

**Annual EEO Public File Report Form
Station WADL-TV**

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the Station WADL-TV, Mt. Clemens, Michigan, and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning June 1, 2017, to and including May 31, 2018 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source Utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the Required information. Please note that the numbers listed on Appendix 2 under the column Entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the Full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was Extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to
Annual EEO Public File Report Form
Covering the Period 6/1/2017 to 5/31/2018

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
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No jobs filled at WADL Detroit from 6/1/2017-5/31/2018

Total Number of Persons Interviewed During Applicable Period: 0

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/2017 to 5/31/2018

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1. WADL Website	0	0
2. Macomb Community College Web	0	0
3. Specs Howard Job Source	0	0
4. Specs Howard Job Fair 6/23/17	0	0
5. Michmab.com	0	0
6. Referral	0	0
8. Wayne State University	0	0
9. Resume sent to Station	0	0
10. MAB Job Fair 10/26/17	0	0
11. Promoted With-In	0	0
12. MAB Job Fair 2/1/18	0	0
13. Indeed Job posting Site	0	0
14. Macomb Community College 4/18/18	0	0

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from 6/1/2017 to 5/31/2018

Section 3: Recruitment Initiative Activity

During the last year, 6/1/2017-5/31/2018, there were 0 full time positions open at WADL-TV. Nevertheless, WADL-TV has taken steps over the last year to achieve broad and inclusive outreach in the community for future vacancies and positions that may open up for full time employment.

WADL-TV participated in Four (4) job fairs during that period at the following institutions:

- Specs Howard Job Fair – Southfield – 6/23/17
- MAB/Specs Howard Job Fair – Southfield 10/26/17
- MAB/Specs Howard Job Fair- Southfield -2/1/18
- Macomb Community College –Warren 4/18/18

In general, the station participates in many different types of job fairs to promote EEO in the Metro Detroit Communities. WADL-TV also reaches out to offer internships to current college students at local colleges majoring in broadcasting/cinematic arts programs during all job fairs.

the specs howard school
of media arts

CAREER FAIR

June 23, 2017

12:30pm —
3:30pm

GOOD EMPLOYEES are hard to find. That's why Specs Howard brings together the brightest and best at the annual Career Fair! This is your company's opportunity to save time finding the best candidates in the media industry.

Specs Howard graduates are trained in various forms of media: graphic design, radio, video, and digital media. Find help that is driven and willing to work.

Your company is being offered complimentary space (seating for two) at the Career Fair along with a complimentary lunch (11:30am—12:30pm). Please bring a stack of applications and any promotional items to hand out.

To reserve your spot, please **RSVP by June 16, 2017** to Shannon Bennett at sbennett@specshoward.edu or call 248-358-9000.



19900 W. 9 Mile Rd.,
Southfield, MI 48075

866-61-SPECS
specshoward.edu



When

Tuesday, October 17, 2017 at 12:00 PM EDT

-to-

Thursday, October 26, 2017 at 7:00 PM EDT

[Add to Calendar](#)

Contact

Jacquelin Timm

Michigan Association of Broadcasters Foundation

517-484-7444

mabf@michmab.com

MAB Foundation Fall Career & Networking Fairs

Career and Networking Fair for anyone interested in broadcast or media careers in Michigan.

Registration is for vendors only. Attendee may register at the event.

You have successfully registered for the 2017 MABF Fall Career & Networking Fairs; look for a confirmation email arriving shortly. Thanks for your support! Please note that ALL PAYMENTS are due to the MAB Foundation office prior to start of the career fair you registered for and ALL CANCELLATIONS must be made in writing one week prior to the career fair you have signed up for. We look forward to seeing you.

As a reminder, your station is required to promote your participation in the career fair and run 10-15 PSA's about the event to qualify for possible EEO credits. Please visit <http://michmab.com/Careers/CareerFairs/FallCareerFairInformation> for PSA scripts. You will need your MAB Membership ID to log into the site.

