

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2015 - May 31, 2016

Stations Included in Report: WMYD-TV, WXYZ-TV

Amended April 4, 2017

I. List of Recruitment Sources

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

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				33
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			141
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	The Ladders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C37	Monster.com(14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C49	Indeed.comSponsoredJobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	12
C91	CareerBuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	5

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Common Sources					
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		15
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	10
C111	External/Candidate Referral				3
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				2

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Local Sources					
L7	Action Management Corp	20755 Greenfield Southfield, M	Tom Smela	313-443-66333	
L8	Adcrafter, The	3011 W. Grand Blvd. Detroit, MI	Bob Guerrini	313-872-7850	
L9	Advantage Staffing	1000 S. Old Woodward Birmingham, MI 48009	Anne Scott birm@staff.com	248-645-8880	
L14	American Federation of Radio & Television Artists, Detroit	27777 Franklin Rd. Detroit , MI 48034	Lorain Alexander	248-213-0264	
L15	American Women in Radio & TV	1760 Old Meadow Rd McLean, VA 22102	Dianne Farley	703-506-3266	
L20	Arab Chaldean Social Services	20300 Civic Center Dr. Southfield, MI 48076	Haifa Fakhouri	248-354-8460	
L21	Arab American & Chaldean Council	20300 Civic Center Dr. Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-8460	
L23	Arab Community Center for Economics & Social Services	6450 Maple St. Dearborn, MI	Adnan Hammd	313-216-7323	
L24	Arab American & Chaldean Council, Oakland County	28551 Southfield Rd. Suite 204 Lathrup Village, MI 48076	Kim Salem	248-559-1990	
L25	ARC Genessee County	51 W. Hancock St. Detroit, MI		313-831-0202	
L26	BART Job Bank	P.O. Box 593 Farmington, MI	Calvin Richards	313-873-9762	

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Local Sources					
L27	Between the Lines	11920 Farmington Livonia, MI	Jan Stevenson	734-298-7200	
L28	Black Awareness In TV	30 Josephine 3rd Floor Detroit, MI	David Rambeau	313-871-3333	
L29	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-4250	
L30	Career Works, Inc.	1200 E. McNichols Highland Park, MI	Debra Reed	313-867-3500	
L31	Cass Community Social Services	11850 Woodrow Wilson Detroit, MI 48206	Reverend Faith Fowler	313-883-2277	
L32	Catholic Social Services	10291 Grand River Brighton, MI		810-227-7699 fax	
L33	Center for Creative Studies	201 E. Kirby Detroit, MI 48202	Erin Kearns	313-664-7400 313-664-7686 fax	
L34	Center for Humanistic Studies	40 E. Ferry Ave. Detroit, MI 48202		313-875-2610 fax	
L35	Chinese Assoc. of Greater Detroit	CAGD P.O. Box 1343 Troy, MI 48099	Da-zong Wang	313-845-3101	
L36	College of Creative Studies	201 E Kirby Detroit, MI 48202	Alana Bartol	313-664-7686	
L37	College of Creative Studies	201 E Kirby Detroit, MI 48202	Michael Coleman	313-664-7686	

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Local Sources					
L38	College-Saint Mary's College	3535 Indian Trail Orchard Lake , MI	Dir. Of Student Svc	248-982-1885	
L39	College-Albion College	KC Box 4900 Albion, MI 49224	Shana Plasters	517-629-0332	
L40	College -Baker College of Auburn Hills - Career Svcs.	1500 University Dr. Auburn Hills, MI	Jeffery Love	248-340-0600 248-340-0608 fax	
L41	College-Calvin College	1855 Knollcrest Cr Grand Rapids, MI 49546	Karen Brewster	616-586-6485	
L42	College-Central Michigan Univ.	Career Services & Resource Center 101 Forest Hall Mt. Pleasant, MI 48859	Kathy Jussila	517-774-3069	
L43	College-Eastern Michigan University	200 McKenny Hall Ypsilanti, MI	Sarah Kersey Otto	734-487-0940	
L44	College-Henry Ford Community College	5101 Evergreen Detroit, MI	Richard Brown	313-845-9611	
L45	College-Henry Ford Community College	5101 Evergreen Dearborn, MI	Doug Freed	313-845-9710	
L46	College-Henry Ford Community College	5101 Evergreen Dearborn, MI	Jay Korinck	313-845-9676	
L47	College-Henry Ford Community College-Career Resource Center	5101 Evergreen Room T112 Dearborn, MI	Diane Green	313-845-9618	
L48	College-Henry Ford Community College-WHFR 89.3 FM	5101 Evergreen Dearborn, MI	Susan McGraw	313-845-6477	

