

# WDIV-TV

## EEO PUBLIC FILE REPORT

**June 1, 2016 - May 31, 2017**

WDIV-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WDIV-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

### 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
Web-News Producer	20	20
Consumer Investigative Producer	2-10, 12-13, 15-17, 19, 21-33, 36-41, 44	13
Photographer	2-13, 16-17, 19, 21-33, 36-41, 44	13
Photographer	2-13, 16-17, 19, 21-33, 36-41, 44	13
National Sales Manager	2-10, 12-13, 16-17, 19, 21-33, 36-41, 44	13
Account Executive	1-3, 5-10, 12, 14, 16-17, 19, 21-33, 36- 41	14
Digital Sales Manager	1-3, 5-10, 12-13, 16-17, 19, 21-33, 36- 41	13
Television Maintenance Engineer	1-3, 5-10, 12-13, 16-17, 19, 21-41	13
Digital Account Developer	1-3, 5-10, 12-13, 16-19, 21-24, 26-33, 36-43	13

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Url : <a href="http://602communications.com/">http://602communications.com/</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Fax : 1-602-954-8373 Sandy Lizik	N	0
2	Academy of Radio & TV Broadcast 16052 Beach Blvd Suite 263-N Huntington Beach, California 92647 Phone : 877-572-3468 Url : <a href="http://www.arbradio.com">http://www.arbradio.com</a> Email : <a href="mailto:doreen@arbradio.com">doreen@arbradio.com</a> Doreen Reyes	N	0
3	ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : <a href="http://www.accesscommunity.org">http://www.accesscommunity.org</a> Email : <a href="mailto:mmounajed@accesscommunity.org">mmounajed@accesscommunity.org</a> Mo Mounajed	N	0
4	Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0236 Url : <a href="http://www.albion.edu">http://www.albion.edu</a> Email : <a href="mailto:abarbutto@albion.edu">abarbutto@albion.edu</a> Angie Dombrowski	N	0
5	Asian American Journalist Association 5 Third St., Suite #1108 San Francisco, California 94103 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Email : <a href="mailto:national@aaja.org">national@aaja.org</a> Kathy Chow	N	0
6	Association of Black Communicators The American-Statesman Box 670 Austin, Texas 78704 Phone : 626-792-3846 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> Job Listings	N	0

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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7	Broadcast Employment Services Michigan Phone : 317-895-9050 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Douglas Weaver	N	0
8	Central Michigan University 215 BUC Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Url : <a href="http://www.cmich.edu">http://www.cmich.edu</a> Email : <a href="mailto:careers@cmich.edu">careers@cmich.edu</a> Fax : 1-989-774-6608 Julia Sherlock	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Davenport University 6191 Kraft Avenue S.E Grand Rapids, Michigan 49512 Phone : 269-552-3370 Url : <a href="http://www.davenport.edu">http://www.davenport.edu</a> Email : <a href="mailto:linda.lamorandier@davenport.edu">linda.lamorandier@davenport.edu</a> Linda Lamorandier	N	0
11	Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : <a href="http://www.emich.edu">http://www.emich.edu</a> Email : <a href="mailto:aac_appointments@emich.edu">aac_appointments@emich.edu</a> Evaughn Wethington	N	0
12	Emma L. Bowen Foundation 300 New Jersey Avenue NW Ste. 700 Washington, District of Columbia 20001 Phone : 212-664-3486 Url : <a href="http://www.emmabowenfoundation.com">http://www.emmabowenfoundation.com</a> Email : <a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a> Fax : 1-202-524-6411 Sandra Rice	N	0
13	Employee Promotion	N	7

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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14	Employee Referral	N	1
15	Former Employee	N	1
16	GH connect 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Url : <a href="http://www.ghconnect.net">http://www.ghconnect.net</a> Job Listings Manual Posting	N	1
17	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : <a href="mailto:careers@grahammedia.com">careers@grahammedia.com</a> Julie Dreixler	N	0
18	Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : <a href="http://www.hispaniclinkdc.org">http://www.hispaniclinkdc.org</a> Email : <a href="mailto:charlie@hispaniclink.org">charlie@hispaniclink.org</a> Hector Erikson	N	0
19	Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listings Manual Posting	N	0
20	Internal Hire	N	1
21	Japanese American Citizens League 1765 Sutler St. Ste 1000 San Francisco, California 91445 Url : <a href="http://www.jacl.org">http://www.jacl.org</a> Email : <a href="mailto:pouchida@jacl.org">pouchida@jacl.org</a> Priscilla Ouchida	N	0
22	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Job Listings Manual Posting	N	2

