

WDIV-TV

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
Receptionist	1-2, 4-7, 10-11, 13-14, 16, 20-21, 24-26, 28, 30-34	24
Account Executive	1-7, 10-14, 16-18, 20-23, 25-26, 28-34	12
Account Executive	1-7, 10-14, 16-18, 20-23, 25-26, 28-34	6
Account Executive	1-7, 10-14, 16-18, 20-23, 25-26, 28-34	6
Director	1-2, 4-7, 10-11, 13-14, 16, 20-21, 25-26, 28, 30-34	6
Editor	1-2, 4-5, 7, 10-14, 16, 20-22, 25-26, 28, 30-34	14
General Sales Manager	6, 8-9, 13-14, 21, 24	8
Executive Producer	6, 13-14, 21	6
Producer	6, 13-14, 21	6
Producer	6, 13-14, 21	6
Weather Anchor	6, 13-14, 21	6
Multimedia Sales Planner	1-7, 10-11, 13-14, 16, 18, 20-22, 25-26, 28, 30-34	6
Multimedia Sales Planner	1-7, 10-11, 13-14, 16, 18, 20-22, 25-26, 28, 30-34	6
Local/Digital Sales Manager	1-7, 10-11, 13-14, 16-17, 20-22, 25-26, 28, 30-34	6
Production Manager	1-7, 9-11, 13-14, 16, 18, 20-22, 25-26, 28, 30-34	9
Reporter	2-8, 10-11, 13-14, 16, 18, 20-22, 25-28, 30-33	8
Reporter	2-8, 10-11, 13-14, 16, 18, 20-22, 25-28, 30-33	6
Trainee	15	15
Trainee	15	15
Director	6, 13-14, 21	6
Editor	6, 9, 13-14, 21, 27	9
Anchor/Reporter	2-7, 10-14, 16, 19-22, 25-26, 28, 30-34	6

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Weather Anchor	6, 13-14, 21	6
Weather Anchor	6, 13-14, 21	6
Operations Manager	2-4, 6-7, 9-11, 13-14, 16, 20-22, 25-26, 28, 30-34	9
Account Executive	6, 12-14, 21	6
Account Executive	6, 12-14, 21	12
Trainee	2-4, 6-7, 10-11, 13-16, 20-22, 25, 28, 30-34	15
Producer	2-4, 6-7, 10-11, 13-14, 16, 20-22, 25, 28, 30-34	6

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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	ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : http://www.accesscommunity.org Email : mmounajed@accesscommunity.org Mo Mounajed	N	0
2	Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0332 Url : http://www.albion.edu Email : careers@albion.edu Dawn Hernandez	N	0
3	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
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Listings	N	0
5	Central Michigan University 215 BUC Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Url : http://www.cmich.edu Email : careers@cmich.edu Fax : 1-989-774-6608 Julia Sherlock	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	ClickonDetroit.com 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : http://www.clickondetroit.com Email : rcoppola@wdiv.com Lisa Simmos	N	26
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Consultant Referral	N	2
9	Current Employee - Transfer/Promotion	N	5
10	Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : http://www.emich.edu Email : mchambers@emich.edu Mary Chambers	N	0
11	Emma L. Bowen Foundation 300 New Jersey Avenue NW Ste. 700 Washington, District of Columbia 20001 Phone : 212-664-3486 Url : http://www.emmabowenfoundation.com Email : Michael.Barham@nbcuni.com Fax : 1-202-524-6411 Michael Barham	N	0
12	Employee Referral	N	7
13	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0

