

**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)**

\* 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	Academy of the Sacred Heart	1250 Kensington, Bloomfield Hills, MI	Gretchen Parks	248-646-8900	
2	Action Management Corp	20755 Greenfield, Southfield, MI	Tom Smela	313-443-66333	
3	Adafter, The	3011 W. Grand Blvd., Detroit, MI 1000 S. Old Woodward, Birmingham, MI 48009	Bob Guerrini	313-872-7850	
4	Advantage Staffing	birm@staff.com	Anne Scott	248-645-8880	
5	African American Women's Network	17503 Roselawn St., Detroit, MI	Francine Rozier	313-341-6163	
6	Alliance for a Safer, Greater Detroit	200 Renaissance Center, Detroit MI	Sandy Jasmund	313-567-9393	
7	Alternative Services, Inc.	32625 Seven Mile, Livonia, MI	Anita Chamberlain	248-471-4880	
8	American Civil Liberties Union of Michigan	60 West Hancock, Detroit, MI	Kary L. Moss	313-578-6800	
9	American Federation of Radio & Television Artists, Detroit	27777 Franklin Rd. Detroit MI 4803	Lorain Alexander	248-213-0264	
10	American Women in Radio & TV	1760 Old Meadow Rd, McLean, VA 22102	Dianne Farley	703-506-3266	
11	Anti Defamation League	4000 Town Center Ste 420, Southfield	Don Cohen	248-355-3730	
12	Arab American & Chaldean Council	8740 Jos Campau, Detroit, MI	Taha Alhumdi	313-875-4686	
13	Arab American & Chaldean Council	4000 Miller Rd, Detroit, MI 48203	Radwan Khoury	313-267-4972	
14	Arab American & Chaldean Council, Detroit	16921 W. Warren, Detroit, MI 48228 20300 Civic Center Dr., Southfield, MI 48076	Dr. Jawad Marzook	313-584-4137	
15	Arab Chaldean Social Services		Haifa Fakhouri	248-354-8460	

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16	Arab American & Chaldean Council	20300 Civic Center Dr., Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-8460	
17	Arab Community Center for Economics & Social Services	6451 Schaefer Rd Dearborn, MI 48126	Ismael Ahmed	313-945-8139	
18	Arab Community Center for Economics & Social Services	6450 Maple St. Dearborn, MI 28551 Southfield Rd. Suite 204, Lathrup Village, MI 48076	Adnan Hammd	313-216-7323	
19	Arab American & Chaldean Council, Oakland County	51 W. Hancock St. Detroit, MI 1182 Market St., Ste 320, San Francisco, CA 94102	Kim Salem	248-559-1990	
20	ARC Genesee County	11920 Farmington, Livonia, MI	Albert Lee	313-831-0202	
21	Asian American Journalists Association	P.O. Box 593, Farmington, MI	Calvin Richards	415-346-2051	
22	BART Job Bank	11920 Farmington, Livonia, MI	Jan Stevenson	415-346-6343 fax	
23	Between the Lines	30 Josephine, 3rd Flr, Detroit, MI	David Rambau	313-873-9762	
24	Black Awareness In TV	2885 W. Grand Blvd, Detroit, MI	Bill R. Ross	734-298-7200	
25	Booker T. Washington Business Assoc.	1200 E. McNichols, Highland Park, MI	Debra Reed	313-871-3333	
26	Career Works, Inc.	11850 Woodward Wilson, Detroit 48206	Reverend Faith Fowler	313-875-4250	
27	Cass Community Social Services	10291 Grand River, Brighton, MI		313-867-3500	
28	Catholic Social Services	201 E. Kirby, Detroit, MI 48202	Erin Kearns	313-883-2277	
29	Center for Creative Studies	40 E. Ferry Ave., Detroit, MI 48202		810-227-7699 fax	
30	Center for Humanistic Studies			313-004-7400	
				313-664-7686 fax	
				313-875-2610 fax	

