

WDIV-TV
EEO PUBLIC FILE REPORT
June 1, 2014 - June 1, 2015

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 |
|----------------------------------|--|-------------------------------|
| Digital Account Executive | 16, 23, 28, 42, 46 | 28 |
| Sales Planner | 1-2, 4-14, 16-20, 24-25, 28-32, 34-37, 39-41, 43-45, 47-51 | 16 |
| IT Manager/Network Administrator | 1-2, 4-14, 17-21, 25-27, 30-32, 34-37, 39-41 | 27 |
| Human Resource Administrator | 1-2, 4-20, 23, 25, 28-32, 34-41, 43-45, 47-51 | 15 |
| Senior IT Broadcast Engineer | 3 | 3 |
| News Producer | 1-2, 4-14, 17-20, 22, 25, 29-32, 34-37, 39-41, 43-45, 47-51 | 22 |
| Assistant to News Director | 1-2, 4-14, 16-20, 25, 28-32, 34-37, 39- 41, 43-45, 47-51 | 16 |
| News Reporter | 1-14, 17-20, 25, 29-35, 37, 39-41, 44- 45, 47-51 | 3 |
| News Reporter | 1-14, 17-20, 25, 29-35, 37, 39-41, 44- 45, 47-51 | 3 |

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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 | Academy of Radio & TV Broadcast 16052 Beach Blvd Suite 263-N Huntington Beach, California 92647 Phone : 877-572-3468 Url : http://www.arbradio.com Email : doreen@arbradio.com Doreen Reyes | N | 0 |
| 2 | ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : http://www.accesscommunity.org Email : mmounajed@access.org Mo Mounajed | N | 0 |
| 3 | Agency Referral | N | 3 |
| 4 | Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0236 Url : http://www.albion.edu Email : abarbuto@albion.edu Angie Dombrowski | N | 0 |
| 5 | Asian American Journalist Association 5 Third St., Suite #1108 San Francisco, California 94103 Url : http://www.aaja.org Email : national@aaja.org Kathy Chow | N | 0 |
| 6 | Association of Black Communicators The American-Statesman Box 670 Austin, Texas 78704 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Job Listings | N | 0 |
| 7 | Broadcast Education Association 1771 N Street N.W. Washington, District of Columbia 20036 Url : http://www.beaweb.org Email : help@beaweb.org Job Listings | N | 0 |

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|-----------|---|---|--|
| 8 | Broadcast Employment Services Michigan Phone : 317-895-9050 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Douglas Weaver | N | 0 |
| 9 | Central Michigan University 215 BUC Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Url : http://www.cmich.edu Fax : 1-989-774-6608 Julia Sherlock | N | 0 |
| 10 | Click on Detroit 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0500 Url : http://www.clickondetroit.com Halston Herrera Manual Posting | N | 0 |
| 11 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 12 | Davenport University 6191 Kraft Avenue S.E Grand Rapids, Michigan 49512 Phone : 269-552-3370 Url : http://www.davenport.edu Email : linda.lamorandier@davenport.edu Linda Lamorandier | N | 0 |
| 13 | Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : http://www.emich.edu Email : aac_appointments@emich.edu Evaughn Wethington | N | 0 |

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|-----------|---|---|--|
| 14 | Emma L. Bowen Foundation 300 New Jersey Avenue NW Ste. 700 Washington, District of Columbia 20001 Phone : 202-524-6409 Url : http://www.emmabowenfoundation.com Email : phylis.eagle-oldson@nbcuni.com Fax : 1-202-524-6411 Phylis Eagle-Oldson | N | 0 |
| 15 | Employee Promotion | N | 1 |
| 16 | Employee Referral | N | 4 |
| 17 | Gazette Newspapers 9030 Comprint CT Gaithersburg, Maryland 20877 Url : http://www.emich.edu/uacdc Email : classads@gazette.net Donna Johnson | N | 0 |
| 18 | GH connect 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Url : http://www.ghconnect.net Job Listings Manual Posting | N | 0 |
| 19 | Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclinkdc.org Email : charlie@hispaniclink.org Hector Erikson | N | 0 |
| 20 | Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting | N | 0 |
| 21 | Internal Candidate | N | 1 |
| 22 | Internal Transfer/Promotion Previous Employee | N | 1 |
| 23 | Internet Ad | N | 2 |
| 24 | Internet Ad-not directly contacted by SEU | N | 1 |