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Local Sources					
L49	College-Marygrove College Advising & Career Services	8425 W McNichols Detroit, MI	Harry McLaughlin	313-927-1479	
L50	College-Marygrove College	8425 W McNichols Detroit, MI 48221	Ce'An Manuel	313-927-1200	
L51	College-Oakland Community College	739 S. Washington Royal Oak, MI	Lori Linden	248-246-2400	
L52	College-Oakland Community College	2900 Featherstone Rd Aubrn Hills, MI	Willie Lloyd	248-232-4142	
L53	College-Schoolcraft College	18600 Haggerty Rd. Livonia, MI	Juan Taylor	734-462-4400	
L54	College-Schoolcraft College-McDowell Center	18600 Haggerty Rd. Livonia, MI	Donna Nordman	734-462-4421	
L55	College-Schoolcraft College-Radcliff Center	1751 Radcliff St. Garden City, MI	Marlene Kershaw	737-462-4400	
L56	College-Walsh College	3838 Livernois Rd. Troy, MI	Laurie Siebert	248-823-1625	
L57	College-Wayne County Community College	8551 Greenfield Detroit, MI	Shashi Sharma	313-943-4071	
L58	College-Wayne County Community College	801 W. Fort St. Detroit, MI	Kaukab Usman	313-496-2500	
L59	College-Wayne County Community College-Career Planning and Placement	1001 W. Fort St. Detroit, MI	Hettie Brown	313-496-2758	
L60	College-William Tyndale College	35700 W. 12 Mile Rd. Farmington Hills, MI	Gary Oster	248-553-7200	

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Local Sources					
L61	Communal Jobs	24777 Greenfield Southfield, MI	Henchie Greenfield	248-569-4482	
L62	Community Foundation for Southeastern Michigan	333 W. Fort St. Detroit, MI	Mariam Noland	313-961-6675	
L63	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-7174	
L64	Community Services of Oakland County, MI	345 E. Nine Mile Rd. Ferndale, MI	John Erich	248-542-5860	
L65	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	
L66	Crossroads Social Services	92 East Forest Ave. Detroit, MI	Placement Svcs.	313-831-2000	
L67	Dept. of Social Services Unit	2300 E Grand River Howell, MI	Susan Fulton	517-548-0200	
L68	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-1764	
L69	Detroit Area Film and Television	P.O. Box 1443 Royal Oak, MI	Placement Svcs.	248-547-0847	
L70	Detroit Assoc of Black Organizations	12048 Grand River Detroit, MI 48204	Kathryn Sheffield	313-491-0003 313-491-0616 fax	
L71	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-6343	
L72	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-0330	

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L73	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-2940	
L74	Detroit Free Press	6200 W. Fort St. Detroit, MI	Lois Turner	586-977-7500	
L75	Detroit Hispanic Development Corp.	1211 Trumbull Detroit, MI 48216	Angie Reyes, MPH	313-967-4880	
L76	Detroit Unity Temple	17505 Second Avenue Detroit, MI	Dorothy Jones	313-345-4848	
L77	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-2264 313-682-2275 fax	
L78	Detroit's Work Place	707 W. Milwaukee Detroit, MI	Cynthia Bell	313-876-0674	
L79	Detroit Public Schools	3031 West Grand Blvd Detroit, MI 48202	Doris Moore	313-852-0772 313-873-7397 fax	
L80	Detroit Public Schools Adult Educations	14111 Puritan Detroit, MI 48227	Doris Moore	313-866-9328 313-862-0640	
L81	District Offices of Social Services	5131 Grandriver Detroit, MI	Career Services	313-361-7300	
L82	Dorsey Business Schools	30821 Barrington Madison Heights, MI	Elayne/Career Svcs	248-585-4150	
L83	Drake Beam Morin, Inc	101 W Big Beaver Troy, MI 48084	Charles Kalmbach	248-524-2416 248-524-0216 fax	
L84	Emma L. Bowen Foundation for Minority Interests in Media	524 West 57th St. New York, N	Sandra Dorsey-Rice	212-975-2545	

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L85	Empowerment Zone	One Ford Place Detroit , MI 48202	Elaine Carter	313-872-8050 313-872-8002	
L86	Exodus Missionary Baptist Church	8173 Kenney Detroit, MI	Angela Hughes	248-298-6108	
L87	Family Independence Agency-Oakland	2100 N. Woodward Bloomfield Hills, MI	Dorothy Butler	248-975-4829	
L88	Fellowship Chapel	7707 W. Outer Dr. Detroit, MI	Sandra Harris	313-347-2820	
L89	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale , MI	John Almstadt	248-545-0222	
L90	Focus Hope	1355 Oakman Blvd Detroit , MI	Eleanor Josaitis	313-494-4775	
L91	Focus Hope	1355 Oakman Blvd Detroit, MI	Debbie Fisher	313-494-4567	
L92	Finish Cultural Center	35200 West 8 Mile Rd Farmington Hills, MI	Eva Koskimaki	248-478-5671	
L93	Goodwill Industries of Greater Detroit	3111 Grand River Ave Detroit, MI	Pataricia Chatman	313-557-8635	
L94	Goodwill Industries, Madison Heights	31115 Dequindre Madison Heights, MI	Marilyn Hawthorne	248-307-1772	
L95	Goodwill Industries, Oak Park	13200 Oak Park Blvd Oak Park, M	Joyce Rupp	248-547-7712	
L96	Greater Detroit Chamber of Commerce	600 W. Lafayette Blvd Detroit, MI	Michelle Hansel	313-964-4000	

