

WNEM-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 24, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist Trainee	1-2, 4-13, 16-17, 19, 21-22, 24-25, 27-28, 30-33, 35-42, 44	35
Reporter/MMJ	1-2, 4-13, 16-17, 19, 21, 24-25, 27-33, 35-42, 44	35
Photographer/Editor	1-13, 15-17, 19, 21, 24-25, 27-28, 30-33, 36-42, 44	41
News Producer	1-2, 4-13, 15-17, 19, 21, 24-25, 27-28, 30-33, 36-42, 44	15
Anchor/Reporter	1-13, 15-21, 24-25, 27-33, 36-42, 44-45	15
Maintenance Tech	1-2, 4-13, 16-17, 19, 21-22, 24-25, 27-28, 30-33, 35-42, 44	35
Meteorologist	1-2, 4-13, 15-19, 21-25, 27-33, 36-42, 44	23
Reporter/MMJ	1-2, 4-13, 15-17, 19, 21, 24-25, 27-33, 36-42, 44	15
News Producer Trainee	1-2, 4-13, 16-17, 19, 21, 24-25, 27-28, 30-34, 36-42, 44	34
Network Desktop Administrator	1-2, 4-13, 16-17, 19, 21-28, 30-33, 36-44	22
News Producer Trainee	1-2, 4-13, 16-19, 21, 24-25, 27-28, 30-42, 44	18
Reporter/MMJ	1-14, 16-19, 21, 24-25, 27-34, 36-42, 44	18
Reporter/MMJ	1-2, 4-13, 16-17, 19, 21, 24-25, 27-42, 44	34
Photo/Director	1-2, 4-13, 15-17, 19, 21, 24-25, 27-28, 30-33, 36-42, 44	15
Account Executive	9-13, 16-19, 21-22, 24-25, 27-28, 30-33, 35-42, 44	18
Photographer/Editor	1-2, 4-13, 15-17, 19, 21, 23-25, 27-28, 30-33, 35-42, 44	40
Reporter/MMJ	9-13, 16-19, 21, 24-25, 27-34, 36-42, 44	34
Photographer/Editor	1-2, 4-13, 15-17, 19, 21, 24-25, 27-28, 30-33, 35-42, 44	15
News Producer	1, 4-13, 16-17, 19, 21, 24-25, 27-28, 30-33, 36-42, 44	44
Reporter/MMJ	1, 4-13, 15-17, 19, 21, 24-25, 27-33, 36-42, 44	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Americas Job Exchange-Bay Arenac Career Center 4155 Monitor Rd. Bay City, Michigan 48706 Phone : 989-667-3265 Tiffany Sheppard Manual Posting	N	0
2	Americas Job Exchange-Hero 2 Hired Michigan 1360 Union Hill Rd. Alpharetta, Georgia 30004 Phone : 517-481-9875 Beth Gillette Manual Posting	N	0
3	Americas Job Exchange-Homeless to Independence-Michigan 929 Highway 36 Building 2, Suite A Keyport, New Jersey 7735 Phone : 732-264-7500 Ann Martin-Frey Manual Posting	N	0
4	Americas Job Exchange-Michigan Works! Bay County 4061 N. Euclid Ave. Bay City, Michigan 48706 Phone : 989-667-0500 Customer Care Manual Posting	N	0
5	Americas Job Exchange-Michigan Works! Bay Rd. Saginaw County 312 E. Genesee Saginaw, Michigan 48607 Phone : 989-249-5232 Customer Care Manual Posting	N	0
6	Americas Job Exchange-Michigan Works! Midland County 1409 Washington Midland, Michigan 48640 Phone : 989-631-3073 Customer Care Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Americas Job Exchange-Michigan Works! Midland County-2 1409 Washington Midland, Michigan 48640 Phone : 989-631-3073 Customer Care Manual Posting	N	0
8	Americas Job Exchange-Pinconning 625 S. Mable St. Pinconning, Michigan 48650 Phone : 989-879-6640 M Hagaman Manual Posting	N	0
9	Baker College of Flint G-1050 W. Bristol Rd. Flint, Michigan 48507 Phone : 810-766-4211 Laura Zuck Manual Posting	Y	0
10	Baker College of Owosso 1020 S. Washington St. Owosso, Michigan 48867 Phone : 989-729-3321 John Adams Manual Posting	Y	0
11	Central Michigan University/Broadcast Cinematic Arts 101 Foust Hall Mount Pleasant, Michigan 48859 Phone : 989-774-3851 Michelle Kalisek Manual Posting	Y	4
12	City of Flint-Human Relations Commission 1101 S. Saginaw Street Flint, Michigan 48502 Phone : 810-766-7120 C Green Manual Posting	N	0
13	Columbia University 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Izabela Rutkiwski Manual Posting	Y	0

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14	Consultant Referral	N	1
15	Current Employee	N	12
16	Davenport University 3555 E. Patrick Rd Midland, Michigan 48642 Phone : 989-794-1921 Email : john.jones@davenport.edu John Jones	Y	0
17	Delta College 1961 Delta Rd. University Center, Michigan 48710 Phone : 989-686-9072 Email : jobplace@delta.edu Jeanette Lesko	Y	0
18	Employee Referral	N	9
19	First Ward Community Center 1410 N. 12th Street Saginaw, Michigan 48601 Phone : 989-753-0411 Email : cdalton@firstward.us Corinne Dalton	Y	0
20	Former Employee	N	1
21	GST Michigan Works-Business Services 711 N. Saginaw St, Suite 325 B Flint, Michigan 48503 Phone : 810-233-5974 Email : lhairston@gstmiworks.org Fax : 1-810-233-7650 Lisa Hairston	Y	0
22	Indeed.com - Not Directly Contacted by SEU	N	8
23	Internet Ad-not directly contacted by SEU	N	5
24	Kellogg Community College 450 N Avenue Battle Creek, Michigan 49017 Phone : 269-565-2637 Email : caseyp@kellogg.edu Patrick Casey	N	0