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Marygrove College 8425 W. McNichols Detroit, Michigan 48221 Phone : 313-927-1844 Url : <a href="http://www.marygrove.edu">http://www.marygrove.edu</a> Email : <a href="mailto:careerservices@marygrove.edu">careerservices@marygrove.edu</a> Job Listings	N	0
24	MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:rich@medialine.com">rich@medialine.com</a> Sonia Harb	N	0
25	MI Broadcasters Lansing Lansing, Michigan Phone : 517-484-7444 Email : <a href="mailto:beeskow@michmab.com">beeskow@michmab.com</a> Fax : 517-484-5810	N	0
26	NAHJ 190 N. State Street Chicago, Illinois 60601 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Maria G Toscano	N	0
27	Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : <a href="http://www.netnebraska.org">http://www.netnebraska.org</a> Email : <a href="mailto:tv@netnebraska.org">tv@netnebraska.org</a> Job Listings	N	0
28	Oakland CC –Auburn Hills Campus 2900 Featherstone Rd Auburn Hills, Michigan 48326 Phone : 248-370-4241 Url : <a href="http://www.oaklandcc.edu">http://www.oaklandcc.edu</a> Email : <a href="mailto:thibodea@oakland.edu">thibodea@oakland.edu</a> Wayne Thibodeau	N	0

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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29	Oakland Community College 739 W. Washington Royal Oak, Michigan 48067 Phone : 248-370-3211 Url : <a href="http://www.oaklandcc.edu">http://www.oaklandcc.edu</a> Email : <a href="mailto:kdlevels@oakland.edu">kdlevels@oakland.edu</a> Kathy Levelsberger	N	0
30	Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : <a href="http://www.schoolcraft.edu">http://www.schoolcraft.edu</a> Email : <a href="mailto:ctc@schoolcraft.edu">ctc@schoolcraft.edu</a> Elaine Gerarge	N	0
31	SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : <a href="http://www.sermetro.org">http://www.sermetro.org</a> Email : <a href="mailto:lseed@sermetro.org">lseed@sermetro.org</a> Ramona Flores	N	0
32	South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : <a href="http://www.saja.org">http://www.saja.org</a> Email : <a href="mailto:president@saja.org">president@saja.org</a> Sharaf Mowjood	N	0
33	Specs Howard School of Broadcast 19900 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a> Tony Sherock	N	0
34	Station Website	N	2
35	Station Website Posting (One or More SEU Stations)	N	1
36	U of M – Dearborn 4901 Evergreen Rd 3028 CB Dearborn, Michigan 48128 Url : <a href="http://www.umdearborn.edu">http://www.umdearborn.edu</a> Email : <a href="mailto:umd-careersv@umich.edu">umd-careersv@umich.edu</a> Liz Barbieri	N	0

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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37	University of Colorado at Boulder Michigan Url : <a href="http://www.colorado.edu">http://www.colorado.edu</a> Email : <a href="mailto:christine.mahoney@colorado.edu">christine.mahoney@colorado.edu</a> Christine Mahoney	N	0
38	University of Florida 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-273-2327 Url : <a href="http://www.ufl.edu">http://www.ufl.edu</a> Email : <a href="mailto:lennettereshard@crc.ufl.edu">lennettereshard@crc.ufl.edu</a> Fax : 1-352-392-3810 Reshard Lennette	N	0
39	University of Michigan – Dearborn <a href="http://www.umdearborn.edu">umdearborn.edu</a> 4901 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-593-5020 Url : <a href="http://www.umdearborn.edu">http://www.umdearborn.edu</a> Email : <a href="mailto:rstorrs@umd.umich.edu">rstorrs@umd.umich.edu</a> Regina Storrs	N	0
40	Wayne State University 1001 Faculty Administration Bldg. Detroit, Michigan 48202 Url : <a href="http://careerservices.wayne.edu/">http://careerservices.wayne.edu/</a> Email : <a href="mailto:ac2000@wayne.edu">ac2000@wayne.edu</a> Fax : 1-313-577-4995 Arlimba Pringle	N	0
41	WDIV 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : <a href="http://www.clickondetroit.com">http://www.clickondetroit.com</a> Email : <a href="mailto:dbartkowiak@wdiv.com">dbartkowiak@wdiv.com</a> angela satizabal	N	0
42	WDIV-HR 550 W Lafayette Blvd Detroit , Michigan Phone : 3132220469 Url : <a href="http://www.clickondetroit.com/careers">http://www.clickondetroit.com/careers</a> Email : <a href="mailto:angelas@wdiv.com">angelas@wdiv.com</a> Angela Satizabal-Rifai	N	0