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L97	Hannan Foundation/House	4750 Woodward Ave. Detroit, MI	Denise Williams	313-833-1300	
L98	Hispanic Business Alliance	1500 Penobscot Bldg 645 Griswold St Detroit, MI	Dolores Sanchez	313-962-6422	
L99	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-6498	
L100	Inroads Metropolitan Detroit, Incorporated	535 Griswold Detroit, MI	Cassandra Sanders	313-961-6464	
L101	Japan American Society of Greater Detroit & Windsor	One Woodward Ave Detroit, MI	Liseann Guin	313-596-0484	
L102	Jewish Vocational Center	4250 Woodward Ave Detroit, MI	Laura Panoff	313-833-8100	
L103	Jewish Vocational Services	29699 Southfield R Southfield , MI 48076	Teresa Schwartz	248-559-5000 248-559-0773 fax	
L104	Junior Achievement of Southeastern Michigan, Inc	577 E Larned St. Detroit, MI	Lynn Feldhouse	313-962-2550	
L105	Junior League of Birmingham	460 N Old Woodward Birmingham, MI 48009	Pat Swistak	248-203-9841 248-203-9347	
L106	JVS Employment	4250 Woodward Ave Detroit, MI	Kathy Sirois	313-233-8100	
L107	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield, MI	Gary Shifflet	248-799-0099 248-799-0088 fax	

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Local Sources					
L108	Lawrence Technological University - Office of Career Services	21000 W. Ten Mile Rd Southfield, MI	Career Services	248-204-3063	
L109	LDS Employment Svcs.	37634 Enterprise Ct. Farmington Hills, MI	Bret/Career Serv.	248-553-0902	
L110	Livingston County Job Training	1255 E Grand River Howell , MI 48843	Patty Sudbay	517-552-2106 517-546-2353 fax	
L111	Lutheran Social Services of Michigan	21700 Northwestern Hwy #801 Southfield, MI	Vladimir Vandalov	248-423-2790	
L112	Matrix Human Services Center-Head Start Family Service Center	13560 E McNichols Detroit , MI 48205	Scott Gifford	313-894-3311 313-894-3364	
L113	Matrix Human Services	120 Parsons St. Detroit, MI	Dr. Marcella Wilson	313-831-1000	
L114	Metropolitan Retiree Service	2441 W Grand Blvd Detroit, MI 48208	Kathy Hoard	313-894-3311 313-894-3364 fax	
L115	Michigan Association of Broadcasters (MAB)	819 N. Washington Ave Lansing, MI	Denise Weston	1-800-968-7622	
L116	Michigan Catholic	305 Michigan Ave. Detroit, MI	Michelle Agius	313-224-8003	
L117	Michigan Indian Child Welfare	4880 Lawndale St. Detroit, MI	Career Services	906-632-6896	
L118	Michigan Hispanic Center	24445 Northwestern Hwy Southfield , MI 48075	Raymond Lozano	248-208-9915 248-208-9936 fax	
L119	Michigan Jewish Institute	25401 Coolidge Oak Park, MI	Paul Levine	248-414-6900	

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Local Sources					
L120	Michigan Rehabilitation Serv	707 W Milwaukee Detroit , MI 48202	Ken Hollie	313-871-3800 313-871-3284 fax	
L121	Michigan Works -Oakland County-Pontiac	1200 N. Telegraph Pontiac, MI	John Almstadt	248-858-5520	
L122	Michigan Works -Job Link Career Center	1839 N. Perry Pontiac, MI	Roland Hill	248-276-9470	
L123	Michigan Works -Livingston County, Howell	1240 Packard Dr. Howell, MI	William Sleight	517-546-7450	
L124	Michigan Works -Novi Service Center	31186 Beck Rd. Novi, MI	Bernadine Bennett	248-926-1820	
L125	Michigan Works -Oakland County Service Center	1370 S. Lapeer Rd. Oxford, MI	Venita King	248-969-2399	
L126	Michigan Works -Oakland County-City of Southfield	21030 Indian Southfield, MI	D. VanHee	248-796-4550	
L127	Michigan Works -Oakland County-Oak Park Career Center	22180 Parklawn Oak Park, MI	Kay Mizell	248-691-8437	
L128	Michigan Works -Oakland County-Southfield Service Center	26000 Evergreen Rd Southfield , MI	Randall Cripe		
L129	Michigan Works -Oakland County-Troy Satellite	550 Stephenson Hwy Troy, MI	Anahita Lord	248-825-5101	
L130	Michigan Works -Oakland County-Waterford Career Center	5195 Pontiac Lk Rd Waterford, MI	Venita King	248-682-3417	
L131	Michigan Works -Wayne County-Dearborn Service Center	6451 Schaefer Rd Dearborn, MI 48126	Gregory Pitoniak	313-945-8159	

