

LAW OFFICES OF
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ADMITTED IN THE
DISTRICT OF COLUMBIA

PRACTICE BEFORE THE
FEDERAL COMMUNICATIONS
COMMISSION

TELEPHONE:
(443) 249-0109

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(443) 249-0140

April 14, 2016

Estella Salvatierra
EEO Staff, Policy Division, Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, D.C. 20554
estella.salvatierra@fcc.gov

Re: Random EEO Audit Letter to Adell Broadcasting Corporation,
Licensee of Station WADL, Mt. Clemens, MI (Facility ID No.
455)

Dear Ms. Salvatierra:

Adell Broadcasting Corporation, licensee of Station WADL, Mt. Clemens, MI (Facility Id No. 455) responded to a Random EEO Audit Letter on March 23, 2016. In that response, at paragraph 3(b), the licensee stated: "Specs Howard School of Media Arts is the only organization that has requested to be notified of job openings at the station." You have inquired whether Specs Howard has been notified of each and every job opening and, if not, the reason why.

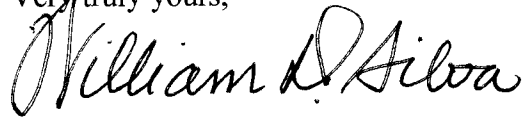
As set forth in the attached statements, Specs Howard School of Media Arts is a school which provides "hands-on experience and project-oriented learning in the media arts including positions in the broadcast media." See Statement Under Penalty of Perjury of Tony Sherock. Mr. Sherock, who is employed in the Career Services Department of Specs Howard states, *inter alia*, that, "Station WADL ... routinely contacts me when there are master control operator positions available at the station. I am regularly and routinely called or e-mailed by Jamie Harrington or Ken Templin when positions at the station become available and many of our students have been hired at WADL." He also states that, "I have not requested to be contacted by the station for sales positions or office work since this is not the expertise that our students have acquired nor the type of positions our students seek."

Jamie Harrington, whose responsibilities at the station include assisting with the recruitment of applicants for vacancies at the station, states that she "regularly and routinely" contacts the Specs Howard School of Media Arts whenever a master control operator position or

editor/videographer position becomes available. She also states that, "We do not advise Specs Howard of openings in sales or office positions since they have indicated that their students have not been trained in those areas and are not interested in those types of positions." Attached to Ms. Harrington's statement are documents which were included with the station's March 23 response and are examples of the station contacting Specs Howard. Ms. Harrington also states that notification has been given to Specs Howard via telephone calls and through her participation in several job fairs sponsored or co-sponsored by Specs Howard.

We hope this has been responsive to your inquiry. Should you have any additional questions, please communicate with the undersigned.

Very truly yours,

A handwritten signature in black ink that reads "William D. Silva". The signature is written in a cursive style with a large, prominent initial "W".

William D. Silva

Encl.

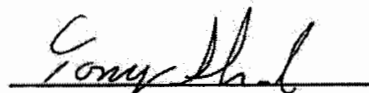
STATEMENT UNDER PENALTY OF PERJURY

I hereby state under penalty of perjury that the following facts are true and correct to the best of my knowledge and belief:

1. My name is Tony Sherock and I employed in the Career Services Department of the Specs Howard School of Media Arts. Since 1970, Specs Howard School of Media Arts has offered hands-on experience and project-oriented learning in the media arts including positions in the broadcast media. The Career Services Department actively generates job leads and works individually with graduates to maximize their possibilities for timely and appropriate job placement.

2. In this connection, I am in regular contact with Station WADL which routinely contacts me when there are master control operator positions available at the station. I am regularly and routinely called or e-mailed by Jamie Harrington or Ken Templin when positions at the station become available and many of our students have been hired at WADL

3. I have not requested to be contacted by the station for sales positions or office work since this is not the expertise that our students have acquired nor the type of positions our students seek.


Tony Sherock

Date: 4-13-16

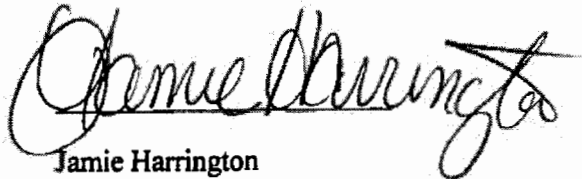
STATEMENT UNDER PENALTY OF PERJURY

I hereby state under penalty of perjury that the following facts are true and correct to the best of my knowledge and belief:

1. My name is Jamie Harrington and I am employed at Station WADL. My responsibilities include assisting with the recruitment of applicants for job openings at the station. In this connection, I contact a number of organizations on a regular basis to advise them that there are vacancies and I attend and participate in job fairs to recruit new employees and provide information about our company to potential applicants.
2. One organization I regularly and routinely contact is the Specs Howard School of Media Arts. I either call or e-mail its Career Services Department whenever a master control operator position or editor/videographer position becomes available. One person I contact at Specs Howard is Tony Sherock. We do not advise Specs Howard of openings in sales or office positions since they have indicated that their students have not been trained in those areas and are not interested in those types of positions.
3. I have reviewed the station's March 23, 2016, response to the FCC's random audit letter and the attached documents are several examples of the station contacting Specs Howard concerning job openings. I have also called Tony Schrock on several occasions to advise him of job openings. In addition, I attended a job fair at Specs Howard on September 6, 2013 where resumes were collected for a master control operator position. I also attended a Michigan Association of Broadcasters ("MAB") Foundation/Specs Howard Career Fairs on October 2, 2013 and on October 2, 2014, where resumes were collected for master control operator and editor/videographer.

