

WADL(DT)
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021

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 |
|-------------------------|--|---------------------------|
| Master Control Operator | 1, 3, 5 | 5 |

WADL(DT)
EEO PUBLIC FILE REPORT
 June 1, 2020 – May 31, 2021

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

WADL(DT)
EEO PUBLIC FILE REPORT
June 1, 2020– May 31, 2021

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| 1 | Host an event for or on behalf of an educational institution related to careers in broadcasting | On April 26, 2021, our Chief Engineer conducted a virtual job shadow with a student who attends Cousino High School and who takes the Radio/Television Advanced course. During the job shadow, our Chief Engineer discussed topics such as TV transmitters, the ins and outs of Master Control operations, and the green room studio. |
| 2 | Management-level training related to methods of ensuring equal employment opportunity | On April 26, 2021, our HR Manager participated in a two-hour Sexual Harassment & Abusive Conduct Prevention training course. Among other topics, the training discussed strategies for avoiding sexual harassment in the workplace. |
| 3 | Participate in virtual job fair | On April 27, 2021, our HR Manager participated in a virtual job fair hosted by Job Fair Giant. During the job fair, we participated in live chat booths to meet with candidates for Master Control Operator positions. |
| 4 | Management-level training related to methods of ensuring equal employment opportunity | On April 23, 2021, our HR Manager participated in an unconscious bias training that discussed best practices for understanding unconscious bias, countering it, and supporting a diverse and inclusive workplace culture where people are empowered to contribute fully. |
| 5 | Host an event for or on behalf of an educational institution related to careers in broadcasting | On May 5, 2021, our HR Manager, Operations Manager and Chief Engineer conducted a virtual station tour for students from Warren Consolidated School District. During the tour we showed students our studios and discussed some of the technical skills and post-secondary education that are desirable for working in the industry. We also discussed industry trends. |