

Annual EEO Public File Report June 1, 2021– May 31, 2022

WDET-FM, Detroit Wayne State University

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared by WDET and is required to be placed in the stations’ public inspection file and posted to its website. The information covered in this Report cover the time period beginning June 1, 2021 and extending through May 31, 2022 (“the Applicable Period.”).

The FCC’s EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

A. Full-Time Vacancies Filled During This Period

POSITIONS DATE FILLED

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
Office Service Clerk Filled: 8/17/2021	WSU, WDET, HigherEd jobs, Facebook, Pure Michigan Talent Connect, Monster, LinkedIn,	[5]	[1]
Executive Assistant Filled: 8/16/2021	WSU, WDET, Glassdoor, HigherEd jobs, Monster, Pure Michigan Talent Connection, LinkedIn, Indeed, Facebook	[4]	[1]
Audio/Engineer Producer II Filled: 1/03/2022 & 1/31/2022	WSU, WDET, Lensa, LinkedIn	[11]	[2]
Journalist Filled: 1/3/2022	WSU, WDET, NABJ, CPB, Lensa, LinkedIn, HigherEd jobs, Military.com, Hercjobs.org,	[6]	[1]
Associate Director Revenue Filled: 2/7/2022	WSU, WDET, Higher Education, Indeed, Lensa,	[4]	[1]

	Email to WSU BAO Group, Military jobs.com		
Journalist Filled: 5/9/2022	WSU, WDET, Higher Education, HERCjobs.org, Lensa	[4]	[1]
Digital Content Community Assistant Filled: 5/1/2022	WSU, WDET, Indeed, CPB, Newsbreak, HigherEd jobs, Jobs Chronicle, LinkedIn,	[5]	[1]

B. Recruitment/ Referral Source used to Seek candidates for Each Vacancy

WDET posted all full time vacancies within the station on the WDET website and Wayne State University job board which serves as the official posting and application submission website for all job postings. In addition to these websites, further sourcing efforts were taken by posting job descriptions on the following job posting webpages; CPB, Higher Ed Jobs, Indeed, Lensa, Linked In, Newsbreak, Jobs Chronical, National Black Public Relations Society, Military jobs.com, Monster, HERCjobs.org and Pure Michigan Talent. All websites listed included hyperlinks mapping applicants back to the official Wayne State University job posting in which applicants submitted official applications and other related attachments.

Total number of persons interviewed for all full-time vacancies in the past year: 48

Total number of interviewees for all full-time vacancies filled during the past year per recruitment/ referral sources (All sourcing methods automatically route to WSU HR site regardless of referral sources):

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center/Jowana Moore 313-577-3000	Hr.wayne.edu	48

C. Supplemental Outreach and Recruitment Efforts

June 1, 2021– May 31, 2022

1. Participation in Joint Recruitment Efforts

- Due to limited joint recruitment opportunities driven from COVID-19 restrictions, WDET did not participate in any joint recruitment efforts during this reporting period.

2. Participation in Job Fairs

- WDET's internship coordinator attended the Wayne State University Journalism and PR internship fair held on October 5, 2021.
- WDET's internship coordinator attended the Wayne State University Student Spring Fest to recruit prospective interns on April 20, 2022

3. Events with Educational Institutions Relating to Careers in Broadcasting

WDET usually provides tours for groups or individuals who are interested in a career in radio broadcasting however due to COVID restrictions the station did not conduct tours during the current reporting period. The station hope to reinstate tour opportunities in the near future. WDET staff had opportunities to speak to high school and college students about careers in radio as well as other Journalism inspired speaking engagements. An itemized list of educational speaking engagements are listed below;

- News Director Jerome Vaughn speaks to Wayne State University students in Kim Piper Aiken's Broadcast Journalism class-9/22/21
- News Director Jerome Vaughn speaks to Wayne State University students in Kim Piper Aiken's Broadcast Journalism class-1/21/22
- News Director Jerome Vaughn speaks to Salem High School students in Bill Keith's radio class-11/17/21
- News Director Jerome Vaughn speaks to Perry Farrll's Wayne State University internship cohort 4/1/22

4. Internship Program

WDET maintained an internship program targeted to journalism students through its news department that provided 18 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

5. Training for Station Personnel

WDET offers training to employees through a variety of on-site and off-site programs including conferences, seminars, and tuition reimbursement through Wayne State University. WDET staff attended various training and participated in professional development opportunities including but are not limited to the list below:

- Required CPB harassment prevention training (virtual webinar) September 2021 - all WDET staff, students, non-paid interns, contractors, and volunteers who regularly work at the station either full-time or part-time completed training

- Corporation of Public Broadcasting (CPB) (virtual webinar) “What is NFFS” February 2, 2022. Jowana Moore, Manager of Business Affairs
- Corporation of Public Broadcasting (CPB) (virtual webinar) “Completing the FSR” February 9, 2022. Jowana Moore Manager of Business Affairs
- Corporation of Public Broadcasting (CPB) (virtual webinar) “SAS (All Sections-TV and Radio” January 27, 2022. Jowana Moore, Manager of Business Affairs
- SMU Data Arts “The Culture Data Profile” (virtual webinar): November 1, 2021. Jowana Moore, Manager of Business Affairs
- Wayne State University “Cornerstone Conversations” (virtual webinar): April 22, 2022. Jowana Moore, Manager of Business Affairs
- Wayne State University “Cornerstone Conversations” (virtual webinar): April 22, 2022. Derek Donnellon, Associate Director Revenue
- Michigan Association of Broadcasters “Greatlakes Media Show Digital in 2022”(webinar): March 2, 2022. Derek Donnellon, Associate Director Revenue
- Wayne State University “Microsoft Teams Training” (webinar): November 11, 2021 Diane Sanders, Executive Assistant/Internship Coordinator
- Allegiance Software “Allegiance donor database navigation training”(virtual live training): August 25, 2021 training recording available for addition viewing after. WDET Fundraising, Finance and Digital Teams.
- American Red Cross Training Services, “Responding to Emergencies Adult First Aid/CPR”: November 17, 2021. Training provided to all WDET employees and who chose to participate.

- PMJA, “Building a Better Internship Program: December 1, 2021. Diane Sanders, Executive Assistant/Internship Coordinator
- Wayne State University “Microsoft Office 365” (webinar): May 23, 2022. Diane Sanders, Executive Assistant/Internship Coordinator
- Allegiance “WDET Giving Page Training (teams live interactive training); September 21, 2021, Carmen Garcia, Associate Director Philanthropy
- Vertus “Donor Engagement Plan (DEP)” (webinar): August 26, 2021, Carmen Garcia, Associate Director Philanthropy
- Allegiance “Sustainer” (teams live interactive training); January 14, 2022 Carmen Garcia, Associate Director Philanthropy
- Public Media Journalists Association “inaugural Mentor-Mentee program” employee was accepted into this one-year training program on May 22, 2022. Nargus Rahman WDET Reporter
- Greater Public “Fall 2021 On Air Fundraising Kick-off”; September 1, 2021. Jerome Vaughn News Director
- WFAE “Diversity Webinar”; June 8, 2021. September 1, 2021. Jerome Vaughn News Director