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31	Chinese Assoc. of Greater Detroit	CAGD, P.O. Box 1343, Troy, MI 48099	Da-zong Wang	313-845-3101	
32	College of Creative Studies	201 E Kirby Detroit, MI 48202	Alana Bartol	313-664-7686	
33	College of Creative Studies	201 E Kirby Detroit, MI 48202	Michael Coleman	313-664-7686	
34	College-Saint Mary's College	3535 Indian Trail, Orchard Lake MI	Dir. Of Student Svc	248-982-1885	
35	College-Albion College	KC Box 4900, Albion, MI 49224	Shana Plasters	517-629-0332	
36	College -Baker College of Auburn Hills - Career Svcs.	1500 University Dr. Auburn Hills, MI	Jeffery Love	248-340-0600 248-340-0608 fax	
37	College-Calvin College	1855 Knollcrest Cr Grand Rapids 49546	Karen Brewster	616-586-6485	
38	College-Central Michigan Univ.	Career Services & Resource Center, 101 Forest Hall, Mt. Pleasant, MI 48859	Kathy Jussila	517-774-3069	
39	College-Eastern Michigan University	200 McKenny Hall, Ypsilanti, MI	Sarah Kersey Otto	734-487-0940	
40	College-Henry Ford Community College	5101 Evergreen, Detroit, MI	Richard Brown	313-845-9611	
41	College-Henry Ford Community College	5101 Evergreen, Dearborn, MI	Doug Freed	313-845-9710	
42	College-Henry Ford Community College	5101 Evergreen, Dearborn, MI	Jay Korinck	313-845-9676	
43	College-Henry Ford Community College-Career Resource Center	5101 Evergreen, Dearborn, MI Room T112	Diane Green	313-845-9618	

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44	College-Henry Ford Community College-WHFR 89.3 FM	5101 Evergreen, Dearborn, MI	Susan McGraw	313-845-6477	
45	College-Marygrove College Advising & Career Services	8425 W McNichols Det, MI 48221	Harry McLaughlin	313-927-1479	
46	College-Marygrove College College-Oakland Community	8425 W McNichols Det, MI 48221	Ce'An Manuel	313-927-1200	
47	College College-Oakland Community	739 S. Washington, Royal Oak, MI	Lori Linden	248-246-2400	
48	College College-Schoolcraft College	2900 Featherstone Rd, Auburn Hills, MI	Willie Lloyd	248-232-4142	
49	College-Schoolcraft College College-Schoolcraft College-	18600 Haggerty Rd., Livonia, MI	Juan Taylor	734-462-4400	
50	McDowell Center College-Schoolcraft College-	18600 Haggerty Rd., Livonia, MI	Donna Nordman	734-462-4421	
51	Radcliff Center	1751 Radcliff St., Garden City, MI	Marlene Kershaw	737-462-4400	
52	College-Walsh College College-Wayne County	3838 Livernois Rd., Troy, MI	Laurie Siebert	248-823-1625	
53	Community College College-Wayne County	8551 Greenfield, Detroit, MI	Shashi Sharma	313-943-4071	
54	Community College College-Wayne County	801 W. Fort St. Detroit, MI	Kaukab Usman	313-496-2500	
55	Community College-Career Planning and Placement	1001 W. Fort St. Detroit, MI	Hettie Brown	313-496-2758	
56	College-William Tyndale College	35700 W. 12 Mile Rd., Farmington Hills, MI	Gary Oster	248-553-7200	
57	Communal Jobs Community Foundation for	24777 Greenfield, Southfield, MI	Henchie Greenfield	248-569-4482	
58	Southeastern Michigan	333 W. Fort St. Detroit, MI	Mariam Noland	313-961-6675	

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59	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-7174	
60	Community Services of Oakland County, MI	345 E. Nine Mile Rd. Ferndale, MI	John Erich	248-542-5860	
61	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	
62	Crossroads Social Services	92 East Forest Ave. Detroit, MI	Placement Svcs.	313-831-2000	
63	Dept. of Social Services Unit	2300 E Grand River, Howell, MI	Susan Fulton	517-548-0200	
64	Delta-T Group Detroit, Inc. Detroit Area Film and Television	26600 Telegraph Rd. Suite 410, Southfield, MI	Joanne McAndrews	248-350-1764	
65	Television	P.O. Box 1443, Royal Oak, MI	Placement Svcs.	248-547-0847	
66	Detroit Assoc of Black Organizations	12048 Grand River Detroit MI 48204	Kathryn Sheffield	313-491-0003 491-0616 fax	313-
67	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-6343	
68	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-0330	
69	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-2940	
70	Detroit Free Press	6200 W. Fort St. Detroit, MI	Lois Turner	586-977-7500	
71	Detroit Hispanic Development Corp.	1211 Trumbull, Detroit, MI 48216	Angie Reyes, MPH	313-967-4880	
72	Detroit Unity Temple	17505 Second Avenue, Detroit, MI	Dorothy Jones	313-345-4848	
73	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Mannus	313-628-2264 313-682-2275 fax	