[Share this event on Facebook](#)

[Tweet that you're attending](#)

Admin Contact Information

First Name:	Jamie
Last Name:	Harrington
Email Address:	jamie@waddetroit.com
Job Title:	Hr Manager

Business Information

Company:	Adell Broadcasting WADL
Call Letters Represented (please include -AM, -FM, or -TV):	WADL -TV
City:	Clinton Twp
Phone:	5868403015
Website:	Adell Broadcasting WADL
Stations: I agree to promote this event by airing about 10- Yes 15 PSAs, providing affidavits to MABF.(required for EEO compliance)	

Location

Please select location(s) - each booth is \$275:

Specs Howard School of Media Arts Southfield Campus-Thursday October 26 from 4pm - 7pm
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Payment Summary

Payment Method

Pay By Check

Please make check payable to:

MAB Foundation
819 N. Washington Ave
Lansing, MI 48906

Name	Type	Quantity	Fee	Total
Jamie Harrington	1 Booth (at 1 venue)	1	\$275.00	\$275.00
			TOTAL:	\$275.00



2017-2018

Michigan Association of Broadcasters Foundation

- Chair**
Paul Jacobs
Jacobs Media/jacAPPS
- Vice Chair**
Pam Manor
WNEM-TV
- Secretary/Treasurer**
Steve Schram
Michigan Public Media
- Immediate Past Chair**
Jennifer Williams
Beasley Media Group, Inc.
- President**
Karole L. White, MAB
- Foundation Manager**
Jacquelen Timm
- Dena Blair**
Washtenaw Community College
- Kristin Burns**
Specs Howard School of Media Arts
- Marla Drutz**
WDIV-TV, Graham Media
- Rebecca Falk**
WDZH-FM
- Eric Hammerstrom**
Marquette Senior High School
- Wendy Hart**
Spartan Sports Network
- Joe Jason**
Joe Jason Media, LLC
- Michael Klein**
Midwest Communications, Inc
- Mark Libke**
Jackson Radio Works
- Jim Lutton**
WWMT-TV
- Jam Sarder**
WLNS-TV
- Annie Scaramuzzino**
Wayne State University
- Randy Scott**
Davison High School - DTV
- Michael Walenta**
WGVU Public Media
- Jon Whiting**
Michigan State University
- MAB Liaison**
Gary Baxter
WSYM-TV, E.W. Scripps Co.

October 27, 2017

Jamie Harrington
Adell Broadcasting Inc
22590 15 Mile Rd
Clinton Twp, Michigan 48035

RE: MABF Broadcast Media Career & Networking Fairs

Dear Jamie,

Thank you again for your participation in the 2017 MABF Broadcast Media Career & Networking Fair at Specs Howard School of Media Arts. More than sixty students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

Our records show that the following people attended the career fair on behalf of your station(s):
Jamie Harrington

Representing the following call letters:
WADL

The information about the MABF Broadcast Media Career Fairs was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates. In addition, the information was specifically sent to the State of Michigan career sites, veteran affairs organizations, Michigan Works locations throughout Michigan, all educational institutions in the state of Michigan as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com.

As you know, participation in the career fair may count as one of the Outreach Prong 3 – Menu Option Initiatives with regards to obtaining EEO credits. As mentioned in previous mailings, your efforts in promoting and planning this event are very important to the FCC in considering possible EEO credit. For MAB members, any questions should be directed to the MAB's Legal Counsel, David Oxenford.

