239	Brian Moore	313-535-2966	
170	Ohr Somayach Detroit	26877 Northwestern Hwy, Ste 308, Southfield, MI 48034	Rabbi D. Shapero	248-352-487	
171	Parole Dept	4240 Cass Ave., Detroit, MI 48201		313-832-2340	

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172	Payne Pulliam School	2345 Cass Ave., Detroit, MI 48201	Freddie Lindsay-Payne	313-963-4710	
173	Probation Dept	16820 James Couzens Fwy., Detroit, MI 48235		313-927-6400	
174	Resource Network	9349 Telegraph Rd., Redford, MI 48239	Lawrence Barnes	313-533-5900	
175	Salvation Army - Farmington Hills	27500 Shiawassee Red, Farmington Hills, MI 48336	Marlys Anderson	248-477-1153	
176	Salvation Army - Brightmoor Comm Ctr	15133 Burgess St., Detroit, MI 48223	Tom Brockway	313-532-1500	
177	Salvation Army - Dearborn	26700 W Warren Ave., Dearborn Heights, MI 48217	Caleb Senn	313-563-4457	
178	Salvation Army - Denby Center	20775 Pembroke Ave., Detroit, MI 48219	Katherine Clausell	313-537-3395	
179	Salvation Army - Eastern Div	16130 Northland Drive, Southfield, MI 48075	Yaneth Fuqua	248-443-5500	
180	Salvation Army - Grandale	11311-25 Montrose Ave., Detroit, MI 48227	Terry Gaster	313-835-3736	
181	Salvation Army - Harbor Light	3737 Lawton St., Detroit, MI 48208	Jamie Winkler	313-361-6136	
182	Salvation Army - Royal Oaks	3015 North Main St., Royal Oak, MI 48067	Monty Wandling	248-585-5600	
183	Salvation Army - Temple in Detroit	3729 W. Chicago Rd., Detroit, MI 48206	Elmer Gamble	313-897-2914	
184	Salvation Army - Warren	24140 Mound Rd., Warren, MI 48091	Kevin Van Zee	586-756-7400	
185	Services to Enhance Potential NW	32229 Schoolcraft Rd., Livonia, MI 48150	Ronald Kresniak	734-261-7530	
186	Social Service Dept	1960 W. Lafayette Blvd, Detroit, MI 48216		313-963-6002	
187	Society of Broadcast Eng. - Detroit	26905 W. 11 Mile Rd., Southfield, MI 48037	Frank Maynard	248-355-7492	
188	Society of Women Engineers - Detroit	PO Box 2978, Southfield, MI 48037	Jennifer Morikawa		
189	Synergy Parners, LLC	3031 W Grand Blvd, Ste 555, Detroit, MI 48202	Ronald Ostroff	866-724-7544	
190	The Young Foundation	2111 Woodward Ave., Ste 600, Detroit, MI 48201	Claudette Smith	313-962-2200	
191	Troy Career Center	210 W Square Lake Rd., Troy, MI 48098		248-879-7586	
192	United Way of Southeastern MI	1212 Griswold, Detroit, MI 48226	Ron Carr	313-226-9376	
193	University of Detroit - Career Development	143 Reno Hall, Detroit, MI 48221	Tracey Knowles	313-993-1017	
194	University of Detroit Mercy - School of Law	651 E Jefferson Ave Room 329a, Detroit, MI 48226	Marjorie Lang	313-596-0260	
195	University of Michigan Dearborn - Career	2149 University Center, Dearborn, MI 48128	Mai Qazzaz	313-593-5020	
196	University of Michigan - Dearborn WUMD	4901 Evergreen Rd., Dearborn, MI 48127	Lorissa McKay	313-593-5439	
197	University - Davenport, Livonia Campus	19499 Victor Pkwy, Livonia, MI 48152	Heather Fowler	734-943-2800	
198	University - Lawrence Technological	21000 W. 10 Mile Rd., Southfield, MI 48075	Jing Sellers	248-204-3140	
199	Urban League Detroit	208 Mack Avenue, Detroit, MI 48201	Cassandra Nelson	313-832-4600	
200	Vista Maria - Village of Hope	20651 W Warrant Ave., Dearborn, MI 48127	Cameron Hosner	313-271-3050	