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74	Detroit's Work Place	707 W. Milwaukee, Detroit, MI	Cynthia Bell	313-876-0674 313-852-0772	
75	Detroit Public Schools	3031 West Grand Blvd, Detroit 48202	Doris Moore	313-873-7397 fax	
76	Detroit Public Schools Adult Educations	14111 Puritan, Detroit, MI 48227	Doris Moore	313-866-9328 313-862-0640	
77	District Offices of Social Services	5131 Grandriver, Detroit, MI 30821 Barrington, Madison Heights, MI	Career Services	313-361-7300	
78	Dorsey Business Schools	101 W Big Beaver Troy, MI 48084	Elayne/Career Svcs	248-585-4150 248-524-2416 248-524-0216 fax	
79	Drake Beam Morin, Inc	312 Walnut St. Cincinnati, OH	Charles Kalmbach	513-977-3000	22
80	E. W. Scripps Company	524 West 57th St., New York, NY	Terri Mullikin	212-975-2545	
81	Emma L. Bowen Foundation for Minority Interests in Media	One Ford Place Detroit Mi 48202	Sandra Dorsey-Rice	313-872-8002	
82	Empowerment Zone	8173 Kenney, Detroit, MI	Elaine Carter	248-298-6108	
*83	Exodus Missionary Baptist Church	2100 N. Woodward, Bloomfield Hills, MI	Angela Hughes	248-975-4829	
84	Family Independence Agency-Oakland	7707 W. Outer Dr. Detroit, MI	Dorothy Butler	313-347-2820	
85	Fellowship Chapel	713 E. Nine Mile Rd. Ferndale MI	Sandra Harris	248-545-0222	
86	Ferndale Project Career Center	1355 Oakman Blvd Detroit MI	John Almstadt	313-494-4775	
87	Focus Hope	1355 Oakman Blvd Detroit MI	Eleanor Josaitis	313-494-4567	
88	Focus Hope	35200 West 8 Mile Rd, Farmington Hills, MI	Debbie Fisher	248-478-5671	
89	Finish Cultural Center		Eva Koskimaki		

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90	Goodwill Industries of Greater Detroit	3111 Grand River Ave, Detroit, MI	Patricia Chatman	313-557-8635	
91	Goodwill Industries, Madison Heights	31115 Deguindre, Madison Hgts, MI	Marilyn Hawthorne	248-307-1772	
92	Goodwill Industries, Oak Park Greater Detroit Chamber of Commerce	13200 Oak Park Blvd, Oak Park, MI 600 W. Lafayette Blvd Detroit, MI	Joyce Rupp Michelle Hansel	248-547-7712 313-964-4000	
94	Hannan Foundation/House	4750 Woodward Ave. Detroit, MI 1500 Penobscot Bldg, 645 Griswold St. Detroit, MI	Denise Williams	313-833-1300	
95	Hispanic Business Alliance		Dolores Sanchez	313-962-6422	
96	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-6498	
97	Inroads Metropolitan Detroit, Incorporated	535 Griswold, Detroit, MI	Cassandra Sanders	313-961-6464	
98	Japan American Society of Greater Detroit & Windsor	One Woodward Ave Detroit, MI	Liseann Gouin	313-596-0484	
99	Jewish Vocational Center	4250 Woodward Ave Detroit, MI	Laura Panoff	313-833-8100	
100	Jewish Vocational Services	29699 Southfield R Southfield MI 48076	Teresa Schwartz	248-559-5000 248-559-0773 fax	
101	Junior Achievement of Southeastern Michigan, Inc	577 E Larned St. Detroit, MI	Lynn Feldhouse	313-962-2550	
102	Junior League of Birmingham	460 N Old Woodward Birmingham 48009	Pat Swistak	248-203-9841 248-203-9347	
103	JVS Employment	4250 Woodward Ave Detroit, MI	Kathy Sirois	313-233-8100	

