



Annual FCC – EEO Public File Report  
May 21, 2021 through May 20, 2022  
Employment Unit consists of WTVS  
And WRCJ-FM (Operated Under Management Agreement)

I. Recruitment for All Full-time Vacancies

Detroit Public Television (DPTV) shares each full time vacancy within the station via email and during weekly staff meetings. Vacancy information is also widely disseminated (as noted in II below) and all position vacancies are posted to the DPTV Website [www.dptv.org](http://www.dptv.org) except in exigent circumstances.

II. Notification to Community Groups

A. Routine Recruitment Outreach – As a regular practice, notices are sent to local organizations that have requested vacancy information for each full-time permanent opening. All such job announcements encourage those seeking information to refer to DPTV's Website for additional information.

B. Job Specific Recruitment – For each vacant position, Human Resources, along with the department head, identify what paid advertisements, Websites or trade publications will be used in addition to the sources listed in the Recruitment Sources.

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

A. Attendance at Career and Job Fairs

During the reporting period, Detroit Public Television has not participated in any career fairs

B. Internship Program

The Detroit Educational Television Foundation (WTVS) internship program is designed to give qualified students, volunteers and members of the community an opportunity to gain an enhanced understanding of television production and station operations through meaningful and challenging work assignments and allows WTVS to participate in the educational process by providing a practical, first-hand television work experience.

Internships are administered on a quarterly basis. The rotation of interns aids WTVS in providing exposure of the television medium to a greater number of communications and journalism students and others.

Our internships were administered on the following basis:

Quarter	Number of Interns (based on internship start date)
Fiscal Year 2021 – 4 <sup>th</sup> Quarter (May 2021 – June 2021)	2
Fiscal Year 2022 – 1 <sup>st</sup> Quarter (July 2021 – Sept 2021)	3
Fiscal Year 2022 – 2 <sup>nd</sup> Quarter (Oct 2021 – Dec 2021)	3
Fiscal Year 2022 – 3 <sup>rd</sup> Quarter (Jan 2022 – March 2022)	1

Information regarding internships is available on the station website and has been distributed to area universities.

During the reporting period, a total of 2 students interned in the Production Department, 4 students in the Great Lakes Now Department, 1 student interned in the Education/Michigan Learning Channel Department, and 2 students interned in the PBS Books Department. All the students who interned came from a variety of local universities and colleges.

#### C. Employee Training Programs

- Detroit Public Television offers several benefits that encourage employees to advance their education and careers, including training that may qualify employees for promotion and tuition reimbursement.
- Employees reported the following training:

Class	Date	Number of Employees
Planned Giving Roundtable Asking for a Planned Gift Workshop	5/18/2021	1
Project Communication & Stakeholder Management	6/1/2021-6/2/2021	1
PMBA Virtual Conference	6/1/2021-6/4/2021	2
Critical Thinking and Decision-Making Leadership training	6/7/2021-6/8/2021	1
AFP – Keeping up with the times: Digital Fundraising	6/10/2021	1
Local Economic Reporting Workshop at Ravitch Fiscal Reporting Program at the Craig Newmark Graduate	6/16/2021-6/18/2021	1

School of Journalism at the City University of New York		
Solutions Journalism	6/22/2021	2
Microsoft Excel for Office 365 Pt.1	6/22/2021	1
AFP – The big fish: Creating an end-year fundraising program	7/1/2021	1
PMDC	7/13/2021	1
Performance Management	7/15/2021	3
Organizational Skills	7/16/2021	1
EIDR	07/26/2021-07/30/2021; 8/2/2021; 8/4/2021; 8/6/2021; 8/17/2021	1
ProTrack sIX	8/20/2021	1
Cross-Discipline Fundraising: Promote & Sell Planned Giving Campaigns	8/24/2021	1
Cross-Discipline Fundraising: Promote & Sell Planned Giving Campaigns   A CSPI Lunch & Learn	8/24/2021	1
Planning Giving Roundtable – Case Studies	8/24/2021	1
CSG Requirements & Resources	9/9/2021	1
How to Accept Your Station's Community Service Grant Award Offer	9/16/2021	1
AFP – Creating your future through strategic planning	10/5/2021	1
CPB – Intro to Financial Reporting; What is NSSF; Completing the FSR	9/29/2021; 10/6/2021; 10/13/2021	1
MASA SWOT Analysis	10/15/2021	1
donorCentrics Overall Program Assessment Report Review	11/2/2021	1
APTS Leadership Council Call – PBS Warn	11/10/2021	1
Butzel 2021 Labor Seminar – Workshop	11/17/2021	2
Digital Marketing	11/10/2021-12/10/2021	1
AFP Mentorship Program	4/21/2022-12/22/2021	1
Science Teaching Strategies for Family Child Care Educators-PBS KIDS Self-Paced	12/28/2021	1
Learning for All: Inclusive & Equitable Facilitation-Ready to Learn PD	12/28/2021	1
Pledge Practicum	1/6/2022	1
NETA Conference – Virtual	1/24/2022-1/26/2022	1

