

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, 2013, to and including June 1, 2014 (the “Applicable Period”).

The FCC’s 2002 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

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Covering the Period from 6/1/2013 to 6/1/2014

Section 1: Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All sources for This Position</u>
1. Associate Producer (Shovein)	Specs Howard F/T	1
2. Master Control Operator (Green)	Referral/Contractor Hired F/T F/T	1
3. Account Executive (Horton)	Referral F/T	3
4. Account Executive (Dalin)	Referral F/T	3
5. Account Executive (Farlee)	Referral F/T	3
6. Production Coordinator (Fuquary)	Inter-office Promotion F/T	1
7. Editor/Production (Watts)	Transfer from Sister Station F/T	1
8. Master Control Operator (Newhard)	Michmab F/T	1
9. Production/Editor (Yoder)	Referral F/T	2

1. Account Executive (Earl)	Southfield Job Fair Giant Contractor	3
2. Account Executive (Watson)	WADL Website Contractor	2
3. Account Executive (Fakhoury)	MAB Job Fair Specs Howard Contractor	2
4. Master Control Operator (Ellis)	MAB Job Fair Specs Howard Contractor	6
5. Master Control Operator (Xiong)	Macomb Community College Contractor	6
6. Account Executive (Vincent)	Referral Contractor	1
7. Master Control Operator (Newhard)	MichMab Contractor	1

Total Number of Persons Interviewed During Applicable Period: 23

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Covering the Period from 6/1/2013 to 6/1/2014

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1. WADL Web Site	3	1
2. WADL on-air announcement	0	0
3. Resume on file from prior recruitment	0	0
4. Craigslist	0	0
5. Media Recruiters Ad	0	0
6. MichMAB	1	1
7. Macomb Community College	0	0
8. Specs Howard Job Fair	1	1
9. Inter-office Promotion	3	3
10. Referral (word of Mouth)	6	5
11. Detroit NAACP	0	0
12. Macomb Community College Job Fair	0	0
13. Macomb County Career Expo	1	1
14. MAB Career Fair at Specs Howard School	6	2
15. USPS mailed to Station	0	0
16. Southfield Job Fair Giant	1	1

17. Specs Howard School Recruitment Source	1	0
18. Station Transfer	1	1

Appendix 3 to

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Covering the Period from 6/1/2013 to 6/1/2014

Section 3: WADL- TV continues to have a stable work force and does not experience a great amount of turnover in full time employees. However, WADL-TV has taken steps over the last year to achieve a broad and inclusive outreach in the community for actual vacancies and positions that have opened up for full time employment and contractors.

During the last year, 6/2013-6/2014, there were nine full time positions open at WADL-TV , and were filled by promoting within the station, Specs Howard School of Broadcast, Station Transfer, Southfield Job Giant, MAB Job Fair and even referrals. WADL-TV also had seven contractor positions open at the station, that were filled, one of the seven were hired full time.

WADL-TV participated in four job fairs during that period at the following institutions:

- Macomb County Career Expo 7/31/13
- Specs Howard School of Broadcast 9/6/13
- MAB Foundation 10/2/13
- MAB Foundation 3/12/14 (paid to attend, could not make the fair due to poor weather conditions-) WADL aired PSA's to promote the event
- Macomb Community College Job Fair 4/29/14

In general, the station does many different types of job fairs to promote EEO in the Metro Detroit Communities. All resumes obtained from the job fairs are kept on file at the station in an event a vacancy opens up.

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.