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104	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield Mi	Gary Shifflet	248-799-0099 248-799-0088 fax	
105	Lawrence Technological University - Office of Career Services	21000 W. Ten Mile Rd, Southfield, MI 37634 Enterprise Ct., Farmington Hills, MI	Career Services	248-204-3063	
106	LDS Employment Svcs.	1255 E Grand River Howell Mi	Bret/Career Serv.	248-553-0902	
107	Livingston County Job Training	48843	Patty Sudbay	517-552-2106 517-546-2353 fax	
108	Lutheran Social Services of Michigan	21700 Northwestern Hwy, #801, Southfield, MI	Vladimir Vandalov	248-423-2790	
*109	Matrix Human Services Center-Head Start Family Service Center	13560 E McNichols Detroit 48205	Scott Gifford	313-894-3311 313-894-3364	
110	Matrix Human Services	120 Parsons St. Detroit, MI	Dr. Marcella Wilson	313-831-1000	
111	Medialine	P.O.Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073 313-894-3311	
112	Metropolitan Retiree Service Michigan Associaton of	2441 W Grand Blvd, Detroit MI 48208	Kathy Hoard	313-894-3364 fax	
113	Broadcasters (MAB)	819 N. Washington Ave, Lansing, MI	Denise Weston	1-800-968-7622	
114	Michigan Catholic	305 Michigan Ave. Detroit, MI	Michelle Agius	313-224-8003	
115	Michigan Indian Child Welfare	4880 Lawndale St. Detroit, MI	Career Services	906-632-6896	
116	Michigan Hispanic Center	24445 Northwestern Hwy Southfield MI 48075	Raymond Lozano	248-208-9915 248-208-9936 fax	
117	Michigan Jewish Institute	25401 Coolidge, Oak Park, MI	Paul Levine	248-414-6900	
118	Michigan Rehabilitation Serv	707 W Milwaukee Detroit Mi 48202	Ken Hollie	313-871-3800 313-871-3284 fax	



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119	Michigan Works-Oakland County-Pontiac	1200 N. Telegraph, Pontiac, MI	John Almstadt	248-858-5520	
120	Career Center Michigan Works-Job Link	1839 N. Perry, Pontiac, MI	Roland Hill	248-276-9470	
121	County, Howell Michigan Works-Livingston	1240 Packard Dr. Howell, MI	William Sleight	517-546-7450	
122	Center Michigan Works-NovI Service	31186 Beck Rd., Novi, MI	Bernadine Bennett	248-926-1820	
123	County Service Center Michigan Works-Oakland	1370 S. Lapeer Rd., Oxford, MI	Venita King	248-969-2399	
124	County-City of Southfield Michigan Works-Oakland	21030 Indian, Southfield, MI	D. VanHee	248-796-4550	
125	County-Oak Park Career Center	22180 Parlawn, OakPark, MI	Kay Mizell	248-691-8437	
126	Michigan Works-Oakland County-Southfield Service Center	26000 Evergreen Rd Southfield MI	Randall Cripe		
127	County-Troy Satellite Michigan Works-Oakland	550 Stephenson Hwy, Troy, MI	Anahita Lord	248-825-5101	
128	County-Waterford Career Center	5195 Pontiac Lk Rd, Waterford, MI	Venita King	248-682-3417	
129	Michigan Works-Wayne County-Dearborn Service Center	6451 Schaefer Rd Dearborn, MI 48126	Gregory Pitoniak	313-945-8159	
130	Michigan Works-Wayne County-Detroit's Work Place South	455 W. Fort St. Detroit, MI	Anita Baylis	313-962-9675	

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131	Michigan Works-Wayne County-Highland Park Job Center	13700 Woodward Ave, Highland Park, MI	Fatima Anthony	313-826-0299	
132	Michigan Works-Wayne County-Highland Park Service Center	144 E. Manchester St., Highland Park, MI	Gregory Pitoniak	313-826-0299	
133	Michigan Career Development & Rehabilitation Services	455 W. Fort St. Detroit, MI 1771 N. St. NW, Suite 708 Washington, DC 20036	Anita Baylis	313-965-5705	
134	NAB	24903 Lois lane Southfield Mi 48075	Michelle Duke	202-429-5300	
135	National Academy of Television Arts & Sciences	8701A Adelphi Rd., Adelphi, MD 20783	Stacie Mottley	888-430-3669 248-592-0087 fax	
136	National Association of Black Journalists	1100 Knight Hall Suite 3100, College Park, MD 20742	Veronique Dodson	301-445-7100	
*137	National Association of Young Black Journalist	180 N Michigan Ave, Detroit, MI	Sherlon Christie	301-405-0248	
138	National Black MBA Association-Detroit	1000 National Press Bldg., Washington, DC 20045	Valencia Parker	313-972-4832	
139	National Association of Hispanic Journalists	jobbank@nahj.org	Letecia Salazar	202-662-7145 202-662-7144 fax	
140	National Council of Jewish Women-Detroit	26400 Lasher Rd, Ste 100, Southfield, MI 48034	Susan Gertner	248-355-3300	
141	National Welfare Rights Union	13220 Woodward, Highland Park, MI	Marian Kramer	313-831-1040	
142	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-5282	