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14	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	6
15	Internship Program	N	3
16	Lawrence Technological University 21000 West Ten Mile Road Southfield, Michigan 48075-105 Phone : 248.204.3140 Url : https://www.ltu.edu/business-it/employment-opportu Email : ltuocs@ltu.edu Career Services	N	0
17	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	4
18	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
19	MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Sonia Harb	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Medill News Service 1325 G Street N.W. #730 Washington, District of Columbia 20005 Phone : 202-661-0103 Url : http://www.news.medill.northwestern.edu Email : matthew.orr@northwestern.edu Fax : 1-301-881-4826 Matthew Orr	N	0
21	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
22	NAHJ 190 N. State Street Chicago, Illinois 60601 Phone : 6267923846 Url : http://www.nahj.org Email : info@nahjcareers.org Yunuen Bonaparte	N	0
23	Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings	N	0
24	Non-Employee Referral	N	2
25	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Oakland Community College 739 W. Washington Royal Oak, Michigan 48067 Phone : 248-370-3211 Url : http://www.oaklandcc.edu Email : kdlevels@oakland.edu Kathy Levelsberger	N	0
27	Previous Applicant	N	2
28	Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge	N	0
29	South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood	N	0
30	Specs Howard School of Broadcast 19900 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Fax : 1-248-746-9772 Nancy Shiner	N	0
31	University of Florida 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-273-2327 Url : http://www.ufl.edu Email : lenniferreshard@crc.ufl.edu Fax : 1-352-392-3810 Reshard Lennette	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Wayne State University 1001 Faculty Administration Bldg. Detroit, Michigan 48202 Url : http://careerservices.wayne.edu/ Email : ac2000@wayne.edu Fax : 1-313-577-4995 Arlimba Pringle	N	0
33	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
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	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. We had two employees that participated during this filing year.	2	Business Manager HR Administrator VP General Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	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 had 24 interns in addition to our Emma Bowen Interns.	24	Business Manager News Director Creative Services Director VP General Manager
3	Ongoing Event	Participation in scholarship programs	The Emma L. Bown Foundation for Minority Interests in Media Program allow 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.	1	Business Manager News Director HR Administrator VP General Manager
4	6/7/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session Appreciating Diversity. Pride Month.	176	VP General Manager News Director Business Office Manager Director of Technology
5	6/15/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session Appreciating Diversity. Celebrating Juneteenth at work.	176	VP General Manager Business Office Mgr News Director Director of Technology
6	6/16/2022	Participation in Job Fairs	Emma Bowen Virtual Job Fair	2	HR Administrator DEI Senior Director
7	6/22/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Inspiring Members of the LGBTQ+ Community	176	VP General Manager Business Office Mgr News Director General Sales Manager
8	6/23/2022	Establishment of training programs for station personnel	IRE - Investigate Reporter Conference	1	Reporter

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9	6/23/2022	Establishment of training programs for station personnel	GMG AR finance/ Accounting policy training	10	General Sales Manager Local Sales Manager Account Executive Account Executive
10	6/28/2022	Establishment of training programs for station personnel	Apprise - Importance of Solution Journalism	176	VP General Manager News Director Business Office Manager General Sales Manager
11	7/13/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Using a Growth Mindset to expand inclusion.	176	VP General Manager News Director Business Office Manager General Sales Manager
12	7/19/2022	Establishment of training programs for station personnel	Apprise - Transformation and Strategic Planning	176	VP General Manager News Director Business Office Manager Director of Technology
13	7/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Mother of the Disability Movement. A spotlight on Judith Huemann	176	VP General Manager News Director Business Office Manager Director of Technology
14	8/3/2022	Participation in events or programs sponsored by educational institutions	The Association for Education in Journalism and Mass Communication Annual Conference	1	National Sales Manager
15	8/3/2022	Participation in Job Fairs	NABJ/NAHJ (National Association of Black Journalists/ National Association of Hispanic Journalists)	3	Chief HR Officer News Director Director of Technology
16	8/10/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - The Case for EmbracingChange	176	VP General Manager News Director Business Office Manager Director of Technology
17	8/16/2022	Establishment of training programs for station personnel	Apprise: Let's Talk Streaming!	176	VP General Manager News Director Business Office Manager Director of Technology
18	8/23/2022	Provision of training to management	PROduce - Graham Media Group Producers Training	4	News Director Assistant News Director Producer Producer