The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

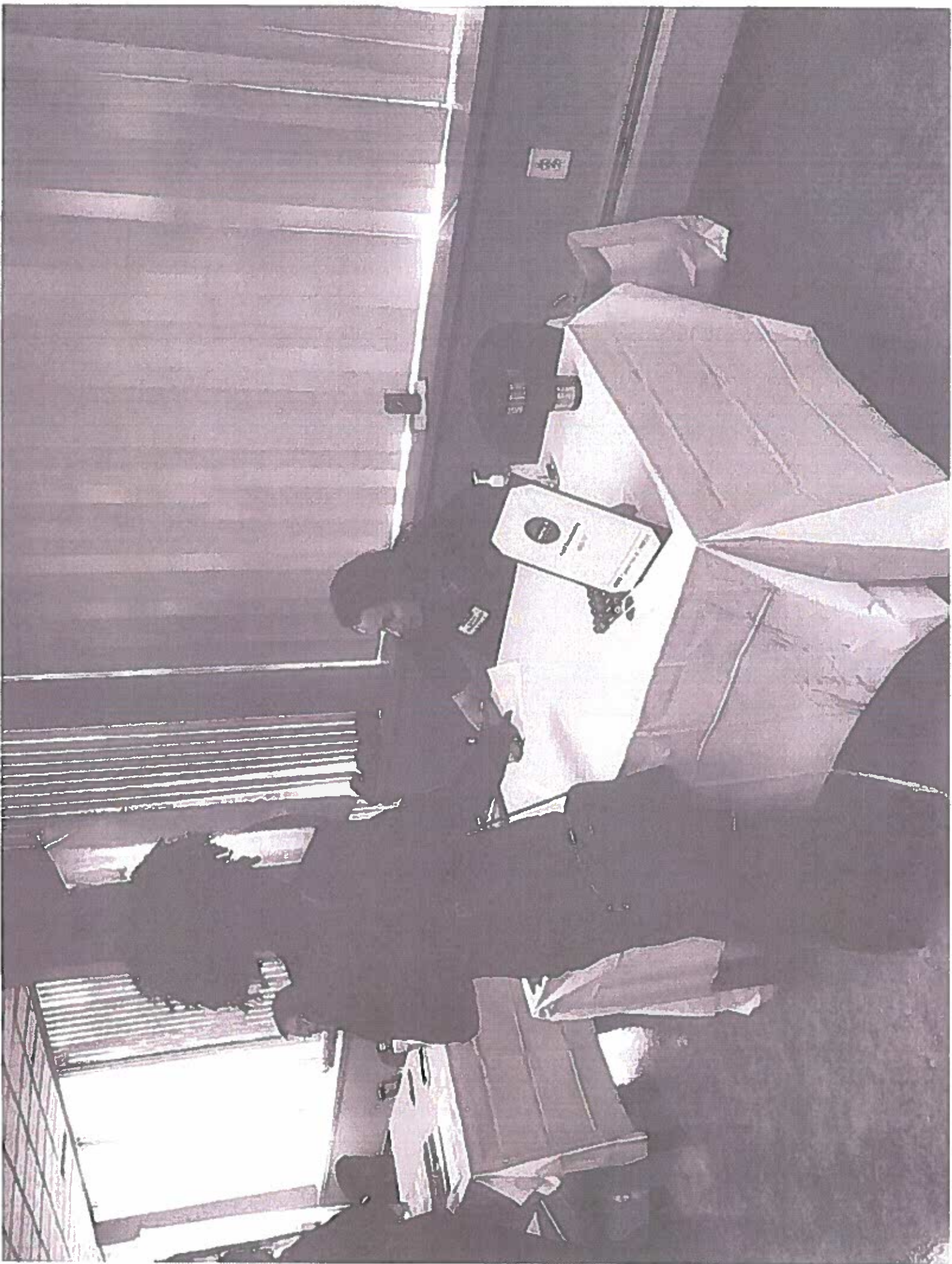
Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Jacquelen Timm