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143	New Center Community Mental Health	2051 W. Grand Blvd., Detroit, MI	Roberta Sanders	313-961-3200	
144	New Detroit	645 Griswold St. Detroit, MI	Bobbie Smith	313-664-2041	
145	Oakland & Macomb Center for Independent Living	3765 East 15 Mile Rd, Sterling Heights, MI	Stephanie Brown	810-268-4160	
146	Oakland County Welfare Rights	132 Franklin Blvd, Suite 202, Pontiac, MI 48341	Kathy Slay	248-334-8117 248-474-4029 fax	
147	Oakland Family Services Ohio & Illinois Center	114 Orchard Lake Rd., Pontiac, MI 9000 Sweet Valley Dr Valley View OH	Kathleen Lynd	248-858-7766 248-858-8227 fax	
148	Broadcasting	44125 26877 Northwestern Hwy, Suite 308, Southfield, MI 48034	Gary James	216-447-9117 216-642-9232 fax	
149	Ohr Somayach Detroit	2145 Crooks Rd., Suite 103, Troy, Michigan 48084	Rabbi David Shapero	248-352-4870	
150	On My Own of Michigan	35209 Gratiot Clinton Twp., Michigan 48305	Valerie Michrina	248-649-3739	
151	One Stop Career Center	16250 Northland Dr., Southfield, Michigan	Placement Svcs.	810-982-4271	
152	Operation Able of Michigan		Shirley Sutton	248-443-1960	
153	Operation Able Detroit	4750 Woodward Ave. Detroit, MI	Mary McDougall	313-832-0922	
154	Parole Dept	4240 Cass Ave. Detroit MI	Placement Svcs.	313-963-4710	
155	Payne Pulliam School	2345 Cass Detroit, MI	Freddie Lindsay- Payne	313-963-4710	
156	Probation Dept	16820 James Couzens Fwy Det MI	Placement Svcs.	313-927-6400	
157	Resource Network	9349 Telegraph, Redford, MI	Lawrence Barnes	313-533-5900	
158	Salvation Army-Howell	503 Lake St., Howell, MI	Nyla or Helen	517-546-4705	
159	Salvation Army-Pontiac	118 W. Lawrence, Pontiac, MI	Job Placement	248-338-9601	
160	Salvation Army-Farmington	27500 Shiawassee, Farmington MI	Marlys Anderson	248-477-1153	
161	Salvation Army-Detroit	20775 Pembroke, Detroit, MI	Katherine Clausell	313-537-2130	

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162	Salvation Army-Detroit	15133 Burgess, Detroit, MI	Tom & Cindy Brockway	313-532-1500	
163	Salvation Army-Dbn Hts	26700 W. Warren, DbnHts, MI	Caleb Senn	313-563-4457	
164	Salvation Army-Southfield	16130 Northland Dr. Southfield MI	Yaneth Fugua	248-443-5500	
165	Salvation Army-Detroit	11311-25 Montrose Detroit, MI	Terry Gaster	313-835-3736	
166	Salvation Army-Detroit	3737 Lawton St. Detroit, MI	Jamie Winkler	313-361-6136	
167	Salvation Army-Royal Oak	3015 N. Main St. Royal Oak, MI	Monty Wanding	248-585-5600	
168	Salvation Army-Detroit	3729 W Chicago Detroit, MI	Elmer Gamble	313-897-2914	
169	Salvation Army-Warren	24140 Mound Rd Warren, MI	Kevin VanZee	586-754-7400	
170	Salvation Army-Brighton	7000 Grand River, Brighton, MI	Aaron Orتمان	810-534-5060	
171	Salvation Army-White Lake	9434 Highland Rd. White Lake, MI	Amber Pedraja	248-698-4449	
172	Service Employment and Redevelopment-Metro Detroit	9301 Michigan Ave, Detroit, MI	Veronica Sanchez Peavy	313-846-2240 313-962-8203 fax	
173	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave, Detroit, MI	Eva Garza Dewailsche	313-846-2240 313-846-2247 fax	
174	Services to Enhance Potential-Northwest Resource Center	32229 Schoolcraft Rd, Livonia, MI	Ronald Kresniak	734-261-7530	
175	Social Service Dept	1960 W Lafayette Detroit 48037	Placement Svcs.	313-963-6028 fax 313-963-6002	
176	Society of Broadcast Engineers-Detroit	WKBD-TV, 26905 W. 11 Mile Rd., Southfield, MI 48037	Frank Maynard	248-355-7129	
177	Society of Women Engineers of Detroit	P.O. Box 2978, Detroit, MI 48037	Jennifer Morikawa	248-576-9703	
178	South Asian Journalists Association	2590 Broadway, New York, New York	Sreenath Sreenivasan	212-854-0191	
179	Synergy Partners, LLC	3031 W. Grand Blvd., Detroit, MI	Ronald Ostroff	866-724-7544	