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201	Wayne Co Education and Training	18600 Randolph Ste 323, Detroit, MI 48226	Niema Hill	313-224-0815	
202	WDTR	9345 Lawton Ave., Detroit, MI 48206	Mary Anne Langevin	313-596-3507	
203	Women In Communications of Detroit	2744 Ellwood, Berkley, MI 48072	Rose Ann Nicolai	248-582-8465	
204	Women's Informal Network	139 Cadillac Square Ste 600, Detroit, MI 48226	Patricia Allen Cole	313-963-4946	
205	WSHJ-FM	24675 Lahser Rd., Southfield, MI 48034		248-746-8630	
206	WTVS-TV	7441 Second Ave., Detroit, MI 48202	Darlene Greenbird	313-876-8356	
207	Yemeni American Association	2502 Goodson, Hamtramck, MI 48212	Nageep Ismial	313-842-8402	
208	Face-to-face Networking with Scripps	Scripps stations			4
209	Talent agencies	Various			1
Total Number of Interviewees during the Reporting Period					56

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II. Full-Time Vacancies Filled During the Reporting Period

	Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]	Hire Date
1	Sales Assistant-A/E Apprentice	1, 4, 5, 6, 7, 8 ,11, 13, 114, 24, 145, 149, 30 , 31, 34, 158, 28, 148, 174, 199, 203 ,207, 25, 59, 80, 61, 69	Code 80 - Scripps Recruiters CNBAM	6/2/2014
2	Multimedia Journalist	25,59,75,208,209	Code 209 – Talent Agency	4/20/2015
3	Account Executive	1, 4, 5, 6, 7, 8, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28 ,148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 75, 98, 25, 59, 85, 208	Code 59 - WXYZ-TV /Scripps website	10/13/2014
4	Account Executive	1, 4, 5, 6, 7, 8, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28 ,148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 75, 98, 25, 59, 85, 208	Code 59 - WXYZ-TV /Scripps website	9/30/2014
5	Associate Producer	1, 4, 5, 6, 7, 8, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28 , 148, 174, 199, 203, 207, 60, 63, 64, 67, 70, 71, 72, 73, 98, 25, 59, 85	Code 59 - WXYZ-TV /Scripps website	8/25/2014
6	Account Executive	1, 4, 5, 6, 7, 8, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 75, 98, 25, 59, 85, 208	Code 208 - Face-to-Face Networking	4/27/2015
7	Account Executive	25, 59, 60, 69, 85, 88, 64, 67, 70, 71, 72, 73, 61, 75, 98, 208	Code 208 - Face-to-Face Networking	5/4/2015
8	Creative Services Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28 , 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 98, 25, 59, 85	Code 59 - WXYZ-TV /Scripps website	9/15/2014
9	Creative Services Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 24, 145, 149, 30, 31, 34, 158, 28 , 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 98, 25, 59, 85	Code 59 - WXYZ-TV /Scripps website	6/13/2014
10	Director, HR Business Partner	25, 59, 60, 85, 86, 87, 88, 89, 90, 91, 64, 92, 67, 93, 94, 70, 71, 95, 98, 72, 73, 96, 69, 63, 208	Code 59 WXYZ-TV/Scripps website	3/23/2015
11	Research Director	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 98, 25, 59, 85, 75	Code 59 - WXYZ-TV/ Scripps website	9/29/2014
12	Sports Reporter/MMJ	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 98, 25, 59, 85	Code 59 - WXYZ-TV/ Scripps website	9/3/2014
13	Writer Producer/Station Promotion	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 78 25, 59, 82, 208	Code 59 - WXYZ-TV/ Scripps website	3/16/2015
14	Promotions Coordinator	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 208	Code 208 - Face-to-Face Networking	3/9/2015
15	Morning Anchor/MMJ	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 208, 75	Code 59 - WXYZ-TV/ Scripps website	3/23/2015
16	Transmitter Engineer/MCR Tech	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 69	Code 59 - WXYZ-TV/ Scripps website	7/7/2014
17	MMJ	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 60, 63, 64, 67, 69, 70, 71, 72, 73, 74, 78, 85, 98, 25, 59, 89	Code 59 - WXYZ-TV/ Scripps website	10/20/14
18	Specialty MMJ	25, 35, 59, 60, 63, 64, 67, 70, 71, 72, 73, 74, 98, 69, 25, 59	Code 59 - WXYZ-TV/ Scripps website	6/16/14
19	Producer, Creative Services	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 60, 63, 64, 67, 70, 71, 72, 73, 37	Code 59 - WXYZ-TV/ Scripps website	6/20/14