Jacquelen Timm
Manager of Education and Development
MAB/MAB Foundation

Enclosures





2017-2018

Michigan Association of Broadcasters Foundation

Chair
Paul Jacobs
Jacobs Media/jacAPPS

Vice Chair
Pam Manor
WNEM-TV

Secretary/Treasurer
Steve Schram
Michigan Public Media

Immediate Past Chair
Jennifer Williams
Beasley Media Group, Inc

President
Karole L. White, MAB

Foundation Manager
Jacquelin Timm

Dena Blair
Washtenaw Community College

Kristin Burns
Specs Howard School of Media Arts

Marla Drutz
WDIV-TV, Graham Media

Rebecca Falk
WZZM-FM

Eric Hammerstrom
Marquette Senior High School

Wendy Hart
Spartan Sports Network

Joe Jason
Joe Jason Media, LLC

Michael Klein
Midwest Communications Inc

Mark Libke
Jackson Radio Works

Jim Luton
WWMT-TV

Jam Sardar
WLNS-TV

Annie Scaramuzzino
Wayne State University

Randy Scott
Davison High School - DTV

Michael Walenta
WGVU Public Media

Jon Whiting
Michigan State University

MAB Liaison
Gary Baxter
WSYM-TV, E.W. Scripps Co

February 5, 2018

Jamie Harrington
Adell Broadcasting
35000 Adell Dr.
Mt Clemens, MI 48035

RE: MABF Broadcast Media Career & Networking Fairs

Dear Jamie,

Thank you again for your participation in the 2018 MABF Broadcast Media Career & Networking Fair at Specs Howard School of Media Arts. More than sixty students and business-minded professionals attended this year's event. We hope that you were able to meet and collect information on potential employees and interns.

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The MABF asks that you place this letter, photos, as well as any other fliers, registration materials, and affidavits of PSAs aired, with your EEO records.

Thank you for your participation, we hope the event proved useful in your station recruiting efforts.

Sincerely,

Rachel Krause

Rachel Krause
Programs Assistant
MAB/MAB Foundation

Enclosures

SPRING 2018

MEDIA CAREER FAIR

MichiganBroadcastCareers.com



Fun Event Group



Thursday, February 1 | 4:00 - 7:00 p.m.

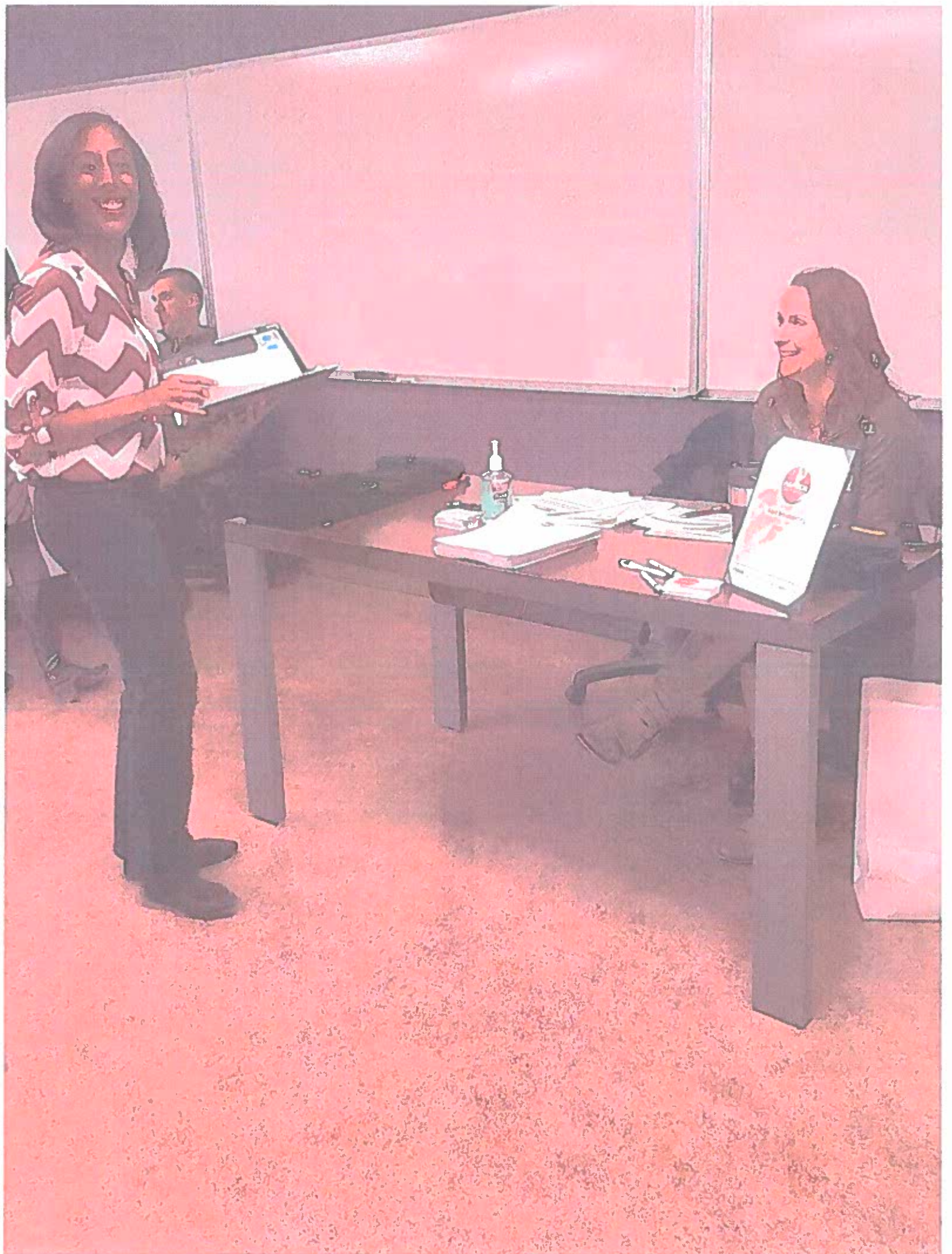
19900 W. Nine Mile Rd., Southfield, MI 48075