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Local Sources					
L132	Michigan Works -Wayne County-Detroit's Work Place South	455 W. Fort St. Detroit, MI	Anita Baylis	313-962-9675	
L133	Michigan Works -Wayne County-Highland Park Job Center	13700 Woodward Ave Highland Park, MI	Fatima Anthony	313-826-0299	
L134	Michigan Works -Wayne County-Highland Park Service Center	144 E. Manchester St. Highland Park, MI	Gregory Pitoniak	313-826-0299	
L135	Michigan Career Development & Rehabilitation Services	455 W. Fort St. Detroit, MI	Anita Baylis	313-965-5705	
L136	National Academy of Television Arts & Sciences	24903 Lois lane Southfield , MI 48075	Stacie Mottley	888-430-3669 248-592-0087 fax	
L137	National Association of Young Black Journalist	1100 Knight Hall Suite 3100 College Park, MD 20742	Sherlon Christie	301-405-0248	
L138	National Black MBA Association-Detroit	180 N Michigan Ave Detroit, MI	Valencia Parker	313-972-4832	
L139	National Council of Jewish Women-Detroit	26400 Lasher Rd Ste 100 Southfield, MI 48034	Susan Gertner	248-355-3300	
L140	National Welfare Rights Union	13220 Woodward Highland Park, MI	Marian Kramer	313-831-1040	
L141	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-5282	
L142	New Center Community Mental Health	2051 W. Grand Blvd. Detroit, MI	Roberta Sanders	313-961-3200	

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Local Sources					
L143	New Detroit	645 Griswold St. Detroit, MI	Bobbie Smith	313-664-2041	
L144	Oakland & Macomb Center for Independent Living	3765 East 15 Mile Rd Sterling Heights, MI	Stephanie Brown	810-268-4160	
L145	Oakland County Welfare Rights	132 Franklin Blvd Suite 202 Pontiac, MI 48341	Kathy Slay	248-334-8117 248-474-4029 fax	
L146	Oakland Family Services	114 Orchard Lake Rd. Pontiac, MI	Kathleen Lynd	248-858-7766 248-858-8227 fax	
L147	Ohio & Illinois Center Broadcasting	9000 Sweet Valley Dr Valley View , OH 44125	Gary James	216-447-9117 216-642-9232 fax	
L148	Ohr Somayach Detroit	26877 Northwestern Hwy Suite 308 Southfield, MI 48034	Rabbi David Shapero	248-352-4870	
L149	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-3739	
L150	One Stop Career Center	35209 Gratiot Clinton Twp., MI 48305	Placement Svcs.	810-982-4271	
L151	Operation Able of Michigan	16250 Northland Dr. Southfield, MI	Shirley Sutton	248-443-1960	
L152	Operation Able Detroit	4750 Woodward Ave. Detroit, MI	Mary McDougall	313-832-0922	
L153	Parole Dept	4240 Cass Ave. Detroit , MI	Placement Svcs.	313-963-4710	

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Local Sources					
L154	Payne Pulliam School	2345 Cass Detroit, MI	Freddie Lindsay-Payne	313-963-4710	
L155	Probation Dept	16820 James Couzens Fwy Detroit, MI	Placement Svcs.	313-927-6400	
L156	Resource Network	9349 Telegraph Redford, MI	Lawrence Barnes	313-533-5900	
L157	Salvation Army-Howell	503 Lake St. Howell, MI	Nyla or Helen	517-546-4705	
L158	Salvation Army-Pontiac	118 W. Lawrence Pontiac, MI	Job Placement	248-338-9601	
L159	Salvation Army-Farmington	27500 Shiawassee Farmington, MI	Marlys Anderson	248-477-1153	
L160	Salvation Army-Detroit	20775 Pembroke Detroit, MI	Katherine Clausell	313-537-2130	
L161	Salvation Army-Detroit	15133 Burgess Detroit, MI	Tom & Cindy Brockway	313-532-1500	
L162	Salvation Army-Dbn Hts	26700 W. Warren DbnHts, MI	Caleb Senn	313-563-4457	
L163	Salvation Army-Southfield	16130 Northland Dr. Southfield, MI	Yaneth Fuqua	248-443-5500	
L164	Salvation Army-Detroit	11311-25 Montrose Detroit, MI	Terry Gaster	313-835-3736	
L165	Salvation Army-Detroit	3737 Lawton St. Detroit, MI	Jamie Winkler	313-361-6136	