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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43	WDIV-TV 550 W Lafayette Blvd Detroit , Michigan Url : <a href="http://www.clickondetroit.com/careers">http://www.clickondetroit.com/careers</a> Email : <a href="mailto:dblock@wdiv.com">dblock@wdiv.com</a> Dustin Block	N	0
44	Women in Communications, Inc. 2744 Ellwood Berkley, Michigan 48072 Phone : 703-370-7436 Url : <a href="http://www.womcom.org">http://www.womcom.org</a> Fax : 1-703-342-4311 Roseann Nicolai	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/1/2016	Participation in other activities designed by the station employment unit	<p>We have three individuals in our training program. The trainee positions are:</p> <p>Design/Creative, Services/Digital Development Trainee, Engineering Trainee and Sales Trainee. These positions are intended to offer the candidate exposure to all facets of Television Digital Media and Design and Sales. These positions have a 12 month duration with no guarantee of subsequent employment with the GMG Stations.</p>	1	General Sales Manager VP/Chief Engineer Design Director
2	6/10/2016	Participation in scholarship programs	<p>WDIV-TV offers an internship program for college students. These paid internships are for students with at least a junior status who will receive college credit. We offer internships in the fall, winter and spring/summer in News, Weather, Sports, Programming, Design, Promotion, Digital Media and Sales departments. From June 2015 through May 2016, we have had 43 students from various colleges and universities participate in this program.</p>	8	VP Business News Director Creative Services Director VP General Manager

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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3	8/3/2016	Co Sponsoring Job Fair	Graham Media Group hosted a booth at the National Association of Black Journalists (NABJ) Career Fair held in Washington from August 3 - August 7, 2016 WDIV-TV News Director and other GMG Station representatives attended the convention to collect resumes and conduct interviews for job openings within the News department. Our News Director also conducted one-on-one critiques of resume tapes and offered advice to attendees.	2	News Director VP Chief HR Officer
4	8/11/2016	Co Sponsoring Job Fair	Specs Howard Career Fair	1	Assignment Desk Manager
5	9/17/2016	Participation in events or programs sponsored by educational institutions	The Local 4 News Morning team participated in the "Walk to Cure Diabetes" which was held at the GM Tech Center in Warren on September 17, 2016. The walk was held to raise funds for the Juvenile Diabetes Research Foundation (JDRF) to find a cure for Diabetes.	1	Meteorologist

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

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6	1/1/2017	Participation in scholarship programs	The Emma L. Bowen Foundation for Minority Interests in Media Program allows minority high school and college students the opportunity to become involved in a long-term work and education program, which enables students to gain experience in their chosen field and helps them obtain jobs in the media industry. This is a paid internship that includes scholarship opportunities.	4	VP Business News Director Creative Services Director VP General Manager
7	2/16/2017	Participation in events or programs sponsored by educational institutions	A number of elementary, high school and college students have toured the station. These field trips allowed students to view first hand how science and technology is used in television to put together a daily local newscast. News personalities and behind the scenes employees answered questions.	10	Meteorologist
8	5/1/2017	Participation in events sponsored by community groups	Women of Tomorrow, expanded into Metro Detroit in 2011. The program now mentors approximately 800 at-risk girls in 35 public high schools across Metro Detroit through its unique program which pairs small groups of girls with highly accomplished professional women.	1	News Director VP/General Manager

**WDIV-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2016 - May 31, 2017**

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9	5/13/2017	Participation in events sponsored by community groups	The Local 4 News Morning team participated in the "Race for the Cure" which was held in Downtown Detroit on May 13, 2017. The walk was held to raise funds to find a cure for Breast Cancer. This year we formed race team and raised over 5k for the foundation.	5	Traffic Reporter Meteorologist News Anchor News Anchor
10	5/26/2017	Establishment of training programs for station personnel	WDIV-TV offers a tuition reimbursement plan for fulltime employees. This plan encourages an employee to further their education and acquire skills by reimbursing for the cost of tuition at accredited colleges, universities, vocational and technical schools.	1	VP Business