

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2022 - May 31, 2023

Station Included in Report: WSYM-TV

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				13
C2	Internal Candidate / WorkLife				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			16
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		60
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C130	Face-to-face Networking				8
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1077	Business & Community Innovation Corporation for a Skilled Workforce - Taryn MacFarlane - 1100 Victors Way (tmacfarlane@skilledwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C1086	Genesee Shiawassee - David Rose - 711 N Saginaw Street (sgoble@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1096	Michigan Works - Highland, MI 48357 - 2218 S. Milford Rd. (kressler@goodwilldetroit.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1097	Michigan Works - Howell, MI 48843 - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1102	Michigan Works! - Career Alliance - - 711 N. Saginaw Street, Suite 300 (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1106	Michigan Works! Livingston Service Center - - 1240 Packard Drive (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1107	Michigan Works! Livingston Service Center - - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1118	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1119	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (weaverg@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1419	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1420	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (sbowen@careeralliance.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1421	Genesee Shiawassee Michigan Works! Shiawassee Service Center - Dave Rose - 1975 West Main Street (sbowen@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1422	MI Laborers' Training and Appr. Institute - Scott McDonald - 11155 South Beardslee Road (lcoleman@mltai.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1638	Alma College - General College/University Career Center Email - 614 West Superior Street (academic-career@alma.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1639	Capital Area Michigan Works! - - 2110 South Cedar Street (headworthc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C1640	Capital Area Michigan Works! Clinton County Service Center - - 101 West Cass Street, Suite A (headworthc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1641	Department of Veterans Affairs - Mike Poyma - Vocational Rehabilitation & Employment Programs (MICHAEL.POYMA@VA.GOV)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1642	Great Lakes Bay Michigan Works - - 312 E Genesee (smb@michiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1643	Michigan Works - - 327 East Center Street (rodneyr@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1644	Michigan Works - Ionia, MI 48846 - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1645	Michigan Works - Lansing, MI 48910 - 2110 S. Cedar Street (headworthc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1646	Michigan Works - Saginaw, MI 48603 - 3875 Bay Road, Suite 7 (smb@michiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1647	Michigan Works - Saginaw, MI 48607 - 614 Johnson Street (smb@michiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1648	Michigan Works - St. Johns, MI 48879 - 101 West Cass Street, Suite A (headworthc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1649	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1650	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (bishopj1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1651	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (davery@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1652	Michigan Works! Bay Road (Saginaw) Service Center - - 3875 Bay Road, Suite 7 (smb@michiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C1653	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (mwest@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

EEO PUBLIC FILE REPORT

C1654	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (sdent@eatonisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1655	Michigan Works! Hastings Service Center - - 535 West Woodlawn Avenue (veavey@barryisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1656	Michigan Works! Ionia Service Center - - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1657	Michigan Works! Kalamazoo - St. Joseph - - 1601 South Burdick Street (sheahon@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1658	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1659	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (lorij@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1660	Michigan Works! Montcalm Service Center - Kathy VanderLaan - 114 South Greenville West Drive (kathyv@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1661	Michigan Works! Service Center - - 327 East Center Street (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1662	Michigan Works! Service Center in Downtown Saginaw - - 614 Johnson Street (pooles@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1663	Michigan Works! Service Center in Downtown Saginaw - - 614 Johnson Street (smb@michiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1664	South Central Michigan Works! Jackson Service Center - Edward Monagin (Veteran Representative) - 209 East Washington Avenue, Suite 100 (monagine@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1665	South Central Michigan Works! Jackson Service Center - Jim Coutu (Business Representative) - 209 East Washington Avenue, Suite 100 (jcoutu@scmw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1666	South Central Michigan Works! Jackson Service Center - LaDena Fredette (Business Representative) - 209 East Washington Avenue, Suite 100 (lfredette@scmw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1667	Urban League of Battle Creek - - 172 West Van Buren Street (kyraul@ulbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L8	American Federation of Radio & Television Artists, Detroit	27777 Franklin Rd. Detroit, MI 48034	Lorain Alexander	248-213-0264	
L15	BART Job Bank	P.O. Box 593 Farmington, MI	Calvin Richards	313-873-9762	
L16	Between the Lines	11920 Farmington Livonia, MI	Jan Stevenson	734-298-7200	
L17	Black Awareness In TV	30 Josephine 3rd Flr Detroit, MI	David Rambeau	313-871-3333	