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L166	Salvation Army-Royal Oak	3015 N. Main St. Royal Oak, MI	Monty Wanding	248-585-5600	
L167	Salvation Army-Detroit	3729 W Chicago Detroit, MI	Elmer Gamble	313-897-2914	
L168	Salvation Army-Warren	24140 Mound Rd Warren, MI	Kevin VanZee	586-754-7400	
L169	Salvation Army-Brighton	7000 Grand River Brighton, MI	Aaron Ortman	810-534-5060	
L170	Salvation Army-White Lake	9434 Highland Rd. White Lake, MI	Amber Pedraja	248-698-4449	
L171	Service Employment and Redevelopment-Metro Detroit	9301 Michigan Ave Detroit, MI	Veronica SanchezPeavy	313-846-2240 313-962-8203 fax	
L172	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave Detroit, MI	Eva Garza Dewailsche	313-846-2240 313-846-2247 fax	
L173	Services to Enhance Potential-Northwest Resource Center	32229 Schoolcraft Rd Livonia, MI	Ronald Kresniak	734-261-7530	
L174	Social Service Dept	1960 W Lafayette Detroit , MI 48037	Placement Svcs.	313-963-6028 fax 313-963-6002	
L175	Society of Broadcast Engineers-Detroit	WKBD-TV 26905 W. 11 Mile Rd. Southfield, MI 48037	Frank Maynard	248-355-7129	
L176	Society of Women Engineers of Detroit	P.O. Box 2978 Detroit, MI 48037	Jennifer Morikawa	248-576-9703	
L177	South Asian Journalists Association	2590 Broadway New York, NY	Sreenath Sreenivasan	212-854-0191	

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Local Sources					
L178	Synergy Partners, LLC	3031 W. Grand Blvd. Detroit, MI	Ronald Ostroff	866-724-7544	
L179	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-2200	
L180	Troy Career Center	210 W. Square Lake Rd Troy, MI 48098	Resource Center	248-879-7586	
L181	TV Spy-Media Bistro	475 Park Avenue S. Ste 4 New York, NY	Dave Arganbright	212-547-7931	
L182	United Way of Southeastern Michigan	1212 Griswold Detroit, MI	Ron Carr	313-226-9376	
L183	University-Central Michigan University	215 University Center Mt. Pleasant, MI	Jeff Hyames	989-774-3068	
L184	University-Davenport- Oxford	1366 S Lapeer Oxford , MI 48371	Kathy Weber	248-628-7070	
L185	University-Davenport- Livonia	19499 Victor Parkway Livonia, MI	Heather Fowler or Svetiana Maksimchux	734-943-2800	
L186	University-Davenport- Dearborn	4801 Oakman Blvd Dearborn, MI	Lisa Merz	989-673-5857	
L187	University-Davenport- Grand Rapids	415 East Fulton Grand Rapids, MI	Helen Pike-Shafer	616-732-1210	
L188	University of Detroit Mercy	4001 W McNichols Detroit, MI 48221	Tracey Knowles	313-993-1017	
L189	University of Detroit Mercy School of Law	651 E. Jefferson Detroit, MI	Marjorie Lang	313-596-0260	

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Local Sources					
L190	University-Eastern Michigan University	200 McKenny Hall Ypsilanti, MI	Sarah Kersey Otto	737-487-0400	
L191	University-Lawrence Technological University	21000 W. Ten Mile Rd Southfield, MI	Jing Sellers	248-204-3140	
L192	University-Lawrence Technological University-A. Alfred Taubman Student Services Center	21000 W. Ten Mile Rd Southfield, MI	Margaret Pierce	248-204-3140	
L193	University of Michigan Dearborn	4901 Evergreen Dearborn, MI	Lorissa McKay	313-593-5439	
L194	University of Michigan Dearborn-Career Center	2149 University Center Dearborn, MI	Mai Qazzaz	313-593-5020	
L195	University of Michigan Career Center Division of Student Affairs	515 East Jefferson 3200 Student Activities Bldg. Ann Arbor, MI	Kevin Borland	734-764-7460	
L196	University-Michigan State University	113 Student Services E. Lansing, MI	Kelley Bishop	517-355-9510	
L197	University-Modonna University	36600 Schoolcraft Livonia, MI	Christine Brant	734-432-5620	
L198	University-Oakland University-Communications Dept.	316 Wilson Hall Rochester, MI	Career Services	248-370-4120	
L199	University-Oakland University-Career Services	2200 N. Squirrel Rd. Rochester, MI	Wayne Thibodeau	248-370-3250	
L200	University-Oakland University-School of Marketing	2200 N. Squirrel Rd. Rochester, MI	Sheila R. Carpenter	248-370-3685	
L201	University-Oakland University-WXOU FM	2200 N. Squirrel Rd. Rochester, MI	Kirk Van Husen	248-370-4273	

