WADL(DT) EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Credit Manager	1, 2, 5	2

WADL(DT) EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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	Station Website	No	0
	www.wadldetroit.com/		
2	Indeed	No	1
	Indeed.com		
3	Specs Howard School of Media Arts (broadcast trade school)	No	0
	26700 Lahser Road		
	Southfield, MI 48033		
	Jennifer Michaels		
	jmichaels@specshoward.edu		
4	Referral	No	0
5	Michigan Association of Broadcasters www.michmab.com	No	0
6	Job Fair (as described in Section III)	No	0
	TOTAL INTERVIEWEES OVER RI	PORTING PERIOD	1

2

WADL(DT) EEO PUBLIC FILE REPORT

June 1, 2019- May 31, 2020

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On Friday February 21, 2020, our HR Manager participated in the Spec Howard job fair in Southfield, Michigan. At the fair we accepted resumes and spoke with participants interested in careers at our station.
2	Participate in job fair	On March 4, 2020, our HR Manager participated in the MAB/Great Lakes Media Show career fair in Lansing, Michigan. At the fair we accepted resumes and spoke with participants interested in careers at our station.
3	** Scheduled job fair	On April 22, 2020, our HR Manager was scheduled to participate in the Macomb Community College Career Fair. However, the event was cancelled due to a Stay at Home Order issued by the Governor of Michigan in light of the COVID-19 public health emergency.
4	Participate in an event for or on behalf of an educational institution.	On November 19, 2019, the President of Adell Broadcasting and our National Sales Manager spoke to the AP English Language class at Hazel Park High School about advertising and emotional writing as it relates to commercials. Our President and National Sales Manager explained the process of writing a commercial and the elements of successful commercial. The class was very engaged and asked a lot of questions. The students were given an assignment to write a script for, shoot, and edit a :30 commercial about the city of Hazel Park.

SPECS HOWARD SCHOOL OF MEDIA ARTS

Friday, February 21 - 1-3pm

Are you looking to get your new career started?

Take the next step at the Specs Howard Career Fair! It's your opportunity to make a great first impression with some of the leading local employers in Michigan. Specs grads that attend must:

- Be dressed in business professional attire
- Bring 20 copies of their resume to hand out to employers

Deadline to RSVP is Wednesday, February 19

26700 Lahser Road, Suite 100

(248) 358-9000

pecshoward.edu

Southfield

To reserve your spot, please RSVP by Wednesday, February 19 to Jennifer Michaels at jmichaels@specshoward.edu, or call 248-358-9000

From:

Nancy Shiner < NShiner@specshoward.edu>

Sent:

Friday, January 10, 2020 12:35 PM

To:

Jamie Harrington

Subject:

RE: Specs Howard

You got it Jamie! See you February 21st, lunch/set -up will be serviced from 12-1 for employers.

Have a great weekend!

Nancy

From: Jamie Harrington [mailto:Jamie@wadldetroit.com]

Sent: Friday, January 10, 2020 11:16 AM

To: Nancy Shiner

Subject: RE: Specs Howard

Yes! I will be there.

Please add me to the list, and please keep me informed of any other up-coming job fairs you may have.

Thank you,

Jamie Harrington

Executive Administrator

2 586.790-3838 Ext 3015

Alt. Number 248.357-4566 ⊠; jamie@wadldetroit.com

"ENTERTAINMENT FOR EVERYONE"



Adell Broadcasting Corporation

35000 Adell Drive - Clinton Township, Mt 48035-2814 - Ph: (586) 790-3838 - Fax: (586) 790-3841 - www.wadldetroit.com

From: Nancy Shiner [mailto:NShiner@specshoward.edu]

Sent: Friday, January 10, 2020 11:06 AM

To: Jamie Harrington < Jamie@wadldetroit.com>

Subject: RE: Specs Howard



2019-2020

March 26, 2020

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

RE: MABF Broadcast Media Career & Networking Fairs

Dear Jamie,

Thank you again for your participation in the 2020 MAB Foundation Broadcast Media Career & Networking Fair at the Great Lakes Media Show in Lansing on Wednesday, March 4, 2020. More than three hundred students and business-minded professionals attended this year's career fair event. We hope that you were able to meet and collect information on potential employees and interns.

Michigan Association of Broadcasters Foundation

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-TV

The information about the MABF Broadcast Media Career & Networking Fair was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. The variety of students present at the awards ceremony, career fair and career sessions was proof that information regarding employment opportunities was made available to many valuable and new sources.