4/14/16

Date


Jamie Harrington

Specs Howard

Job Detail Information**Job Information**

Job ID 3336764
School ID House, Ent
Job Title Master Control Operator

WADL is seeking a highly detail oriented Master Control Operator for a full time position. This Full-time shift will be from 11 pm to 7 am.

Job Description**Position Summary:**

The Master Control Operator (MCO) is responsible for ensuring the quality and accuracy of our on-air products by continuously monitoring, overseeing, and maintaining WADL programming throughout the week (includes weekends and holidays).

Salary \$21,000
Type of Job Full Time
Job Location Clinton Township, Michigan 48035
Expiration Date 01/20/2014

Job Requirements

Degrees Wanted None Required
Majors Wanted Video/Film
Job Targets Wanted Data Technology; Entertainment - Radio/Television; Film/Video/Multimedia Production
Special Skills Wanted SBE Television Operators Certification preferred but not required

- A high school diploma or equivalent is required. Trade school training helpful. Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems a plus.
- Understanding of and ability to troubleshoot computers preferred; proficient in Microsoft Office
- Understanding of modern operating systems, networks protocols
- Ability to professionally interact with customers and co-workers; strong verbal communication skills
- Must be reliable and motivated to fulfill obligations; ability to work independently and without supervision
- Ability to analyze situations and use logic to address issues; careful attention to details required
- Ability to work evenings and weekends as a part of a regular schedule and/or dictated by business needs
- Strong work ethic with an emphasis on team commitment required

Other Job Requirements**Company Information**

Company Name Adell Broadcasting Corporation
Employer Web Site <http://www.wadldetroit.com>

Company Description

WADL Detroit - It is our mission to be your voice in the community. It is our mission to provide great television entertainment for all ages. We love Detroit and will continue to align ourselves with community efforts to feed the hungry, provide events to help the homeless, and provide warm coats

for our community's children. Detroit we are your TV station!

Equal Opportunity Employer

Yes

Contact Information

Contact

Name: Ken Templin

Address: 22590 15 Mile Rd.
Clinton Township, MI 48035

Phone: 586-840-3032

Email: resumes@waddetroit.com

Application Instructions

e-mail cover letter & resume to resumes@waddetroit.com
No phone calls please - phone calls will not be considered or returned.

Jamie Harrington

To: twarren@specshoward.edu
Subject: Job Posting - WADL Detroit Editor
Attachments: JOB.pdf

Importance: High

Please post this opening for you students/graduates-

I will alert you when the position is filled so you can take it down.

Email contact for resumes : falan@wadldetroit.com

Thank you,
Jamie Harrington
Executive Administrator

WADL TV-38, Detroit
22590 15 Mile Rd
Clinton Twp. MI 48035
586-790-3838
586-790-4591Fax

"ENTERTAINMENT FOR EVERYONE"


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HOPE**

**WEEKDAYS
6 PM**



Adell Broadcasting Corporation

35000 Adell Drive • Clinton Township, MI 48035-2814 • Ph: (586) 790-3838 • Fax: (586) 790-3841 • www.wadldetroit.com

 Please consider the environment before printing this e-mail

From: Falan Fuquay
Sent: Monday, December 08, 2014 12:02 PM
To: Jamie Harrington
Subject:

Hope this works, I have also attached the job description incase you need it.

Jamie Harrington

Specs Howard

To: Traci Warren
Subject: WADL - Detroit Editor -full time position
Attachments: 20150126130554758.pdf

Please post the attached Job opening for your students/graduates.

Thank you,

Jamie Harrington
Executive Administrator

WADL TV-38, Detroit
22590 15 Mile Rd
Clinton Twp. MI 48035
586-790-3838
586-790-4591Fax

"ENTERTAINMENT FOR EVERYONE"

Please consider the environment before printing this e-mail

-----Original Message-----

From: accountingscanner@wadldetroit.com
[mailto:accountingscanner@wadldetroit.com]
Sent: Monday, January 26, 2015 1:06 PM
To: Jamie Harrington
Subject:

This E-mail was sent from "RNPD59E91" (Aficio MP C4500).

Scan Date: 01.26.2015 13:05:54 (-0500)
Queries to: accountingscanner@wadldetroit.com