

WDIV ANNUAL EEO PUBLIC FILE REPORT

(FOR THE PERIOD JUNE 1, 2013 - MAY 31, 2014)

A. Full-Time Vacancies Filled During Past Year				
1. Job Title:	Director - Television News		Date Filled:	08/05/13
2. Job Title:	Anchor/Reporter		Date Filled:	08/05/13
3. Job Title:	Video Journalist		Date Filled:	08/11/13
4. Job Title:	News Producer		Date Filled:	08/20/13
5. Job Title:	Promotion Producer		Date Filled:	08/26/13
6. Job Title:	ENG Photograper		Date Filled:	09/23/13
7. Job Title:	News Producer		Date Filled:	10/14/13
8. Job Title:	ENG Photographer		Date Filled:	11/17/13
9. Job Title:	Sales Coordinator		Date Filled:	11/25/13
10. Job Title:	News Reporter		Date Filled:	12/23/13
11. Job Title:	ENG Editor		Date Filled:	01/06/14
12. Job Title:	Meteorologist		Date Filled:	01/20/14
13. Job Title:	Promotion Producer - Creative Service Dept.		Date Filled:	02/07/14
14. Job Title:	Operating Engineer		Date Filled:	03/17/14
15. Job Title:	ENG Photographer		Date Filled:	03/17/14
16. Job Title:	Local Sales Manager/Digital & New Business Team		Date Filled:	04/01/14
17. Job Title:	Web/Digital Editor		Date Filled:	04/07/14
18. Job Title:	Digital Account Executive - National		Date Filled:	04/08/14
19. Job Title:	Sales Planner		Date Filled:	04/16//14
20. Job Title:	Operating Engineer		Date Filled:	05/04/14
21. Job Title:	News Operations Technical Manager		Date Filled:	05/05/14
22. Job Title:	Account Executive		Date Filled:	05/05/14
23. Job Title:	Account Executive		Date Filled:	05/13/14
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy				
1. Job Title: Director - Television News Date Filled: 08/05/13				
(Used Referral Sources #1 -51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?
54	SEE ATTACHED SOURCE CODE LISTING			No
56	SEE ATTACHED SOURCE CODE LISTING			Yes
2. Job Title: Anchor/Reporter Date Filled: 08/05/13				
(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?
57	SEE ATTACHED SOURCE CODE LISTING			Yes
3. Job Title: Video Journalist Date Filled: 08/11/13				
(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?
1	SEE ATTACHED SOURCE CODE LISTING			No
53	SEE ATTACHED SOURCE CODE LISTING			Yes

4. Job Title:	News Producer			Date Filled:	08/20/13
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
56	SEE ATTACHED SOURCE CODE LISTING			Yes	
5. Job Title:	Promotion Producer			Date Filled:	08/26/13
	(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
53				Yes	
54				No	
6. Job Title:	ENG Photographer			Date Filled:	09/23/13
	(Used Referral Sources #1 -51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
54				Yes	
7. Job Title:	News Producer			Date Filled:	10/14/13
	(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?	
58	SEE ATTACHED SOURCE CODE LISTING			Yes	
8. Job Title:	ENG Photographer			Date Filled:	11/17/13
	(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
53				No	
54				Yes	
9. Job Title:	Sales Coordinator			Date Filled:	11/15/13
	(Used Referral Sources #1 - 51)				
Interviewee Source	Contact Person	Address	Tel #	Referred Person Hired?	
56	SEE ATTACHED SOURCE CODE LISTING			Yes	
10. Job Title:	News Reporter			Date Filled:	12/23/2013
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
56	SEE ATTACHED SOURCE CODE LISTING			No	
57				Yes	
59				No	