NETWORK WITH
POTENTIAL EMPLOYERS.
FREE TO ATTEND!

Presented by



MichiganBroadcastCareers.com



Welcome!

It's the Spring 2018

Michigan Association of Broadcasters Foundation

"Media Career Fair"

Hosted by Specs Howard School of Media Arts

4pm-7pm: Media Career Fair

Wifi:

Network: **Media Career Fair at Specs**

Passcode: **WhoWantsToLiveForever?**

MAB team: Rachel Krause & Crysta Manthei

Specs Howard Career Services team:

Director of Career Services: **Nancy Shiner**

Broadcast Media Advisors: **Kristin Burns & Brent Carey**

Digital Media Advisors: **Shannon Bennett & Samantha Tilley**

Graphic Design Advisor: **Stacie Kitchen**

***THANK YOU FOR COMING!!**

Jamie Harrington

From: Jewettm79@macomb.edu
Sent: Friday, April 6, 2018 2:40 PM
To: Jamie Harrington
Subject: Thank You for Registering for Job Fair 2018



Dear Employer:

Thank you for accepting our invitation to attend the Career Services Job Fair on Wednesday, April 18, 2018 from 4:00 p.m. to 7:00 p.m. You are invited to arrive at 2:00 p.m. to set up and join us in our hospitality room where food and refreshments will be provided. Early arrival is encouraged to ensure we are ready for job seekers to enter the fair promptly at 4:00 p.m.

A table will be provided per your reservation form. **Electncal hookups require pre-registration; if the need for electrical was not previously indicated on your registration form, please contact Career Services.**

Please take a moment and review your registration in MacombCareerLink to verify the positions that you are currently seeking to fill. This information is listed as **Positions Available**, under the heading of **Recruiting Information**. If you would like to update your listed positions, please contact our office no later than Monday, April 9. This information will be distributed to event attendees entering the fair, and is very helpful for job seekers to locate positions and employers of interest.

The Job Fair will be held at Macomb Community College, 14500 E. 12 Mile Road, Warren, MI 48088, **Sports and Expo Center, P-Building, near the corner of Martin Road and Hayes**. A map is attached for your convenience in the approval packet. You may temporarily park at the designated "Employer Unloading Zone" at the back of P Building to drop off any heavy displays or materials. We suggest you then park your car in Lot 8. Please see the attached campus map.

Our staff is looking forward to seeing familiar faces again and to meeting those of you new to Macomb's job fair. Our students and community residents are anticipating exploring career opportunities and discussing employment options available with your organization. Since we advertise the fair hours from 4:00 p.m. to 7:00 p.m., we request that you plan your stay accordingly.