EEO PUBLIC FILE REPORT

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Local Sources					
L202	University-Wayne State University	656 Reuter Hall 1001 Faculty/Administration Building Detroit, MI	Arlinda Pringle	313-577-3390	
L203	University-Wayne State University-Dept. of Journalism	199 Manoogian Detroit, MI	Jack Lessenberry or Alicia Nails	313-577-2627	
L204	University-Wayne State University-WDET	4600 Cass Ave. Detroit, MI	Yolanda Dunn	313-577-4146	
L205	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI	Cassandra Nelson-Pruitt/Lisa Taylor	313-832-3222	
L206	Vista Marie-Village of Hope	20651 W. Warren Dearborn, MI	Cameron Hosner	313-271-3050	
L207	Walled Lake Western HS	600 Beck Rd Walled Lake, MI 48390	Jenny Griffith	248-956-4902	
L208	Wayne County Education and Training Division	18600 Randolph St. Detroit, MI	Niema Hill	313-224-0815	
L209	Women in Communications	2744 Ellwood Berkley , MI 48072	Rose Ann Nicolai	248-582-8465 248-582-8464 fax	
L210	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-4946	
L211	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnicky	517-227-4868 x109	
L212	WDTR 90.9	9345 Lawton Detroit , MI 48206	Mary Ann Langevin	313-596-3507	
L213	WSHJ-FM	24675 Lahser Rd. Southfield , MI	Human Resources	248-746-8630	

EEO PUBLIC FILE REPORT

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Local Sources					
L214	WTVS-Channel56	7441 Second Ave Detroit , MI 48202	Darlene Greenbird	313-876-8356 313-876-8198 fax	
L215	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield , MI	Debbie Suminski	248-827-9277	
L216	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-8402	
L217	Rick Gevers & Associates	Box 577 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com		
L218	Smith Geiger	31365 Oak Crest Dr. Westlake Village, CA	Andrew Finlayson andrew@smithgeiger.com		
L219	Scripps Recruiters-CN BAM	312 Walnut St Cincinnati, OH	Ty Carver www.scripps.com		
L220	602 Communications/Graeme Newell	1011 Lyndhurst Falls Knightdale, NC	Graeme Newell gnewell@602communications.com		
L221	National Press Photographers Association (NPPA)	120 Hooper Street Athens, GA 30602	Akili Ramsess aramsess@nppa.org https://nppa.org	706-542-2506	
L222	National Association of Hispanic Journalists (NAHJ)	1050 Connecticut Ave NW 5th Floor Washington, DC 20036	www.nahj.org		
L223	National Association of Black Journalists (NABJ)	1100 Knight Hall Suite 3100 College Park, MD 20742	www.nabj.org	301-405-0248	
L224	NAB Education Foundation (NABEF)	1771 N St. NW Washington, DC 20005	www.nabef.org		

EEO PUBLIC FILE REPORT

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Local Sources					
L225	Asian American Journalists Association (AAJA)	5 3rd Street San Francisco, CA 94103		415-346-2051	
Total Number of Interviewees Referred:					249