11. Job Title:	ENG Editor			Date Filled:	01/06/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
54				Yes	
56				No	
12. Job Title:	Meteorologist			Date Filled:	01/20/14
	(This was an unanticipated opportunity to perfectly address a highly unusual employment need.)				
Source	Contact Person	Address	Tel #	Person Hired?	
13. Job Title:	Promotion Producer - Creative Services Dept.			Date Filled:	02/07/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
53	SEE ATTACHED SOURCE CODE LISTING			No	
60				Yes	
14. Job Title:	Operating Engineer			Date Filled:	03/17/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
54	SEE ATTACHED SOURCE CODE LISTING			No	
56				Yes	
15. Job Title:	ENG Photographer			Date Filled:	03/17/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
53				No	
54				Yes	
56				No	
16. Job Title:	Local Sales Manager/Digital & New Business Team			Date Filled:	04/01/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
54	SEE ATTACHED SOURCE CODE LISTING			Yes	
56				No	
60				No	
17. Job Title:	Web/Digital Editor			Date Filled:	04/07/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			Yes	
54				No	
18. Job Title:	Digital Account Executive - National			Date Filled:	04/08/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
53	SEE ATTACHED SOURCE CODE LISTING			No	
54				Yes	
19. Job Title:	Sales Planner			Date Filled:	04/16/14
	(Used Referral Sources #1 - 51)				
Source	Contact Person	Address	Tel #	Person Hired?	
1	SEE ATTACHED SOURCE CODE LISTING			No	
53				Yes	

20. Job Title:		Operating Engineer		Date Filled:	05/04/14
(Used Referral Sources #1 - 51)					
Source	Contact Person	Address	Tel #	Person Hired?	
54	SEE ATTACHED SOURCE CODE LISTING			1	
21. Job Title:		News Operations Technical Manager		Date Filled:	05/05/14
(Used Referral Sources #1 - 51)					
Source	Contact Person	Address	Tel #	Person Hired?	
54	SEE ATTACHED SOURCE CODE LISTING			No	
55				Yes	
22. Job Title:		Account Executive		Date Filled:	05/05/14
(Used Referral Sources #1 - 51)					
Source	Contact Person	Address	Tel #	Person Hired?	
56	SEE ATTACHED SOURCE CODE LISTING			Yes	
23. Job Title:		Account Executive		Date Filled:	05/13/14
(Used Referral Sources #1 - 51)					
Source	Contact Person	Address	Tel #	Person Hired?	
56	SEE ATTACHED SOURCE CODE LISTING			Yes	
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):			104		
D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred	
SEE ATTACHED SOURCE LISTING					
E. Outreach Activities					

OUTREACH ACTIVITIES JUNE 1, 2013 - MAY 31, 2014

Career Fairs

Post-Newsweek Stations hosted a booth at the National Association of Black Journalists (NABJ) Career Fair held in Orlando, Florida from July 31 - August 3, 2013. WDIV-TV News Director and other PNS 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.

Our News Internship Coordinator attended the Wayne State University Journalism Internship Fair which ran on October 22, 2013 in Detroit. He answered questions regarding internships at WDIV-TV and distributed internship program packets.

Internship Program

WDIV-TV offers an internship program for college students. These unpaid 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 2013 through May 2014, we have had 49 students from various colleges and universities participate in this program.

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.

We have two Emma L. Bowen Foundation Trainees at WDIV-TV. Our first intern began her third year of her internship this year. She continued to have the opportunity to gain experience in the News department at WDIV-TV.

Our second Emma L. Bowen Foundation Trainee began her internship with WDIV-TV in May 2014. She will be working at the Station for three years during summer breaks and working on special events during the year. She will have the opportunity to gain experience in various departments at WDIV-TV.

Training Programs

We have two individuals in our training program. The trainee positions are: Design/Creative Services/Digital Development 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 Post-Newsweek Stations.

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.

Other Activities

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 and answered questions.

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 29, 2013. The walk was held to raise funds for the Juvenile Diabetes Research Foundation (JDRF) to find a cure for Diabetes.