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180	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-2200	
181	Troy Career Center	210 W. Square Lake Rd, Troy, MI 4	Resource Center	248-879-7586	
182	TV Spy-Media Bistro	475 Park Avenue S., Ste 4 New York, NY	Dave Arganbright	212-547-7931	
183	United Way of Southeastern Michigan	1212 Griswold, Detroit, MI	Ron Carr	313-226-9376	
184	University-Central Michigan University	215 University Center, Mt. Pleasant, MI	Jeff Hyames	989-774-3068	
185	University-Davenport-Oxford	1366 S Lapeer Oxford MI 48371	Kathy Weber	248-628-7070	
186	University-Davenport- Livonia	19499 Victor Parkway, Livonia, MI	Heather Fowler or Svetiana Maksimchux	734-943-2800	
187	University-Davenport- Dearborn	4801 Oakman Blvd, Dearborn, MI	Lisa Merz	989-673-5857	
188	University-Davenport- Grand Rapids	415 East Fulton, Grand Rapids, MI	Helen Pike-Shafer	616-732-1210	
189	University of Detroit Mercy	4001 W McNichols, Detroit, MI 48221	Tracey Knowles	313-993-1017	
190	University of Detroit Mercy School of Law	651 E. Jefferson, Detroit, MI	Marjorie Lang	313-596-0260	
191	University-Eastern Michigan University	200 McKenny Hall, Ypsilanti, MI	Sarah Kersey Otto	737-487-0400	
192	University-Lawrence Technological University	21000 W. Ten Mile Rd, Southfield, MI	Jing Sellers	248-204-3140	

## 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)

\* 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
193	University-Lawrence Technological University-A. Alfred Taubman Student Services Center	21000 W. Ten Mile Rd, Southfield, MI	Margaret Pierce	248-204-3140	
194	University of Michigan Dearborn	4901 Evergreen, Dearborn, MI	Lorissa McKay	313-593-5439	
195	University of Michigan Dearborn-Career Center	2149 University Center, Dearborn, MI	Mai Qazzaz	313-593-5020	
196	University of Michigan Career Center Division of Student Affairs	515 East Jefferson, 3200 Student Activities Bldg, Ann Arbor, MI	Kevin Borland	734-764-7460	
197	University-Michigan State University	113 Student Servs. E. Lansing, MI	Kelley Bishop	517-355-9510	
198	University-Modonna	36600 Schoolcraft, Livonia, MI	Christine Brant	734-432-5620	
199	University-Oakland University-Communications Dept.	316 Wilson Hall, Rochester, MI	Career Services	248-370-4120	
200	University-Oakland University-Career Services	2200 N. Squirrel Rd., Rochester, MI	Wayne Thibodeau	248-370-3250	
201	University-Oakland University-School of Marketing	2200 N. Squirrel Rd., Rochester, MI	Sheila R. Carpenter	248-370-3685	
202	University-Oakland University-WXOU FM	2200 N. Squirrel Rd., Rochester, MI	Kirk Van Husen	248-370-4273	
203	University-Wayne State University	656 Reuter Hall, 1001 Faculty/Administration Building, Detroit, MI	Arlinda Pringle	313-577-3390	

**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)**

\* 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
204	University-Wayne State University-Dept. of Journalism	199 Manoojian, Detroit, MI	Jack Lessenberry or Alicia Nails	313-577-2627	
205	University-Wayne State University-WDET	4600 Cass Ave. Detroit, MI	Yolanda Dunn	313-577-4146	
206	Urban League-Detroit Urban League	208 Mack Avenue, Detroit, MI	Cassandra Nelson-Pruitt/Lisa Taylor	313-832-3222	
207	Vista Marie-Village of Hope	20651 W. Warren, Dearborn, MI	Cameron Hosner	313-271-3050	
208	Walled Lake Western HS	600 Beck Rd, Walled Lake, MI 48339	Jenny Griffith	248-956-4902	
209	Wayne County Education and Training Division	18600 Randolph St., Detroit, MI	Niema Hill	313-224-0815	
210	Women in Communications	2744 Ellwood Berkley MI 48072	Rose Ann Nicolai	248-582-8465	248-
211	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	582-8464 fax	
212	Work Skills Corporation	P.O. Box 568, Brighton, MI	Brenda Ochodnicky	313-963-4946	
213	WDTR 90.9	9345 Lawton Detroit 48206	Mary Ann Langevin	517-227-4868,x109	
214	WSHJ-FM	24675 Lahser Rd. Southfield MI	Human Resources	313-596-3507	
215	WTVS-Channel 56	24675 Lahser Rd. Southfield MI	Human Resources	248-746-8630	
216	WXYZ-TV -EW Scripps site	7441 Second Ave Detroit 48202	Darlene Greenbird	313-876-8356	313-876-8198 fax
217	Yemeni American Assoc.	20777 W. Ten Mile Rd. Southfield MI	Debbie Suminski	248-827-9277	
218	America's Job Exchange	2502 Goodson, Hamtramck, MI	Nageep Ismial	313-842-8402	
219	Google Base	www.americasjobexchange.com	Smart Post****		
220	HotJobs.com	www.google.com	Smart Post****		1
221	Indeed.com	www.hotjobs.com	Smart Post****		
222	Job.com	470 West Avenue, Ste 2002, Stanford CT 06902 www.job.com	Smart Post****	www.indeed.com	6