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25	Leadership Institute (The) Steven P.J. Wood Building Arlington, Virginia 22201 Phone : 703-247-2000 Email : aharrison@leadershipinstitute.org Aynsley Harrison	N	0
26	Linked In - not directly contacted by SEU	N	1
27	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Email : pam.manor@wnem.com Pam Manor	N	0
28	MI Indian Employment & Training Services 1048 Pierpont Dr. 1101 N. Highland St Lansing, Michigan 48911 Phone : 517-393-0712 Teri Chance Manual Posting	N	0
29	Michaelsmedia.com 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : info@michaelsmedia.com Michael Bille	Y	0
30	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Dan Kelley Manual Posting	N	1
31	Michigan State University 113 Student Services Building East Lansing, Michigan 48824 Phone : 517-355-9510 Phil Gardner Manual Posting	N	2
32	Mid Michigan Community College 1375 Clare Avenue Harrison, Michigan 48625 Phone : 989-386-6629 Email : ksstevens@midmich.edu Kristine Stevens	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Mott Community College 1401 E. Court, LL Rm 12 Flint, Michigan 48503 Phone : 810-762-3285 Email : dawn.schmidt@mcc.edu Dawn Schmidt	Y	0
34	National Association of Black Journalists 8800 Lakewood Dr . #117 Windsor, California 95492 Phone : 626-792-3846 Keena Davis Manual Posting	N	9
35	Non-Employee Referral	N	15
36	Northwood University 4000 Whiting Dr. Midland, Michigan 48640 Phone : 989-837-4320 Greg Stiffler Manual Posting	Y	0
37	Ohio Center for Broadcasting Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	Y	0
38	Saginaw Community Action Committee, Inc. 2824 Perkins St. Saginaw, Michigan 48601 Phone : 989-753-7741 Email : zjackson@saginawcac.org Zenobia Jackson	Y	0
39	Saginaw Valley State University 7400 Bay Road University Center, Michigan 48710 Phone : 989-964-4954 Email : mmajor@svsu.edu Mike Major	Y	0

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40	Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, Michigan 48705 Phone : 248-358-9000 Brent Carey Manual Posting	Y	1
41	University of Michigan, Ann Arbor 515 E. Jefferson Street Ann Arbor, Michigan 48109 Phone : 734-764-7460 Career Placement Manual Posting	N	9
42	University of Michigan/Flint 432 N. Saginaw St, 1015 NBC Flint, Michigan 48502 Phone : 810-762-0919 Email : careers@umflint.edu Sara Barton	Y	1
43	Unknown (source not adequately identified upon inquiry by SEU)	N	1
44	WNEM.com/Meredith.com Websites 107 N. Franklin St. Saginaw, Michigan 48607 Phone : 989-755-8191 Email : pam.manor@wnem.com Pam Manor	Y	9
45	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2016	Establishment of training programs for station personnel	WNEM has an established paid news producer and meteorologist training program designed to instill and enhance the technical skills of inexperienced news producers and on-air meteorologists with the goal of preparing them for future growth with the Meredith Local Media Group. Currently the program consists of two news producers and one meteorologist who participate in a one-year paid training program.	2	News Director Director of Human Resources & Accounting
2	6/1/2016	Provision of training to management	New employees participate in the mandatory Code of Business Conduct web-based training. This training discusses Meredith's/WNEM's commitment to providing equal opportunity in all aspects of employment, including intolerance of any illegal discrimination or harassment of any kind. In addition, Supervisors must participate in the mandatory Equal Employment Opportunity Awareness online course.	11	Director of Human Resources & Accounting Vice President/General Manager Director of Engineering Asst Director of Engineering
3	8/3/2016	Participation in Job Fairs	Representatives from Meredith's Local Media Group corporate office, along with several news leaders including WNEM's News Director, Ian Rubin, participated in the NABJ/NAHJ Career Fair. During the career fair, volunteers at our booth met with attendees and provided information about Meredith Corporation, current job opportunities and training opportunities at all Broadcasting locations, and conducted critiques of their demo reels.	1	News Director
4	11/18/2016	Participation in Job Fairs	WNEM's Director of Human Resources and Accounting, Pam Manor, and Reporter/MMJ Andrew Keller participated in the Broadcast Media Career & Networking Fair at Eagle Eye Conference Center. More than 150 college and high school students attended. Students were coached on their career paths and resumes, and were given information about the stations' training programs and job openings.	2	Director of Human Resources & Accounting Reporter/MMJ

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5	3/8/2017	Participation in Job Fairs	WNEM's Directory of Human Resources, Pam Manor, and News Director, Ian Rubin, participated in the GLBC-MABF Career Fair. The GLBC-MABF Career was widely disseminated and marketed, including distribution to high schools and colleges through televised public service announcements and mailings. More than 200 job candidates attended the career fair.	2	Director of Human Resources & Accounting News Director
6	3/25/2017	Participation in Job Fairs	WNEM's News Director, Ian Rubin, and Executive Producer, Brad Ivey, participated in the annual BCA Career Fair at Central Michigan University. Information interviews were conducted with 24 prospective candidates for open positions with WNEM. Most students were interested in staff positions in News, Creative Services and Production.	2	News Director Executive Producer
7	3/30/2017	Participation in events or programs sponsored by educational institutions	WNEM's News Director, Ian Rubin, and Jill Borowski, Photog/Director, participated in a recruitment event held at University of Michigan, Ann Arbor, MI. He conducted informational interviews with seven students.	2	News Director Photog/Director