WDIV-TV

SOURCE LISTING - EEO PUBLIC FILE REPORT

JUNE 1, 2013 - MAY 31, 2014

CODE	SOURCE	ADDRESS	CONTACT PERSON	PHONE	Number of Interviewees Referred
1	WDIV-TV Website	www.clickondetroit.com	Barbara Roethler	(313) 223-2222	24
2	Albion College	Career Development, Albion, MI 49224-1899	Angie Dombrowski	(517) 629-0332	0
3	Access	6451 Schaefer Rd., Dearborn, MI 48126	Sonia Harb	(313) 945-8159	0
4	MediaLine	1209 Wood Valley Rd., Augusta, GA 30909 1333 Brewery Park Blvd., Ste 200, Detroit, MI 48226	Mark Shilstone medialine@medialine.com		0
5	Detroit Area Agency on Aging		Angela Buchanan		0
6	Broadcast Employment Services/ TVJobs.com	P.O. 4116, Oceanside, CA 92052		(877) 988-9808	0
7	Cable One	1314 North Third Street, 3rd Floor, Phoenix, AZ 85004	Janiece St. Cyr	(602) 364-6000	0
8	Central Michigan University	215 EUC, Mt. Pleasant, MI 48859	Career Services & Resources Center	(517) 774-3069	0
9	CT Assoc. of Black Communications	285 Eroad Street, Hartford, CT 06115	Stan Simpson	(203) 241-6747	0
10	Davenport University	19499 Victor Pkwy., Livonia, MI 48152-1001	Professional Career Services		0
11	Academy of Radio & TV Broadcast	16052 Beach Blvd., Suite 263-N, Huntington Beach, CA 92647			0
12	Eastern Michigan College	200 McKenny Hall, Ypsilanti, MI 48197	Evaugh "Bonnie" Wethington	(734) 487-1795	0
13	Collective Talent	1721 Richardson Place, Tampa, FL 33606	Michael Bille		0
14	Specs Howard School of Broadcast Arts	19900 W. 9 Mile Rd., Southfield, MI 48075	bille@michaelsmedia.com	(813) 254-9695	0
15	Gazette Newspapers	9030 Comprint CT, Gaithersburg, MD 20877	Kristin Burns		0
16	Oakland University	Dept. of Comm. & Journalism, 316 Wilson Hall, Rochester, MI 48309	Donna Johnson	(301) 948-3120	0
17	Broadcast Education Association	1771 N Street, N.W., Washington DC 20036	Valerie Palmer-Mehta		0
18	Marygrove College	8425 W. McNichols, Detroit, MI 48221		(202) 429-5355	0
19	Medill News Service	1325 G Street, N.W. #730, Washington, DC 20005-3195	Mary Coffman	(313) 862-8000	0
20	Michigan State University	School of Journalism, Room 343, Comm Arts Bldg., East Lansing, MI 48824		(202) 662-1803	0
21	JVS Detroit *	4250 Woodward Avenue, Detroit, MI 48201	Prof. L.A. Dickerson		0
22	Women in Communications, Inc.	2744 Ellwood, Berkeley, MI 48072-1965	Dallas Hayes		0
23	NAHJ	190 N. State Street, Chicago, IL 60601	Roseann Nicolai	(248) 582-8465	0
24	National Association of Black Journalists	1100 Knight Hall 3100, College Park, MD 20742	Maria G. Toscano	(312) 750-7056	0
25	Northwest Ohio Black Media Assoc.	% The Blade, 541 Superior Street, Toledo, OH 43660			0
26	Oakland Community College	739 W. Washington, Royal Oak, MI 48067	Clyde Hughes	(419) 245-6110	0
27	SER Metro of Detroit	9215 Michigan Avenue, Detroit, MI 48210	Alicia Jackson		0
28	The Herald	P.O. Box 930, Everett, WA 98206	Ramona Flores		0
			Pam Fietek		0