For Stations - 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. Any questions should be directed to your legal counsel, or, if you are a current MAB member, you can contact MAB's legal counsel, David Oxenford.

The MABF asks that you place this letter, other enclosed items as well as any other promotional materials your station used, and affidavits of PSAs aired, with your EEO records.

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

Sincerely,

Karole White

Karole L. White President, Michigan Association of Broadcasters Foundation

Enclosures

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Vice Chair Kristin Burns Cumulus Media Detroit

Secretary/Treasurer Trishe Peterson WJNR/WOBE/WHTO

Immediate Past Chair Pam Manor WNEM-TV

President Karole L. White, MAB

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Marts Drutz WDIV-TV, Graham Media

Rebecca Falk Entercom

Caleb Gordon Liggett Communications

Eric Hammerstrom Marquette Senior High School

Joe Jason

Joe Jason Media, LLC

Michael Klein Mid-West Family Broadcasting

Mark Libke

Kevin Oswald Midwest Communications

Seth Resier Jacobs Media

Jason Springer
Rockford High School

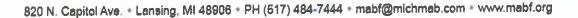
Annie Schramuzzino Entercom

Karle Vanderhorst WXMI Fox 17

Michael Walenta WGVU Public Media

Jon Whiting Michigan State University

MAS Liaison Stephen Marks The Marks Group



GREAT LAKES MEDIA SHOW MEDIA CAREER FAIR

Adell Broadcasting WADL-TV (Detroit)

Beasley Media - Detroit

Cumulus Media - Grand Rapids/Muskegon

E.W. Scripps - WXYZ-TV (Detroit), WSYM-TV (Lansing)

Heritage Broadcasting Company of Michigan

HOMTV (Meridian Twp.)

iHeartMedia

Michigan Radio (Ann Arbor)

Midwest Communications

OK 2 Say

Sinclair Broadcst Group -Flint

Specs Howard School of Media Arts

Townsquare Media - Grand Rapids

Townsquare Media - Lansing

WILX-TV (Lansing)

WKAR Public Media

WLNS-TV (Lansing)

WMUK-FM (Kalamazoo)

WNEM-TV (Saginaw)

WOODTV8 (Grand Rapids)

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From:

Rachel Krause < krause@michmab.com>

Sent:

Monday, April 13, 2020 1:34 PM

To:

Jamie Harrington

Subject:

Media Show EEO Letter

Attachments:

20 Media Show EEO Letter_Adell Broadcasting.pdf; 2020mabshow_careerfair.pdf

Hi Jamie,

I hope you are doing well and staying safe. I apologize for being so late in getting this EEO letter to you-I have been trying to locate a picture of your career fair booth to include in this email but I have been unable to locate one. Unfortunately the photographer did not take a picture of your booth during the career fair (we reviewed all images to be sure, including the ones that didn't make her final cut).

I have the EEO letter and career fair flyer that verifies your participation in the event, attached. In the event of an audit, you can reach out to us again and we will be happy to verify your participation once again.

On another note, I hope both you and your son enjoyed the awards lunch! Congrats to him on his award.

Best, Rachel

Rachel Krause

Michigan Association of Broadcasters 820 N. Capitol Ave. Lansing, MI 48906 517-484-7444 www.michmab.com

From:

Mathew Treadwell < treadwell@michmab.com>

Sent:

Monday, March 9, 2020 3:15 PM

To:

Jamie Harrington

Subject:

Post-Show Attendee List

Attachments:

Post-Event Great Lakes Media Show 2020 Attendee List for Exhibitors.xlsx

Hello,

Thank you again for being a part of the 2020 Great Lakes Media Show. Attached is you post-event attendee email list. If you have any questions or other needs, please do not hesitate to reach out.

Thank you,

- Matt

Mathew Treadwell

Marketing & Communications Manager Michigan Association of Broadcasters

820 N. Capitol Ave. Lansing, MI 48906 517-484-7444 www.michmab.com

From:

Rachel Krause < krause@michmab.com>

Sent:

Monday, February 24, 2020 11:04 AM

To:

Jamie Harrington

Subject:

Media Show Career Fair Logistics

Hi Jamie,

Thanks again for registering WADL for the career fair at the Media Show. Here are a few notes:

Wednesday 3/4/20 The Lansing Center 333 E Michigan Ave, Lansing, MI 48933 Exhibit Hall B

WADL-TV Career Fair Representative:
Jamie Harrington (Exhibit Hall/Career Fair only registration)

Please check in at registration then head towards the back of the exhibit hall to find the WADL-TV table.