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|-----------|--|---|--|
| 25 | Japanese American Citizens League 1765 Sutler St. Ste 1000 San Francisco, California 91445 Url : http://www.jacl.org Email : pouchida@jacl.org Priscilla Ouchida | N | 0 |
| 26 | Job Board clickondetroit.com | N | 1 |
| 27 | Job posting on internet Clickondetroit.com | N | 10 |
| 28 | Linked In | N | 9 |
| 29 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting | N | 0 |
| 30 | Marygrove College 8425 W. McNichols Detroit, Michigan 48221 Phone : 313-927-1844 Url : http://www.marygrove.edu Email : careerservices@marygrove.edu Job Listings | N | 0 |
| 31 | MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : rich@medialine.com Sonia Harb | N | 0 |
| 32 | Medill News Service 1325 G Street N.W. #730 Washington, District of Columbia 20005 Url : http://www.news.medill.northwestern.edu Fax : 1-312-503-4040 Mary Coffman | N | 0 |

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|-----------|---|---|--|
| 33 | MI Broadcasters Lansing Lansing, Michigan Phone : 517-484-7444 Email : beeskow@michmab.com Fax : 517-484-5810 | N | 0 |
| 34 | Michigan State University Room 343 Comm Arts Bldg. East Lansing, Michigan 48824 Url : http://www.msu.edu Email : a.pringle@wayne.edu Arlimba Pringle | N | 0 |
| 35 | NAHJ 190 N. State Street Chicago, Illinois 60601 Url : http://www.nahj.org Email : kolivas@nahj.org Maria G Toscano | N | 0 |
| 36 | National Association of Black Journalist 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Career Services Supervisor | N | 1 |
| 37 | Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings | N | 0 |
| 38 | Non-Employee Referral | N | 2 |
| 39 | Oakland CC –Auburn Hills Campus 2900 Featherstone Rd Auburn Hills, Michigan 48326 Phone : 248-370-4241 Url : http://www.oaklandcc.edu Email : thibodea@oakland.edu Wayne Thibodeau | N | 0 |

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|-----------|---|---|--|
| 40 | Oakland Community College 739 W. Washington Royal Oak, Michigan 48067 Phone : 248-370-3211 Url : http://www.oaklandcc.edu Email : kdlevels@oakland.edu Kathy Livelsberger | N | 0 |
| 41 | Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge | N | 0 |
| 42 | Self Referral | N | 2 |
| 43 | SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : http://www.sermetro.org Email : mwillis@sermetro.org Ramona Flores | N | 0 |
| 44 | South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood | N | 0 |
| 45 | Specs Howard School of Broadcast 19900 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : tsherock@specshoward.edu Tony Sherock | N | 0 |
| 46 | Station Website Posting (One or More SEU Stations) | N | 1 |
| 47 | U of M – Dearborn 4901 Evergreen Rd 3028 CB Dearborn, Michigan 48128 Url : http://www.umdearborn.edu Email : umd-careersv@umich.edu Liz Barbieri | N | 0 |

