

WDIV-TV
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1-3, 5-9, 11-14, 16-19, 23-25, 28-30, 32-37	24
News Producer	1-3, 5-14, 16-21, 23-26, 28-32, 34-50	24
News Reporter	1-9, 11-14, 17-19, 25, 28-30, 32-37, 41	33
LITD Producer	15, 22-24	24
Sports News Producer	1-3, 5-9, 11-14, 17-19, 23-25, 28-30, 32-37	24
ENG Photojournalist - News department	1-3, 5-15, 17-19, 23-25, 28-30, 32-37, 41	24
News Reporter	1-14, 17-19, 25, 28-30, 32-37, 41	4
GMG Digital Sales Manager	1-15, 17-21, 25-32, 34-49	4

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Url : http://602communications.com/ Email : slizik@602communications.com 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 : http://www.arbradio.com Email : doreen@arbradio.com Doreen Reyes	N	0
3	ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : http://www.accesscommunity.org Email : mmounajed@accesscommunity.org Mo Mounajed	N	0
4	Agency Referral	N	4
5	Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0236 Url : http://www.albion.edu Email : abarbutto@albion.edu Angie Dombrowski	N	0
6	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
7	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

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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 Email : careers@cmich.edu Fax : 1-989-774-6608 Julia Sherlock	N	0
10	ClickonDetroit.com 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : http://www.clickondetroit.com Email : dbartkowiak@wdiv.com angela satizabal	N	4
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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 : sandra.rice@nbcuni.com Fax : 1-202-524-6411 Sandra Rice	N	0
15	Employee Referral	N	3
16	Former Employee	N	3
17	Gazette Newspapers 9030 Comprint CT Gaithersburg, Maryland 20877 Url : http://www.emich.edu/uacdc Email : classads@gazette.net Donna Johnson	N	0
18	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	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	iHire 41 E All Saints Street Frederick, Maryland Steve Flook Manual Posting	N	0
21	Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting	N	0
22	Indeed.com	N	2

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23	Internal Candidate	N	7
24	Internal Transfer/Promotion	N	5
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	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	0
27	LinkedIn / Word of Mouth	N	2
28	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
29	MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Sonia Harb	N	0
30	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	NABEF 1771 N Street NW Washington, District of Columbia 20036 Phone : 877-433-8860 Url : www.nab.org/careers/default.asp Michelle Duke Manual Posting	N	0
32	NAHJ 190 N. State Street Chicago, Illinois 60601 Url : http://www.nahj.org Email : kolivas@nahj.org Maria G Toscano	N	0
33	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	2
34	Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings	N	0
35	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
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge	N	0
38	SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : http://www.sermetro.org Email : lseed@sermetro.org Ramona Flores	N	0
39	South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood	N	0
40	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
41	Station Website 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Url : https://www.grahammedia.com/careers Job Listings Manual Posting	N	0
42	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
43	University of Colorado at Boulder Michigan Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0

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44	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
45	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
46	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
47	WDIV-HR 550 W Lafayette Blvd Detroit , Michigan Phone : 3132220469 Url : http://www.clickondetroit.com/careers Email : angelas@wdiv.com Angela Satizabal-Rifai	N	0
48	WDIV-TV 550 W Lafayette Blvd Detroit , Michigan Url : http://www.clickondetroit.com/careers Email : dblock@wdiv.com Dustin Block	N	0
49	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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50	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:			32

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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 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
2	Ongoing Event	Participation in scholarship programs	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 2019 through May 2020, we have had students from various colleges and universities participate in this program.	8	VP Business News Director Creative Services Director VP General Manager
3	7/1/2019	Provision of training to management	WDIV's sales management team attended TV Bureau sales webinar in July 2019.	4	Digital Sales Manager Local Sales Manager National Sales Manager General Sales Manager

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4	Ongoing Event	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
5	8/7/2019	Co Sponsoring Job Fair	Graham Media Group hosted a booth at the National Association of Black Journalists (NABJ) Career Fair held in Miami from August 7 - 11, 2019 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. Our News Director also conducted one-on-one critique of resume tapes and offered advice to attendees.	2	CHRO News Director
6	9/17/2019	Co Sponsoring Job Fair	Participation in the 2019 MAB Foundation Broadcast Media Career & Networking Fair at Wayne State University in Detroit on Tuesday, Sept 17, 2019. More than one hundred students and business-minded professionals attended this year's event.	1	Promotions
7	9/22/2019	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 22, 2019. The walk was held to raise funds for the Juvenile Diabetes Research Foundation (JDRF) to find a cure for Diabetes.	1	Meteorologist

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8	10/15/2019	Co Sponsoring Job Fair	Our News and Promotions Internship Coordinator attended the Wayne State University Journalism Internship fair which ran 2019 in Detroit. He answered questions regarding internships at WDIV-TV and distributed internship program packets. He also attended the Specs Howard Career Fair in 2019 and answered questions about internships at WDIV-TV. He gathered resumes and talk to the students about industry-related career advice.	3	News Internship Coordinator
9	4/9/2020	Provision of training to management	In April 2020 our sales managing team attended the webinar on Managing a Remote Sales Team, hosted by Stephanie Slagle.	4	General Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager
10	4/23/2020	Establishment of training programs for station personnel	In April of 2020, the sales department attended the webinar: Client Perspective hosted by Stephanie Slagle.	34	General Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager
11	4/30/2020	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
12	5/6/2020	Establishment of training programs for station personnel	Stephanie Slagle hosted a webinar called Reporting Training: Telling a Story with data. Our sales department joined and learned new skills and techniques on how to take advantage of data tools/info in their sales efforts.	33	Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager

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13	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.	1	VP Business