29	University of Michigan	3200 Student Activity Bldg., 515 E. Jefferson, Ann Arbor, MI 48109-1316				0
30	Wayne State University	585 Manoogian, Detroit, MI 48202		Department of Communication	(313) 577-2627	0
31	Wayne State University	656 W. Kirby, 1001 FAB, Detroit, MI 48202		Michele Rumohr	(313) 577-3390	0
32	Wayne State University	906 W. Warren, 553 Manoogian Hall, Detroit, MI 48201		Office of Journalism		0
33	Walsh College	3838 Livernois Rd.- P.O. Box 7006, Troy, MI 48007-7006		Lauren Wentzel, Student Placement Services	(248) 823-1237	0
34	Asian American Journalist Association	5 Third St., Suite #1108, San Francisco, CA 94103-3212			(415) 346-2051	0
35	Association of Black Communicators	The American-Statesman, Box 670, Austin, TX 73704				0
36	Association of Black Journalists	The News, Box 2553, Birmingham, AL 35202				0
37	National Broadcasting Society	P.O. Box 4206, Chesterfield, MO 63006		Jim Wilson, Executive Director		0
38	Oakland CC - Auburn Hills Campus	Placement Office - Room G206, 2900 Featherstone Rd., Auburn Hills, MI 48326-2845		Tammy Roy		0
39	University of Michigan - Dearborn	4901 Evergreen Rd., 3028 CB, Dearborn, MI 48128		Liz Barbieri		0
40	Schoolcraft College	18600 Haggerty Rd., Livonia, MI 48152		Elaine Gerarge, Career Planning & Placement Ctr.	(734) 462-4400 x 5038	0
41	University of Michigan - Dearborn	4901 Evergreen Rd., Dearborn, MI 48128-1491		Regina Storrs, Director of Career Services		0
42	University of Michigan - Dearborn	4901 Evergreen Rd., Dearborn, MI 48128-1491		Janice Jones, Criminal Justice Studies		0
43	Emma L. Bowen Foundation for Minority Interests in Media	300 New Jersey Avenue NW, Ste. 700 Washington, DC 20001		Tricia Taylor	(202) 637-4494	0
44	International Women's Media Foundation	1625 K St. NW #1275, Washington, DC 20006-1680			(202) 496-1992	0
45	Nebraska Educational Telecommunications	1800 N. 33rd St., Lincoln, NE 68503-1409				0
46	South Asian Journalists Association	c/o Columbia Graduate School of Journalism, 2950 Broadway, New York, NY 10027			(212) 854-5979	0
47	Hispanic Link News Service	1420 N. St. NW, Washington, DC 20005		Hector Erikson		
48	International Radio & Television Society	1697 Broadway FL 10, New York, NY 10019-5944				0
49	Japanese American Citizens League	1765 Sutler St., Ste 1000, San Francisco, CA 94145				0
50	University of Colorado at Boulder	Christine Mahoney, Career Services, Alumni Relations		Christine.Mahoney@Colorado.edu		
51	University of Florida, College of Journalism & Communications	1080 Weimer Hall, P.O. Box 11840, Gainesville, FL 32611-8400		Charles Harris, Knight Division, Career Services		0
52	Unsolicited Resumes					0
53	Active Employee Referral					12
54	Active Employee Interco Transfer/Job Posting					25
55	Former Employee					1
56	Industry Contact					24

57	Talent Dynamics			7
58	Broadcast Image			1
59	Magid & Associates			1
60	Linked-In			9
Total Applicants				104

Explanatory Notes:

1. Sources identified by an (*) are those which have requested of WDIV-TV that they be added to the Station's referral source list.
2. Notices of job vacancies were sent to referral sources 1 - 51, subject only to few if any interim and ordinary source additions and deletions, except with respect to job #12 (exigent circumstances).
3. Referral sources 52 - 60 are sources to which notices of job vacancies were not sent, but from which referrals were received. These referrals may have been solicited or unsolicited.

WDIV is looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify:

Barbara Zielinski
WDIV-TV
550 W. Lafayette Blvd.
Detroit, MI 48226
(313) 222-0469
barbz@wdiv.com