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II. Full-Time Vacancies Filled During the Reporting Period

	Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]	Hire Date
20	Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 60, 63, 64, 67, 37, 70, 71, 72, 73, 85, 98, 74, 69, 83, 61	Code 61 - Google	6/9/14
21	Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 60, 63, 64, 67, 70, 71, 72, 73, 85, 89, 69	Code 59 - WXYZ-TV/ Scripps website	7/1/14
22	Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 60, 63, 64, 67, 70, 71, 72, 73, 85, 89, 98, 35	Code 35 - National Assoc. of Black Journalist	9/8/14
23	Producer	1, 4, 5, 6, 7, 8, 11, 114, 13, 145, 149, 28, 30, 31, 34, 158, 28, 148, 174, 199, 203, 207, 25, 59, 60, 63, 64, 67, 70, 71, 72, 73, 85, 89, 98, 35	Code 59 - WXYZ-TV/ Scripps website	10/13/14

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Internship Program for College Students - WXYZ-TV's internship program is a year round, in depth, hands-on opportunity for college juniors, seniors and graduate students designed to expand the student's knowledge of television broadcasting. Internships are available in all aspects of news production, including newsroom, sports, programming, promotions, digital media, sales and research. Students receive credit for their participation in the program and are evaluated by the assigned department at completion. During this reporting period, 12 students interned at the Station. Organizations and students who are interested and have questions about WXYZ-TV's internship program, please visit our website wxyz.com or contact Karen Podrasky at 248-827-9302 or by email - kpodrasky@wxyz.com.

Career and Networking Fairs

HR Manager Debbie Suminski attended the MAB Career Fair, at the Specs Howard School of Broadcast on 10/2/14.

On 3/11/15 Director of Sales Fred Corbus attended the MABF Broadcast Media Career and Networking Fair.

On 5/3/15 Community Affairs Director, Chuck Stokes, and Regional General Manager, Ed Fernandez, attended the Great Lakes Broadcasting Conference that hosted hundreds of students. The event featured dozens of workshops, broadcast awards, a career fair, and legislative reception.

Events Sponsored by Educational Institutions -

During the summer of 2014, three students job shadowed at the Station during this reporting period. The students were allowed an in-depth experience of the types of career opportunities available in the broadcasting field. Students observed the news department and spoke with newsroom personnel about careers available in the broadcasting industry. Students were taken on a tour of the station and spoke to various station personnel about career opportunities in broadcasting.

Establishment of Training Programs

Leadership Training - WXYZ-TV provides employees with continued training on leadership. Employees have been trained on the Five Leadership Practices: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable others to Act, and Encourage the Heart. WXYZ-TV also implemented the "Employee of the Quarter" program. Employees receiving this award are committed in carrying out job responsibilities, and is an asset to their department; a willingness to take initiative and accept and carry out additional responsibilities beyond regular job assignments for the good of the station; a strong passion for innovation, progressive thinking, and risk taking; serves as a role model to others.

Career Management Training - WXYZ and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. All employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skillsets. This eLearning systems is also used for EEO training and other mandatory compliance training.

Key Talent Program - This is a program that identifies employees and invests in their potential. The purpose is to create exposure for employees with TV leadership and team members at other stations.

Equal Employment Opportunity Training to Managers - the Station will periodically assign a variety of compliance eLearning courses to its managers.

Management Training - Each year selected managers attend the Scripps Management Training program held at Scripps Corporate Headquarters in Cincinnati, Ohio. This intense program focuses on growing managerial knowledge and skills in managing day to day operations, making decisions that affect the success of employees, as well as learning how to coach, develop and manage employees. Managers are also trained in recruitment practices.

WXYZ-TV offers fulltime and part-time employees an Educational Assistance Program. This program encourages employees to further develop their job knowledge and skills by reimbursing them for the cost of tuition and books at accredited colleges and universities.

WXYZ-TV EEO PSA - WXYZ-TV airs a twice weekly PSA outreaching to the community by providing information to organizations wishing to receive notice of vacancies at the station. This PSA is also posted on the station website.