EEO PUBLIC FILE REPORT

L18	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-4250	
L35	College - Marygrove College	8425 W. McNichols Detroit, MI 48221	Ce'An Manuel	313-927-1200	
L54	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	
L57	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-1764	
L73	Emma L. Bowen Foundation for Minority Interests in Media	524 West 57th St. New York, NY	Sandra Dorsey-Rice	212-975-2545	
L96	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield, MI	Gary Shifflet	248-799-0099 248-799-0088 fax	
L99	Livingston County Job Training	1255 E Grand River Howell, MI 48843	Patty Sudbay	517-552-2106 517-546-2353 fax	
L104	Michigan Association of Broadcasters (MAB)	819 N. Washington Ave Lansing, MI	Denise Weston	1-800-968-7622	
L112	Michigan Works-Livingston County, Howell	1240 Packard Dr. Howell, MI	William Sleight	517-546-7450	
L125	National Academy of Television Arts & Sciences	24903 Lois lane Southfield, MI 48075	Stacie Mottley	888-430-3669 248-592-0087 fax	
L126	National Black MBA Association-Detroit	180 N Michigan Ave Detroit, MI	Valencia Parker	313-972-4832	
L127	National Council of Jewish Women-Detroit	26400 Lasher Rd Ste 100 Southfield, MI 48034	Susan Gertner	248-355-3300	
L137	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-3739	
L197	Women in Communications	2744 Ellwood Berkleym, MI 48072	Rose Ann Nicolai	248-582-8465 248-582-8464 fax	
L198	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-4946	
L199	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnický	517-227-4868 x109	
L203	EW Scripps site - local career page	Lansing, MI	www.scripps.com/careers		
L204	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-8402	
L216	Department of Social Services	2300 East Grand River Suite 1 Howell, MI 48843	Susan Fulton	517-548-0200	
L217	Gateway Community Services - East Lansing	910 Abbott Road Suite 100 East Lansing, MI 48823	Barbara Wronski Morton	517-351-4000	
L218	Job Service	555 West Woodland Avenue Hasting, MI 49058		616-962-5411	
L219	Lansing State Journal	120 E. Lenawee Lansing, MI 48919	Melissa Alford	517-377-1030	
L220	Michigan Department of Career Development	1048 Pierpoint Drive Suite 1 Lansing, MI 48913	Judy Valley	517-335-4295	
L221	Michigan Department of Civil Rights	110 West Michigan Suite 800 Lansing, MI 48933	Wanda Saxson	517-335-3165	

EEO PUBLIC FILE REPORT

L222	Michigan Nonprofit Association	1048 Pierpont Drive Suite 3 Lansing, MI 48911	Brandon Seng	517-492-2400	
L223	Michigan Works Lansing Michigan Department of Career Development	201 North Washington Square 5th Floor Office of Workforce Development Lansing, MI 48913	Liza Olson	517-335-5858	
L224	Salvation Army - Michigan in Jackson	Commonwealth Commerce Center 209 East Washington Avenue Suite 100 Jackson, MI 49201	Alice Britton	517-841-5627	
L225	Workforce Development	904 Oak Drive, Turk Lake PO Box 386 Greenville, MI 48838	Ralph Loeschner	616-754-9310	
L226	Lansing Community College	419 North Washington Square Lansing, MI 48901		517-483-1172	
L227	DMG Maximus	935 Norht Washington Square Lansing, MI 48906		517-484-4240	
L228	Goodwill Industries of Central Michigans Heartland	617 North Mechanic Street Jackson, MI 49202		517-787-0570	
L229	League of Woman Voters of Michigan - Lansing	200 Muesum Drive Lansing, MI 48933		517-484-5383	
L230	Michigan Department of Career Development	210 North Washington Square Lansing, MI 48913		517-241-3227	
L231	Michigan Department of Cival Rights	East Lansing, MI 48823		517-333-2677	
L232	Michigan Works - Lansing	201 North Washington Square Lansing, MI 48913		517-335-5858	
L233	NOW East Lansing	PO Box 1392 East Lansing, MI 48826		517-485-9687	
L234	Volunteer Center of Mid Michigan	1111 Michigan Avenue East Lansing, MI 48823		517-203-5010	
L235	Lutheral Social Services - Lansing	766 Michigan Avenue Jackson, MI 49201		517-789-6444	
L236	Michigan Non Profit Association - Lansing	1048 Pierpoint Drive Lansing, MI 48911		517-492-2400	
L237	Minority Program Services - Albion	Albion, MI 49224		517-629-2113	
L238	United Way and Volunteer Center of Barry County	450 Meadow Run Hasting, MI 48098		269-945-4010	
L239	Spring Arbor University - department of communication and media	106 East Main Street Spring Arbor, MI 49238		517-750-1200	
L240	Council for Employment and Training	110 South Superior Albion, MI 49224	Mike Gagnon 517-629-5852		
L241	Family Inpendece Department of Human Services - Jackson	301 East Louis Glick Highway Jackson, MI 49204	Jerome Colewell	517-780-7400	
L242	Maximus, Inc. - Lansing	215 S. Washington Square Suite 210 Lansing, MI 48933	Lynn Davenport 517-371-2568		
L247	Contacted by Recruiter - Scripps				
L248	Contacted by Scripps Recruiter	312 Walnut Street Cincinnati, OH 45202	Talent Acquisition		
L249	Handshake - college/univeristy recruiting		www.handshake.com		1
L250	Michigan State University	Lansing, MI			
L251	Job Board - Other				
L252	pinkjobs.com				
L253	Broadcast Compliance Services				
L254	Social Media Platform - Twitter				
L255	Social Media Platform - Instagram				