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]	Hire Date
1	Account Exec, Integrated	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, L7, L8, L9, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L35, L66, L67, L68, L69, L71, L72, L74, L84, L87, L89, L90, L91, L97, L104, L106, L108, L112, L113, L115, L126, L137, L141, L143, L145, L149, L153, L155, L156, L174, L176, L209, L216, L223, L225	C97	8-24-15
2	Account Exec, Integrated	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, L7, L8, L9, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L35, L66, L67, L68, L69, L71, L72, L74, L84, L87, L89, L90, L91, L97, L104, L106, L108, L112, L113, L115, L126, L137, L141, L143, L145, L149, L153, L155, L156, L174, L176, L209, L216, L223, L225	C1	8-17-15
3	Assoc Account Executive	C1, C2, C3, C5, C91, C97	C1	8-17-15
4	Assoc IS Services	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C16, C91, C97, L7, L9, L15, L20, L21, L23, L24, L25, L27, L29, L31, L34, L35, L63, L66, L67, L69, L71, L73, L74, L76, L80, L84, L87, L89, L90, L91, L92, L96, L101, L102, L103, L106, L108, L109, L112, L113, L117, L137, L143, L149, L153, L155, L156, L176, L206, L209, L216, L223, L225	C1	9-11-15
5	Assoc News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C91, C95, C97, C100, L7, L8, L9, L15, L20, L21, L23, L24, L25, L27, L29, L31, L35, L45, L61, L66, L67, L69, L71, L72, L73, L76, L80, L89, L90, L92, L96, L106, L115, L117, L137, L143, L148, L149, L153, L155, L156, L174, L176, L206, L208, L209, L216, L222, L225	C3	9-28-15
6	Assoc News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C91, C95, C97, C100, L7, L8, L9, L15, L20, L21, L23, L24, L25, L27, L29, L31, L35, L45, L61, L66, L67, L69, L71, L72, L73, L76, L80, L89, L90, L92, L96, L106, L115, L117, L137, L143, L148, L149, L153, L155, L156, L174, L176, L206, L208, L209, L216, L222, L225	C1	10-12-15
7	Dir, Creative Services	C1, C2, C3, C16, C97, C111, L7, L8, L9, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L35, L45, L61, L62, L63, L64, L66, L67, L68, L69, L71, L72, L74, L76, L80, L82, L87, L89, L90, L92, L93, L97, L100, L101, L102, L104, L106, L108, L112, L113, L117, L120, L137, L139, L142, L143, L146, L148, L149, L153, L155, L176, L206, L208, L209, L216, L220, L223, L225	C111	10-6-15
8	Director II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97	C1	3-10-16

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]	Hire Date
9	Director II	C1, C2, C3, C6, C8, C10, C11, C15, C130, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L35, L45, L65, L66, L67, L68, L69, L71, L72, L73, L74, L77, L81, L84, L85, L87, L89, L90, L101, L102, L104, L112, L113, L117, L120, L137, L143, L148, L149, L153, L155, L206, L208, L209, L222, L223, L225	C1	5-2-16
10	Morning Anchor, MMJ	C1, C2, C3, C49, C95, C97, C98, C100, L7, L8, L9, L14, L15, L23, L24, L25, L27, L29, L30, L31, L35, L45, L61, L62, L63, L66, L67, L68, L69, L71, L72, L73, L74, L76, L80, L84, L87, L88, L89, L90, L96, L97, L100, L101, L102, L106, L108, L112, L113, L117, L137, L138, L142, L143, L148, L149, L153, L155, L156, L176, L180, L206, L208, L209, L216, L222, L223, L225	C100	6-22-15
11	Local Sales Manager	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C116	C1	3-14-16
12	Meteorologist	C1, C2, C3, C49	C1	5-6-16
13	Mgr, Promotion	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L66, L67, L68, L69, L71, L72, L73, L74, L76, L80, L84, L87, L89, L90, L92, L96, L97, L100, L101, L102, L104, L106, L108, L112, L113, L120, L148, L149, L153, L155, L156, L206, L208, L209, L216, L225	C1	1-4-16
14	Multimedia Journalist	C1, C2, C3, C6, C9, C10, C11, C12, C13, C14, C15, L7, L8, L9, L14, L15, L20, L21, L23, L24, L27, L29, L30, L31, L35, L45, L61, L63, L64, L66, L67, L68, L69, L71, L72, L73, L74, L76, L80, L81, L84, L85, L87, L88, L89, L90, L92, L97, L100, L101, L103, L104, L106, L108, L112, L113, L117, L120, L138, L141, L143, L148, L149, L153, L155, L156, L174, L176, L206, L208, L209, L216, L222, L223, L225	C3	1-11-16
15	Multimedia Journalist	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L7, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L35, L45, L61, L62, L63, L64, L67, L68, L69, L71, L72, L73, L80, L84, L85, L87, L89, L90, L92, L96, L97, L100, L101, L102, L104, L108, L109, L112, L113, L120, L138, L139, L142, L143, L148, L149, L153, L155, L156, L176, L180, L206, L208, L209, L216, L222, L223, L225	C3	2-22-16
16	National Sales Manager	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C1	1-4-16