Please contact Career Services at 586.445.7321 or email careerservices@macomb.edu with any questions you may have. We look forward to your participation in this year's event.

Sincerely,

Career Services
586.445.7321
careerservices@macomb.edu

[Click here to view the Approval Packet](#)

Jamie Harrington

From: Acceptiva <payments@acceptiva.com>
Sent: Friday, April 6, 2018 2:40 PM
To: Jamie Harrington
Subject: Your Macomb Community College Receipt

Macomb Community College
Electronic Transaction Receipt

Jamie Harrington
22590 15 Mile Road
Clinton Township, MI 48035
jamie@waddetroit.com

Thank you, Jamie, for registering for the Spring Job Fair. Please contact Career Services at 586.445.7321 or careerservices@macomb.edu if you have questions or comments.

Your payment amount of \$100.00 USD was received on April 6, 2018.

MasterCard 8472

1 - Employer Registration Fee	up to 2	\$100.00	\$100.00
representatives			

Transaction Total: \$100.00

Your credit card statement will show a charge to Macomb CC Foundation.

You may print a copy of this receipt for your records.

We appreciate your support!

Career Services
Macomb Community College

Jamie Harrington

From: Career Services <macomb@myinterfase.com>
Sent: Friday, April 13, 2018 1:22 PM
To: Jamie Harrington
Subject: Job Fair 2018 - Macomb Community College - REMINDER Details

Dear Employer:

Thank you for accepting our invitation to attend the Career Services Job Fair on **Wednesday, April 18, 2018 from 4:00 p.m.-7:00 p.m. You are invited to arrive at 2:00 p.m. to set up and join us in our hospitality room where food and refreshments will be provided.** Early arrival is encouraged to ensure we are ready for job seekers to enter the fair promptly at 4:00 pm.

A table will be provided per your reservation form. **Electrical hookups require pre-registration, and are currently sold out. If the need for electrical was not previously indicated on your registration form, it is very unlikely that we would be able to accommodate new requests.**

Please take a moment and review your registration in MacombCareerLink to verify the positions that you are currently seeking to fill. This information is listed as **Positions Available**, under the heading of **Recruiting Information**. If you would like to update your listed positions, please contact our office no later than **Monday, April 16th**. This information will be distributed to event attendees entering the fair, and is very helpful for job seekers to locate positions and employers of interest.

The Job Fair will be held at Macomb Community College, 14500 E. 12 Mile Road, Warren, MI 48088, **Sports and Expo Center, P-Building, near the corner of Martin Road and Hayes**. A map is on the next page for your convenience. You may temporarily park at the designated "Employer Unloading Zone" at the back of P Building to drop off any heavy displays or materials. We suggest you then park your car in Lot 8. Please see the attached campus map.

Our staff is looking forward to seeing familiar faces again and to meeting those of you new to Macomb's job fair. Our students and community residents are anticipating exploring career opportunities and discussing employment options available with your organization. Since we advertise the fair hours from 4:00 p.m. to 7:00 p.m., we request that you plan your stay accordingly.

Please contact Career Services at **586.445.7321** or email careerservices@macomb.edu with any questions you may have. We look forward to your participation in this year's event.

Sincerely,

Career Services

Attachments

Jamie Harrington

From: Jewettm79@macomb.edu
Sent: Friday, April 6, 2018 2:41 PM
To: Jamie Harrington
Subject: Job Fair 2018 Receipt



Dear Employer:

Thank you for your registration to attend the Career Services Job Fair on Wednesday, April 18, 2018 from 4:00 p.m. to 7:00 p.m.

Click the link below to obtain a receipt for the payment of your registration fees. Thank you for your recent payment!

Please contact Career Services at 586.445.7321 or email careerservices@macomb.edu with any questions you may have. We look forward to your participation in this year's event.

Sincerely,

Career Services
586.445.7321
careerservices@macomb.edu

Have you recently hired a Macomb student or alum? Let us know [HERE](#).

[Click here to view the Receipt](#)