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L256	TrueJobs.com	1327 Jones Drive Ann Arbor, MI 48105	866-387-8356		
L257	Michigan Community Colleges Consortium				
L258	MI Talent - Pure Michigan Talent Connect	201 N. Washington Square Lansing, MI 48913			
Total Number of Interviewees Referred:					121

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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]
Account Exec, Local [JR027913]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C1 Start Date: 2022-07-20
Account Exec, Local [JR029397]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C1 Start Date: 2022-07-27
Asst News Director [JR029273]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C201 Start Date: 2022-08-01
Commercial Production Tech II [JR028796]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C5 Start Date: 2022-07-18

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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]
Content Coord II [JR029240]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C97 Start Date: 2022-08-23
Meteorologist [JR027762]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C134 Start Date: 2022-08-01
Multimedia Journalist [JR027922]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C3 Start Date: 2022-07-11
Multimedia Journalist [JR028939]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L258	Code Number: C97 Start Date: 2022-06-20

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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]
Multimedia Journalist [JR029922]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C130 Start Date: 2022-10-31
Multimedia Journalist [JR031049]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C97 Start Date: 2023-05-01
Photographer II [JR031314]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C2 Start Date: 2023-05-29
Producer [JR029450]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L104, L203, L249, L256, L257, L258	Code Number: C97 Start Date: 2022-07-11
Producer [JR030120]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C97 Start Date: 2022-10-11

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]
Sr Dir, News [JR029804]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1077, C1086, C1096, C1097, C1102, C1106, C1107, C1118, C1119, C1419, C1420, C1421, C1422, C1638, C1639, C1640, C1641, C1642, C1643, C1644, C1645, C1646, C1647, C1648, C1649, C1650, C1651, C1652, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1662, C1663, C1664, C1665, C1666, C1667, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L104, L203, L249, L256, L257, L258	Code Number: C2 Start Date: 2022-09-12

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>December 7, 2022: Great Lakes Broadcast Sports Media Academy Career fair at Ford Field; Gary Baxter/General Manager and Lynn Dziejdzic/Director of Sales WSYM participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities.</p>
	<p>February 10th, 2023: Michigan State University Advertising, Marketing, Professional Communication, Media and Design Spring Career Fair 2023 at the Spartan Stadium. In attendance; Gary Baxter/General Manager, Joel Riebow/Creative Services Director, Stevie Petrosky/HR Generalist, Pauline Retty/HRBP. WSYM participated in this career fair to meet with upcoming MSU graduates and discuss employment opportunities.</p>
	<p>March 14, 2023: Media Career Fair at Lansing Center; Pauline Retty/HRBP, Stevie Petrosky/HRG and Lynn Dziejdzic/Director of Sales participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities at WSYM.</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>March 4, 2023: MIPA Contest Judging- Our Creative Services Director, Joel Riebow, was a judge in the Michigan Interscholastic Press Association contest where Journalism Students submitted their work to compete for MIPA awards.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WSYM Internship program- Hired 2 interns (May 2022 through May 2023). GM and HRBP coordinates WSYM's college intern program that allows college broadcasting students the opportunity to get practical hands-on experience in broadcasting employment. During this reporting period, students attending college participate in community events, creates written stories for all platforms, identify and produce daily videos for WSYM web and social media platforms, and front videos in both a live and recorded capacity</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for tuition and books up to \$4000.00 a year.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WSYM employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations, and sales. Another on-line learning tool for managers is Axcel5 which offers business essentials, managing others and managing self. The company recently introduced a new learning platform for all employees, "Leading at any Distance: Resources for Managing Employees". In this program employees can select learning courses from psychological safety, empathy, team culture, and trust.</p>
	<p>August 2022 - September 2022 Scripps Sales Process Training Q3: 2 Account Executives from WSYM completed the Scripps Sales Process training in this reporting year. This is an intensive program for Account Executives to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>September 2022 through September 2023: A mentorship program, in partnership with WXYZ in Detroit, Michigan was established where an experience Multi Media Journalist (1) from WXYZ provides opportunity for a Producer (1) at WSYM to see and experience different aspects of being a Multi Media Journalist. Weekly touch bases and excursions like a ride-a-long experience are a part of the mentor relationship.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Manager and the Law virtual training date: November 9, 2022: All WSYM people managers were required to participate in the Manager and the Law training led by Scripps' internal legal counsel. This is a practical and interactive training covering: *The Company's EEO policies: * An explanation of protected classes, types of unlawful harassment, discrimination , and retaliation claims * The responsibilities of supervisors and practical tips for staying in compliance when hiring, promotion, disciplining m or discharging an employee * Best practices for handing employee complaints and an overview of external complaints brought via EEOC charges and litigation * An overview of FMLA leave law and ADA reasonable accommodation obligations</p>