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]	Hire Date
17	News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L63, L66, L67, L71, L73, L74, L76, L80, L81, L84, L85, L87, L88, L89, L90, L92, L97, L101, L103, L104, L106, L108, L112, L113, L117, L120, L138, L142, L143, L148, L149, L153, L155, L156, L176, L178, L206, L208, L209, L222, L223, L225	C1	3-21-16
18	News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L65, L68, L69, L71, L72, L73, L74, L77, L81, L84, L87, L89, L90, L92, L96, L97, L101, L103, L104, L106, L108, L112, L113, L117, L120, L138, L139, L141, L143, L148, L149, L153, L154, L155, L156, L205, L206, L208, L209, L216, L222, L223, L225	C49	5-11-16
19	Non-News Talent	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L63, L64, L66, L67, L68, L69, L71, L72, L73, L76, L80, L84, L85, L87, L89, L90, L92, L96, L97, L101, L102, L104, L106, L108, L112, L113, L117, L120, L137, L138, L139, L143, L148, L149, L153, L155, L156, L178, L180, L206, L208, L209, L216, L222, L223, L225	C5	1-11-16
20	Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C130, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L65, L66, L67, L68, L69, L71, L72, L73, L74, L77, L81, L84, L85, L87, L89, L90, L97, L100, L102, L104, L106, L112, L113, L117, L120, L139, L142, L143, L148, L149, L153, L155, L156, L178, L180, L205, L206, L208, L209, L216, L222, L223, L225	C1	4-25-16
21	Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C130, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L65, L66, L67, L68, L69, L71, L72, L73, L74, L77, L81, L84, L85, L87, L89, L90, L97, L100, L102, L104, L106, L112, L113, L117, L120, L139, L142, L143, L148, L149, L153, L155, L156, L178, L180, L205, L206, L208, L209, L216, L222, L223, L225	C1	4-7-16

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]	Hire Date
22	Producer, Creative Services	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L66, L67, L68, L69, L71, L73, L74, L76, L80, L84, L85, L87, L89, L90, L92, L97, L100, L101, L103, L104, L106, L108, L112, L113, L117, L120, L137, L138, L139, L141, L143, L148, L149, L153, L155, L156, L174, L176, L178, L180, L205, L206, L208, L209, L216, L222, L223, L225	C1	2-15-16
23	Sales Support Asst II	C1, C2, C3, C5, C97	C3	7-22-15
24	Traffic Assistant II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C49, C91, C97, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L66, L68, L69, L71, L72, L73, L74, L76, L80, L84, L85, L87, L89, L90, L92, L96, L97, L100, L102, L104, L106, L108, L112, L113, L117, L120, L138, L139, L141, L143, L148, L149, L153, L155, L156, L176, L178, L180, L205, L206, L208, L209, L222, L223, L225	C3	10-26-15
25	Traffic Tech II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L66, L68, L69, L71, L72, L73, L74, L76, L80, L81, L84, L85, L87, L89, L90, L92, L97, L100, L101, L103, L104, L106, L112, L113, L115, L117, L120, L137, L138, L139, L141, L142, L143, L148, L149, L153, L155, L156, L174, L176, L178, L180, L205, L206, L208, L209, L216, L222, L223, L225	C1	1-26-16
26	Transmitter Engineer IV	C1, C2, C3, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L64, L66, L67, L68, L69, L71, L72, L73, L74, L76, L80, L84, L85, L87, L88, L89, L90, L96, L97, L101, L103, L104, L106, L108, L112, L113, L115, L117, L120, L137, L138, L139, L141, L148, L149, L153, L155, L156, L178, L180, L205, L206, L208, L209, L211, L216, L222, L223, L225	C3	7-13-15
27	Weekend Sports Anchor	C1, C2, C3, L7, L8, L9, L14, L15, L20, L21, L23, L24, L25, L27, L29, L30, L31, L34, L35, L45, L61, L62, L63, L64, L66, L67, L68, L71, L72, L73, L74, L76, L80, L84, L85, L87, L89, L90, L92, L97, L101, L104, L106, L112, L113, L115, L117, L120, L137, L138, L143, L148, L149, L153, L155, L156, L205, L206, L208, L209, L211, L216, L222, L223, L225	C3	6-29-15

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Participated in 2016 MAB Job Fair in Lansing on May 3, 2016.</p> <p>Participated in the Broadcasting Career Builder Conference on October 15, 2015.</p>
<p>Hosting at least one job fair.</p>	<p>WXYZ in part with NATPE hosted the 2016 Free Career Day, Job Fair, and TV Station door sponsored by iHeart Media on April 9, 2016.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>Job Shadows – A high school student job shadowed at the Station during this reporting period. The student was 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.</p> <p>2016 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 broadcasting field. WXYZ ran on air PSA's detailing how to apply for the scholarship as well as posting a PSA on the WXYZ.com website.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WXYZ-TV's internship program is an 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, 6 students interned at the Station. Organizations and students who are interested and have questions about WXYZ-TV's internship program, please visit our website at wxyz.com.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>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 wxyz.com website.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WXYZ-TV Offers full-time 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.</p>
	<p>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 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.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Participated in Oakland's University's Athletic Department Student Career Fair in Fall 2015. https://www.youtube.com/watch?v=kJp_kPtYL8g</p>
	<p>Participated in Central Michigan University 2015 Fall Job Fair on October 15, 2015.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>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.</p>