# 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)

\* 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
223	Jobirn	www.insidersReferral.com,Inc.	Smart Post***		
224	Journalism Jobs.com	www.journalismjobs.com	Smart Post***		1
225	JuJu.com	www.juju.com	Smart Post***		
226	JustJobs.com	www.justjobs.com	Smart Post***		
227	Monster.com	www.monster.com	Smart Post***		5
228	Oodle.com	www.oodle.com	Smart Post***		
229	SimplyHired.com	2513 Charleston Rd. #200, Mountainview, CA 94042	Smart Post***	www.simplyhired.com	
230	Trovit, USA	www.jobs.trovit.co.uk/	Smart Post***		
231	VetJobs.com	P.O.Box 71445, Marietta, GA 30007	Smart Post***	www.vetjobs.com	
232	TV-Jobs	TVJobs.com	Mark C. Holloway		2
233	Linked In	www.linkedin.com	Job Board		5
234	IRE	coulter@ire.org	Coulter Jones	coulter@ire.org	
235	Rick Gevers & Associates	Box 577, Zionsville, IN 46077	Rick Gevers	rick@rickgevers.com	
236	Collective Talent	www.collectivetalent.com	Smart Post***		1
237	SmithGeiger	31365 Oak Crest Dr. Westlake Village CA	Andrew Finlayson	andrew@smithgeiger.com	
238	Scripps Recruiters-CNBAM	312 Walnut St Cincinnati. OH	Ty Carver	www.scripps.com	1
**239	Industry Contacts				19
240	602 Communications/Graeme Newell	1011 Lyndhurst Falls, Knightdale, NC	Graeme Newell	gnewell@602communications.com	



# 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)

\* 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
			Total Number of Interviewees during the Reporting Period		63

## EEO PUBLIC FILE REPORT

### 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]
Sales Assistant-A/E Apprentice	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80	Code 238 - Scripps Recruiters-CNBAM
	83, 84,86,89,90,100,102,105-108, 109,110,111,113,116-132,	
	134-142,146,148,150-153,157-171,176-178,181,182,	
	184-205,208,210,212,214,216,237	
Producer - News	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80	Code 80 - WXYZ-TV /Scripps website
	84,86,89,90,100,102,105-108,110,111,113,116-132,	
	134-142,146,148,150-153,157-171,176-178,181,182,	
	184-205,208,210,212,214,216-233	
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Multimedia Journalist	1-6,8-27,29-62,65-70,72-74,77-95,97-103,105-106	Code 80 - WXYZ-TV /Scripps website
	108-116,118-142,144-157,160-169,172,175-178,180,	
	181-197,203-206,209-212,214-233	
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Digital Sales Support Associate	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80	Code 221 - Indeed
	84,86,89,90,100,102,105-108,110,111,113,116-132,	
	134-142,146,148,150-153,157-171,176-178,181,182,	
	184-205,208,210,212,214,216,237	
Producer - News	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80	Code 80 - WXYZ-TV /Scripps website
	84,86,89,90,100,102,105-108,110,111,113,116-132,	
	134-142,146,148,150-153,157-171,176-178,181,182,	
	184-205,208,210,212,214,216-233	

## EEO PUBLIC FILE REPORT

### 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]
Promotion Manager	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 80 - WXYZ-TV /Scripps website
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212,214-233	
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 221 - Indeed
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Technical Director	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 227- Monster.com
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 239 -Industry Contact
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
News Director	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 80 - WXYZ-TV /Scripps
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233,234	
Digital Sales Support Associate	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80	Code 219 - Google.com
	84,86,89,90,100,102,105-108,110,111,113,116-132,	
	134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216,237	
Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 239 -Industry Contact
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	