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19	8/30/2022	Establishment of training programs for station personnel	Evertz Technical Asset Management Training	2	Engineering Supervisor Technician
20	9/8/2022	Participation in Job Fairs	NLGJA (Association of LGBTQ Journalists) Conference	1	Chief HR Officer
21	9/14/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity - Hispanic Heritage Month	176	VP General Manager News Director Business Office Manager Director of Technology
22	9/15/2022	Participation in events sponsored by organizations representing the community	Radio Television Digital News Association (RTDNA) Annual Leadership Conference.	1	Executive Producer
23	9/20/2022	Establishment of training programs for station personnel	GMG Apprise- Audience First Approach - Election	176	VP General Manager News Director Business Office Manager Director of Technology
24	9/21/2022	Establishment of training programs for station personnel	ONA (Online News Association Conference)	3	Chief HR Officer Audience Development Lead Director of Digital Operations
25	9/29/2022	Participation in other activities designed by the station employment unit	University of Missouri-Columbia Journalism School recruiting efforts.	1	News Director
26	10/26/2022	Provision of training to management	Graham Media Group - Driver Training at KSAT	1	Managing Editor
27	10/27/2022	Establishment of training programs for station personnel	SPJ - Society of Professional Journalists Conference	1	Reporter
28	11/1/2022	Establishment of training programs for station personnel	Apprise: Local News on YouTube, why it's important	176	VP General Manager Business Office Manager News Director General Sales Manager
29	11/7/2022	Establishment of training programs for station personnel	Gates Air Transmitter Training	2	Technician Maintenance Engineer

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30	12/6/2022	Establishment of training programs for station personnel	Apprise: Strategic Planning - SMART Goals	176	VP General Manager General Sales Manager Business Office Manager News Director
31	1/12/2023	Provision of training to management	Radio Television Digital News Association (RTDNA) Crime Summit	1	News Director
32	1/23/2023	Provision of training to management	Graham Media Group - Weather Summit	3	VP General Manager News Director Meteorologist
33	1/26/2023	Establishment of training programs for station personnel	Apprise: Security Smarts	176	General Sales Manager VP General Manager News Director Business Office Manager
34	1/31/2023	Provision of training to management	Center for Sales Strategy - Client Needs Analysis Training	1	Sales Manager
35	2/2/2023	Participation in Job Fairs	Central Michigan University Job Fair	2	Business Manager HR Administrator
36	2/2/2023	Participation in other activities designed by the station employment unit	Howard University Career Day spoke to college students about Broadcast Career opportunities.	2	News Director Content Producer
37	2/21/2023	Establishment of training programs for station personnel	Apprise: Winning at Weather	176	VP General Manager Business Office Manager News Director Director of Technology
38	3/6/2023	Establishment of training programs for station personnel	Magid Weather Conference	2	Meteorologist Executive Producer
39	3/14/2023	Establishment of training programs for station personnel	Apprise: The Power of Pins - Audience Engagement.	176	VP General Manager Business Officer Mgr New Director Director of Technology
40	3/15/2023	Participation in Job Fairs	Great Lakes Media Show Recruitment	1	Managing Editor
41	3/15/2023	Participation in Job Fairs	Michigan Association of Broadcasters Job Fair	3	Business Manager Sales Manager HR Administrator
42	4/11/2023	Establishment of training programs for station personnel	Apprise: Delighting with Customer Service	176	VP General Manager Business Office Manager New Director Director of Technology

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43	4/24/2023	Provision of training to management	Boss School, Training for Managers new to Graham Media Group for harassment, diversity and inclusion, how to treat difficult situations, team building and more.	5	General Sales Manager Creative Services Director Executive Producer HR Administrator
44	5/9/2023	Establishment of training programs for station personnel	Apprise: Inclusive Journalism	176	VP General Manager Business Office Manager News Director General Sales Manager
45	5/23/2023	Establishment of training programs for station personnel	Elevate - Sales Training - Pitches	10	General Sales Manager National Sales Manager Local Sales Managers Account Executives