

WDIV-TV
EEO PUBLIC FILE REPORT
May 29, 2021 - May 31, 2022

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
Creative Services Director	8, 14-16, 19, 23	19
Producer- Live In The D	1-2, 4-13, 15-18, 20-29, 31-32, 34-40	17
Digital Marketing Strategist	1-2, 4-12, 15-16, 18, 20-32, 34-40	8
Multimedia Sales Planner	2, 4-12, 15-16, 18, 20-32, 34-35, 37-40	8
Engineering Supervisor	2, 4-13, 15-16, 18-32, 34-40	19
Information Technology Specialist	2, 4-12, 15-16, 18, 20-32, 34-40	8
Account Executive	2-12, 15-16, 18-32, 34-40	3
Sales Manager	8, 15-16, 19, 23	19
Maintenance Technician	8, 15-16, 19, 23	19
Digital Content Producer	8, 15-16, 23	8
Building Manager - Full-time	8, 14-16, 23	14
HR Administrator	2, 4-13, 15-16, 18, 20-28, 31-32, 35-36, 38-40	13
Reporter	2-9, 11-13, 15-16, 18, 20, 22-28, 31-32, 35-36, 38, 40	13
Photographer	2, 4-9, 11-13, 15-16, 18, 20, 22-28, 31-32, 35-36, 38-40	8
Photographer	2, 4-9, 11-13, 15-16, 18, 20, 22-28, 31-32, 35-36, 38-40	16
Digital Content Producer	8, 15-16, 19, 23, 33	19
Live in the D Video Journalist	2, 4-9, 11-12, 15-16, 18, 20, 22-28, 31-32, 35-36, 38-40	8
Technician	2, 4-9, 11-12, 15-16, 18, 20, 22-28, 31-32, 35-36, 38-40	8

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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	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@accesscommunity.org Mo Mounajed	N	0
3	Agency Referral	N	3
4	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
5	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
6	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

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7	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
8	ClickonDetroit.com 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : http://www.clickondetroit.com Email : dbartkowiak@wdiv.com Jennifer Easterling	N	61
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	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
11	Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : http://www.emich.edu Email : mchambers@emich.edu Mary Chambers	N	0
12	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
13	Employee Referral	N	8

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14	Former Employee Referral	N	2
15	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
16	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	6
17	Indeed 7501 N. Capital of Texas Hwy Austin, , Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting	N	1
18	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 : ltuoecs@ltu.edu Career Services	N	0
19	LinkedIn 2029 Stierlin Court Mountain View, , California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	23
20	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

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21	MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Sonia Harb	N	0
22	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
23	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
24	NAHJ 190 N. State Street Chicago, Illinois 60601 Phone : 6267923846 Url : http://www.nahj.org Email : info@nahjcareers.org Yunuen Bonaparte	N	0
25	Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings	N	0
26	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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27	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
28	Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge	N	0
29	SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : http://www.sermetro.org Email : lseed@sermetro.org Ramona Flores	N	0
30	She/her/hers 154 North Foundation Hall Rochester, Michigan 48309 Phone : (248) 370-2549 Url : oakland.edu/careerservices Email : knisbett2@oakland.edu Kirsten Boutorwick	N	0
31	South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood	N	0
32	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
33	Twitter	N	2

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34	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
35	University of Colorado at Boulder , Michigan Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
36	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
37	University of Michigan – Dearborn umdearborn.edu 4901 Evergreen Rd Dearborn, Michigan 48128 Phone : 3135935020 Url : http://www.umdearborn.edu Email : umd-careersv@umich.edu Fax : 1-313-593-5020 Career Services	N	0
38	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
39	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

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40	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:			106

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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	Participation in scholarship programs	The Emma L. Bowen Foundation for Minority Interest n 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 o gain in their chosen field and helps them obtain jobs in the media industry. This paid internship that includes scholarship opportunities.	2	Business Manager News Director 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.	2	HR Administrator Business Office Mgr
3	Ongoing Event	Establishment of training programs for station personnel	WDIV-TV Offers 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 college, universities, vocational and technical schools	1	HR Administrator
4	7/8/2021	Participation in Job Fairs	National Association of Black Journalists (NABJ) Career Fair. The WDIV-TV News Director and other GMG Station representatives attended the convention to collect resumes and conduct interviews for the job openings within the News department.	2	Executive Producer- Special Projects News Director
5	8/5/2021	Establishment of training programs for station personnel	MediaProxy Training – Engineering Dept	2	Director of Technology Computer Support Specialist
6	8/9/2021	Establishment of training programs for station personnel	Elevate - training to sell, research & obtain feedback for Account Executives	10	Account Executives