## EEO PUBLIC FILE REPORT

### 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]
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 221 -Indeed.com
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Sales Assistant	1-27,29-63-73,77-95,97-103,105-106,	Code 80 - WXYZ-TV /Scripps website
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Maintenance Engineer	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 80 - WXYZ-TV /Scripps website
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Creative Services Producer	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 80 - WXYZ-TV /Scripps website
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233,239	
Digital Account Executive	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 233 - Linked In
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233	
Creative Services Producer	1-6,8-27,29-63,65-73,77-95,97-103,105-106,	Code 227 - Monster.com
	108-116,118-145,148-157,160-169,173,175-178,180-	
	197,203-206,209-212-214-233,239	

## EEO PUBLIC FILE REPORT

### 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]
Associate Producer	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 232 - TVJobs.com
Associate Producer	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 80 - WXYZ-TV/Scripps website
Director, HR Business Partner	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 80 - WXYZ-TV/Scripps website
Research Director	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 80 - WXYZ-TV/Scripps website
Sports Reporter/MMJ	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 80 - WXYZ-TV/Scripps website
Traffic Assistant	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182, 184-205,208,210,212,214,216-233	Code 80 - WXYZ-TV/Scripps website
Videoographer/Editor	1-5,9-19,21-22,26,28,29,31,34-57,61,63,70,74,79-80 84,86,89,90,100,102,105-108,110,111,113,116-132, 134-142,146,148,150-153,157-171,176-178,181,182,	Code 80 - WXYZ-TV/Scripps website



**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, 14 students interned at the Station. Organizations and students who are interested and have questions about WXYZ-TV's internship program, please visit our website [www.wxyz.com](http://www.wxyz.com) or contact Karen Podrasky at 248-827-9302 or by email - [kpodrasky@wxyz.com](mailto:kpodrasky@wxyz.com).

Career and Networking Fairs

2015 MAB Foundation-WXYZ-TV Scholarship Program - WXYZ-TV participated in the MAB Foundation Scholarship program. The program is open to those students pursuing a career in a broadcast related field. WXYZ-TV ran on air PSA's detailing how to apply for the scholarship as well as posting a PSA on the [www.wxyz.com](http://www.wxyz.com) website. WXYZ awarded a \$1,000 scholarship to a junior from Wayne State University.

Job Shadows - Seven high school students and thirteen college 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.

Station Tours - Fourteen organizations toured the station during this reporting period. Station personnel spoke to these organizations about their careers and types of positions available in the broadcasting industry.

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. In conjunction with leadership training, an employee mentoring program is currently being developed. A "sign up" sheet has been provided to employees who have the desire to mentor other employees and for those employees who would like to be mentored.

Career Management Training - WXYZ-TV employees actively participate in the E.W. Scripps Company Career Management program that includes training to help employees develop their career skills. The eLearning catalog offers all employees the opportunity for online training in station-related skills such as computer operation and television editing along with personal

**III. Non-Vacancy Specific Recruitment Efforts During Reporting Period**

growth skills such as time management and goal setting. The eLearning system is also used for EEO and other compliance training. A training file is maintained for all employee completed courses on the employee's profile.

MMJ University is an internal program, offered onsite, designed to provide special training for the station's multimedia journalists in reporting, writing and photography

March 11, 2015 - Chuck Stokes, Director of Community Affairs attended the Michigan Association of Broadcasters (MAB) Great Lakes Broadcasting Conference in Lansing, MI - Media Career Fair & Workshop.

April 22, 2015 - Eloise Jordan, HR Director attended the Gleaners annual Women's Power Breakfast to discuss broadcast opportunities and assist women how to look for positions in the broadcasting industry.

May 2, 2015 - The Annual Brightest and Best - The best of the class of 2015 from 182 high schools across metro Detroit attended a luncheon at the station to honor and celebrate their accomplishments. Students were given a tour of the studio and spoke with station personnel

May 27, 2015 - Nima Shatte, attended Career Day at Golithly School in Detroit, Michigan. Nima spoke to students about his career as a Multi-Media Journalist as well as other careers in the newsroom.

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 parttime 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.

Seth Myers, Director of New Media, sits on the Advisory Board for the Digital Media program at the Specs Howard School of Media Arts. The Advisory Board reviews the plans and curriculum of this new program at the school to ensure that students are learning skills that are in line with the needs of employers.

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.