Table Set-up: 12:30-1:30 Career Fair: 1:30-3:30

Break down: please have everything cleaned up by 4:00

The booth includes a 6' skirted table and 2 chairs.

Thanks!

Rachel Krause

Michigan Association of Broadcasters 820 N. Capitol Ave. Lansing, MI 48906 517-484-7444 www.michmab.com



Best.

Kim Goss-CDF Employer Development Coordinator Career Services 586.286.2068

From: gossk71=macomb.edu@mg.gradleaders.com on behalf of Macomb Community College

<gossk71=macomb.edu@mg.gradleaders.com>

Sent: Monday, January 6, 2020 3:54 PM

To: Jamie Harrington

Subject: Macomb Community College Job Fair 2020 registration is now OPEN!

Dear Employer:

Macomb Community College is inviting you to participate in; Job Fair 2020, on Wednesday, April 22nd from 4:00 p.m.-7:00 p.m.It will be located at Macomb Community College-South Campus 14500 E. 12 Mile Road Warren Michigan 48088, in the Sports and Expo Center P Building.

If you plan to attend *Job Fair* 2020, please register by logging into your <u>MacombCareerLink</u> account at www.macomb.edu/mcl-employer. See below or attached for additional details on how to register.

Since space is limited, all registrations will be handled on a first-come, first-serve basis. Example- the first paid registered "Walmart "will get the table or the first paid registered "Century21" will get the table. We suggest that you partner with your other locations to register together to avoid company duplication's.

**First-time users: please create an account

**Returning users: Please enter your username and password or use your email address to locate theaccount

- Once on the *Welcome* page
- · Click on the Event tab to the left under the dashboard
- · Click on Add Request+ top right of the Company Events page
- Pull down OCR Event Type and selectCareer Fair
- · Click "YES" to terms and conditions
- · Complete the entire registration request form and pay by screen

There is a registration fee of \$100.00 and employers will not be considered registered until full payment is received. Included in thisfee will be an 8' table with a white table cloth, 2 chairs, and light dinner for 2 representatives. If you wish to have more than 2 representatives, a fee of \$25.00 will be required for each additional person. Electrical hookups are available but are limited and are located on the side and back walls.

There are several ways to complete payment, including credit card, check or money order, NO CASH option. All options are located on the PAY BY screen of the request to register form. There is NO fee for non-profits.org or government entities .gov-you still need to complete the registration request form.

Macomb Community College in co-sponsorship with the City of Warren will do all the advertising and promotion of the event through various platforms. We have over 260 employer and community partners with

From:

Rhonda Mays

Sent:

Tuesday, November 19, 2019 4:14 PM

То:

Jamie Harrington

Subject:

Public Service

David Bangura – President and General Manager of WADL –TV and 910am Superstation and myself, Rhonda Mays, National Sales Manager of WADL-TV and Sales Manager of 910Am Superstation were invited by Mrs. Jillian Maygan, English teacher at Hazel Park High School to speak to her AP English Language class about Advertising and emotional writing as it relates to commercials.

We also spoke to the class about the careers available in broadcast TV/Radio.

Mrs Maygan gave her students an assignment to write a script for a :30 commercial about the city of Hazel Park, she also wants them to shoot and edit the commercial.

We explained the process of writing a commercial, of the elements a successful commercial should contain and how to get it done.

The class was very engaging and asked lots of questions as it related to TV, radio and commercials.

Rhonda Mays National Sales Manager

WADL Detroit 35000 Adell Drive Clinton Township, MI 48035 Station phone: (586) 790-3838 Direct Line: (586) 840-3013

Cell: (248) 752-6144 Fax: (586) 790-4569





www.wadldetroit.com

From:

Indeed for Employers <no-reply@indeed.com>

Sent:

Friday, January 10, 2020 11:45 AM

To:

Jamie Harrington

Subject:

Your Credit Manager job is live on Indeed!

indeed for employers

Your job is live!

Your Credit Manager role for Adell Broadcasting Inc. in Southfield, MI is ready for job seekers to see!