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7	8/18/2021	Co Sponsoring Job Fair	Graham Media Group hosted a virtual booth at the National Association of Black Journalists (NABJ) Career Fair held virtually in August 2021 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.	1	News Director
8	9/2/2021	Establishment of training programs for station personnel	Rhica Training - Software Program for Account Executives	10	Account Executives
9	9/15/2021	Establishment of training programs for station personnel	Kneeland training on best practices on news content bias.	2	News Director Director of Digital and Enterprise Content
10	10/2/2021	Participation in events sponsored by organizations representing the community	A member of the Live in the D Anchor Team participated in the "Race for the Cure" which was held in Downtown Detroit on October 2, 2021. The walk was held to raise funds to find a cure for Breast Cancer. We were a media sponsor this year.	1	Anchor
11	10/25/2021	Establishment of training programs for station personnel	Gates Air – Transmitter School	5	Assit Director of Technology Technician Engineering Supervisor Technician
12	1/19/2022	Establishment of training programs for station personnel	Wide Orbit - Sales & Traffic Training/ Proposals and booking orders Account Executives Training	16	General Sales Manager Local Sales Manager Digital Sales Manager Account Executives
13	1/20/2022	Establishment of training programs for station personnel	Wide Orbit Training - Business Staff Reports	2	Business Manager Accountant
14	1/21/2022	Establishment of training programs for station personnel	Wide Orbit - Account Executives training - Posting and Research training	16	Account Executives Sales Managers General Sales Manager
15	2/2/2022	Establishment of training programs for station personnel	Legal Presentation on Political FCC Rules facilitated by Tim Nelson and Stephen Hartzell of Brooks Pierce.	17	General Sales Mgr Sales Managers Account Executives

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16	2/11/2022	Establishment of training programs for station personnel	Seminar Boosting Audience on Liner & Digital for Account Executives	1	Local Sales Manager
17	3/7/2022	Establishment of training programs for station personnel	FIS University – Fiber Optic Training Course	4	Engineering Supervisor Maintenance Engineer Technician Computer Support Specialist
18	3/21/2022	Establishment of training programs for station personnel	Graham Holdings Company - Benefits Plan Overview for HR Personel	2	HR Administrator Business Office Mgr
19	3/22/2022	Establishment of training programs for station personnel	ARC Publishing Training	1	HR Administrator
20	3/25/2022	Establishment of training programs for station personnel	Workday Training - System software.	1	HR Administrator
21	3/31/2022	Establishment of training programs for station personnel	TV Tech Summit	2	Director of Technology Assist. Director of Technology
22	4/1/2022	Establishment of training programs for station personnel	Wells Fargo Bank Training	1	HR Administrator
23	4/5/2022	Establishment of training programs for station personnel	Graham Holding Compliance Training	2	HR Administrator Business Office Mgr
24	4/23/2022	Establishment of training programs for station personnel	National Association of Broadcasters Convention	2	New Director Director of Digital & Enterprise Content
25	4/28/2022	Participation in events or programs sponsored by educational institutions	Employees from the Michigan Association of Broadcasters and High school students from Brother Rice High School toured the station. This field trip allowed students to view first-hand the process of how a daily local newscast comes together. News personalities and behind the scenes employees answered questions.	4	News Director News Operations News Anchor News Report
26	5/2/2022	Establishment of training programs for station personnel	Midwest Management Summit - IT Department	1	Manager Computer Info Systems

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27	5/3/2022	Establishment of training programs for station personnel	BS EE Admin Training	1	HR Administrator
28	5/11/2022	Establishment of training programs for station personnel	BS EEO Report Preparation Training	1	HR Administrator
29	5/17/2022	Establishment of training programs for station personnel	GMG Boss School 2022	4	Director of Technology Business Office Mgr National Sales Manager Executive Producer
30	5/25/2022	Participation in events sponsored by organizations representing the community	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
31	5/26/2022	Establishment of training programs for station personnel	Diversity, Equity & Inclusion Dialogue and Learning Session for all Employees 90 minute interactive training session on unconscious bias and how to build an inclusive, trusting culture to better work with others to create a better business environment for all.	60	Account Executives Sales Managers Newsroom Employees Department Heads