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|--|--|--|---|
| 48 | University of Colorado at Boulder Michigan Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney | N | 0 |
| 49 | University of Florida 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-273-2327 Url : http://www.ufl.edu Email : lennettereshard@crc.ufl.edu Fax : 1-352-392-3810 Reshard Lennette | N | 0 |
| 50 | University of Michigan – Dearborn umdearborn.edu 4901 Evergreen Rd Dearborn, Michigan 48128 Phone : 313-593-5020 Url : http://www.umdearborn.edu Email : rstorrs@umd.umich.edu Regina Storrs | N | 0 |
| 51 | Women in Communications, Inc. 2744 Ellwood Berkley, Michigan 48072 Phone : 703-370-7436 Url : http://www.womcom.org Fax : 1-703-342-4311 Roseann Nicolai | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 39 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|-------------|---|--|-------------------------------------|---------------------------------------|---------------|
| 1 | 6/8/2014 | Participation in other activities designed by the station employment unit | <p>We have two individuals in our training program. The trainee positions are: Design/Creative</p> <p>Services/Digital Development Trainee and Sales Trainee. These positions are intended to offer the</p> <p>candidate exposure to all facets of Television Digital Media and Design and Sales. These positions</p> <p>have a 12 month duration with no guarantee of subsequent employment with the GMG</p> <p>Stations.</p> | 2 | General Sales Manager Art Director | 1.00 |

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|---|-------------|---|--|-------------------------------------|--------------------------------------|---------------|
| 2 | 7/30/2014 | Co Sponsoring Job Fair | <p>Graham Media Group hosted a booth at the National Association of Black Journalists</p> <p>(NABJ) Career Fair held in Boston, MA from July 30 - August 2, 2014 WDIV-TV News</p> <p>Director and other GMG Station representatives attended the convention to collect resumes and</p> <p>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.</p> | 2 | News Director VP Chief HR Officer | 1.00 |
| 3 | 9/29/2014 | Participation in events or programs sponsored by educational institutions | <p>The Local 4 News Morning team participated in the "Walk to Cure Diabetes" which was held at the</p> <p>GM Tech Center in Warren on September 29, 2014. The walk was held to raise funds for the</p> <p>Juvenile Diabetes Research Foundation (JDRF) to find a cure for Diabetes.</p> | 1 | Meteorologist | 0.25 |

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|---|-------------|---|---|-------------------------------------|--------------------------|---------------|
| 4 | 9/29/2014 | Participation in events or programs sponsored by educational institutions | <p>The Local 4 News Morning team participated in the "Walk to Cure Diabetes" which was held at the</p> <p>GM Tech Center in Warren on September 29, 2014. The walk was held to raise funds for the</p> <p>Juvenile Diabetes Research Foundation (JDRF) to find a cure for Diabetes.</p> | 1 | Meteorologist | 0.25 |
| 5 | 10/22/2014 | Participation in Job Fairs | <p>Our News Internship Coordinator attended the Wayne State University Journalism Internship</p> <p>Fair which ran on October 22, 2014 in Detroit. He answered questions regarding internships at</p> <p>WDIV-TV and distributed internship pr</p> | 1 | Assignment Desk Manager | 0.25 |

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|---|-------------|--|---|-------------------------------------|---|---------------|
| 6 | 1/1/2015 | Participation in scholarship programs | <p>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.</p> | 4 | VP Business News Director Creative Services Director VP General Manager | 1.00 |
| 7 | 3/9/2015 | Co Sponsoring Job Fair | Specs Howard Career Fair | 1 | Assignment Desk Manager | 1.00 |

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|---|-------------|---|---|-------------------------------------|--------------------------|---------------|
| 8 | 5/16/2015 | Participation in events or programs sponsored by educational institutions | The Local 4 News Morning team participated in the "Race for the Cure" which was held in Downtown Detroit on May 16, 2015. The walk was held to raise funds to find a cure for Breast Cancer | 4 | Morning News Team | 0.25 |
| 9 | 5/27/2015 | 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 | 1.00 |

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|--|-------------|--|---|-------------------------------------|---|---------------|
| 10 | 5/27/2015 | Participation in scholarship programs | <p>WDIV-TV offers an internship program for college students. These paid internships are for</p> <p>students with at least a junior status who will receive college credit. We offer internships in the fall,</p> <p>winter and spring/summer in News, Weather, Sports, Programming, Design, Promotion, Digital</p> <p>Media and Sales departments. From June 2014 through May 2015, we have had 54 students from</p> <p>various colleges and universities participate in this program.</p> | 8 | VP Business News Director Creative Services Director VP General Manager | 1.00 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 7.00 |