View the posting



Have questions?
Contact Client Services
1-800-430-6955

© 2018 Indeed.com 6433 Champion Grandview Way, Building 1, Austin, TX 78750

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for-hire/)

Leave this blank if the location is not important

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*Full Time

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f (https://www.facebook.com/MAB-Michigan-Association-of-Broadcastness19198237789)nal skillsh is a great

Q

(https://twitter.com/MichBroadcaster)

team player, and has the ability to

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multitask in a dynamic working. //WWW.MICHMAB.COM/COMMUNITY-SERVICE/) COMMUNITY SERVICE (HTTPS

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<u>//www.michmab.com)</u>

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(Experience,

(HTTPS://WWW.MICHMAB.COM/ABOUT/)

Education, Etc. & SCC (HTTPS://WWW.MICHMAB.COM/EAS-FCC/)

(optional)

especially Excel

· Working knowledge of Wide Orbit Traffic and Accounting CS software

How to apply

(optional)

Please email your Resume to jamie@wadldetroit.com

*no phone calls please

Application

Deadline (optional)

Application

email/URL (If



41

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Toll-Free: 800.96&7622468991YOS/R-WARD MICHMAB.COM/ADVOCACY-2/)

Fax: 517.484.5810

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Leave this blank if the location is not important

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Application jamie@wadldetroit.com

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Please enter your call letters. If not a station, enter

Company Name

Adell Broadcasting WADL

(optional)

Please enter your company or corporate name if not entered above. For blind listing, enter "BLIND"

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Michigan Association of Broadcasters

820 N. Capitol Avenue

Lansing. MHMBERG (HTTPS://WWW.MICHMAB.COM/MEMBERS/)

Phone: 517.484.7444

Toll-Free: 800.968.7622 (1-800-YOUR-MAB)

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2020

From:

Jamie Harrington

Sent:

Friday, January 10, 2020 10:14 AM

To:

'Malea Howard'; 'Malea Howard'

Subject:

WADL job Posting

Importance:

High

Please post the following job on the WADL Website, once the position is filled, I will alert you to remove it

Thank you

Jamie Harrington

Executive Administrator

2 586.790-3838 Ext 3015

Alt. Number 248.357-4566

⊠: jamie@wadldetroit.com

"ENTERTAINMENT FOR EVERYONE"



Adell Broadcasting Corporation

35000 Adell Drive . Clinton Township, Mi 48035-2814 . Ph: (586) 790-3838 . Fax: (586) 790-3841 . www.wadidetroit.com

Credit Manager

Adell Broadcasting Inc has an immediate opening for a highly motivated, detail-oriented credit manager to provide excellent quality services. The ideal candidate has a positive attitude, excellent interpersonal skills, is a great team player, and has the ability to prioritize to meet deadlines and multitask in a dynamic working. environment.

Job Duties

- Generate advertiser invoices and statements
- Collect outstanding accounts receivable in efforts to control bad debt
- Posting of cash/credit card payments
- Interact with account executives and clients to research and resolve receivable, billing, and payment issues
- Perform month end general ledger account reconciliations

POST A JOB

Preview Job

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Job Title	Edit	
Credit Manager		
Company	Edit	
Adell Broadcasting Inc.		
Location	Edit	
Southfield, MI		
Ohre de Addresse	Edil	
Street Address		
20733 West 10 Mile Road, Southfield, MI, USA		
Salary	Edit	
\$30,000.00 per year		
Benefits: Health insurance, Dental insurance, Vision insurance, Paid time off		
Job Type	Edit	
Full-time	And the second s	
, 41. 41.14		
Job Description	Edil	

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- · Collect outstanding accounts receivable in efforts to control bad debt
- · Posting of cash/credit card payments
- · Interact with account executives and clients to research and resolve receivable, billing, and payment issues
- · Perform month end general ledger account reconciliations
- · Generate month end accounts receivable and revenue reporting
- · Assist with reconciling accounts receivable to general ledger
- Reconcile dally broadcast logs
- · Other respons bilities as needed

- Requirements and Key Competencies
- · 2+ years accounts receivable, credit and collections, and general accounting experience
- Bachelor degree in Accounting is a plus
- · Accuracy, attention to detail, and ability to meet tight deadlines
- · Proactive analytical, problem solving and reconciliation skills
- · Excellent people skills and can do attitude skills and oral/written communication
- · Strong proficiency in Microsoft Office, especially Excel
- Working knowledge of Wide Orbit Traffic and Accounting CS software applications is a plus

Applicant Qualifications -	Edit (mana armai arma)
Language English	Edit
Expected Hiring Date 2 to 4 weeks	Ecot
Hires Needed	Ecot
Additional Job Details Work Location: One location Schedule: Monday to Friday, No weekends, Day shift	Edit
Application Settings Apply method: Email	Edil
Email: jamie@wadldetroit.com Selected Assessment Types No assessments will be sent.	Edit
Back	View Preview Confirm

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