A Closer Look at Document Approach-PBS KIDS Self Paced	2/1/2022	1
Development Workshop	2/8/2022	1
Major Giving Refresh Webinar	2/8/2022	1
Major Giving Refresh Webinar	2/8/2022	1
Mobile Device Security Training	2/10/22	5
Adult Mental Health First Aid	2/16/2022	8
Welcome to Document with Elinor Wonders Why- PBS KIDS Self Paced	2/16/2022	1
Mid-Level Giving Program Webinar	2/17/2022	2
Early Science with Elinor Wonders Why- PBS KIDS Self Paced	2/22/2022	1
ApPARENTly This Is Not Going Well: Difficult Conversations with Parents	2/26/2022	1
Early Learning with Media- PBS KIDS Self Paced	3/1/2022	1
ProTrack training	03/01/2022-03/03/2022	6
Advancing Racial Justice	10/4/2021-3/7/2022	1
MASA Workshop	3/7/2022	1
Major Giving Series: Donor Advised Funds	3/9/2022	2
Major Giving Series: Donor Advised Funds	3/9/2022	1
AFP: What can arts & Culture fundraising teach us	3/9/2022	1
Major Giving Series: Managing & Creating MGO Portfolios	3/30/2022	1
Major Giving Series: Managing & Creating MGO Portfolios	3/30/2022	2
Play is FUNdamental	4/20/2022	1
Facilitating First Verbs Through Shared Book Reading	4/22/2022	1
The Pyramid Model: Positive Behavior Support Intervention	4/23/2022	1
UKG e-symposium	5/4/2022	1
CEO/COO Boot Camp	10/1/2021-05/11/2022	1
Leadership 101	2/8/2021-5/17/2021	1
Embedding Intervention Strategies into Everyday Activities of Infants/Toddlers and Their Families	5/22/2022	1
Managerial Accounting course at Oakland Community College	01/2022-05/2022	1
Microsoft Excel for Office 365 Pt2	6/25/2022	1
PMWC Human Centered Design	1/31/2022-In Progress	4

D. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

- All station personnel completed an anti-harassment training, which was conducted by the Corporation for Public Broadcasting. Current personnel completed the training by September 30, 2021. All new personnel were assigned training and completed within a week of their hire date.

Section 1: Full time Job Openings Filled  
Time Period Covered: May 21, 2021 to May 20, 2022

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Digital Audience Coordinator Hired: 9/13/2021 Recruitment Sources: 1, 2, 4-13, 15-27, 29, 30, 32, 43, 44, 46, 48, 51	Internal Hire	9
Director, Digital & Marketing Hired: 9/15/2021 Recruitment Sources: 1- 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Employee Referral	7
Human Resources Coordinator Hired: 9/23/2021 Recruitment Sources: 1- 13, 15-27, 29, 30, 32, 42, 43 , 46, 48, 51	Internal Hire	8
Radio Engineer Hired: 9/27/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 50-51	Society Broadcast Engineers	5
Promotions Producer Hired: 10/4/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42, 46, 48, 51	DPTV Social Media (LinkedIn)	6
Digital Content Coordinator, GLN Hired: 10/6/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	4
Producer, GLN Hired: 10/11/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Employee Referral	4
Building Maintenance Technician Hired: 10/18/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42, 43, 46, 48, 51	Indeed	4
Marketing Generalist Hired: 10/25/2021 Recruitment Sources: 1, 2, 4-13, 15-27, 29, 30, 32, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	15
Manager, Marketing Hired: 11/1/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	8

Broadcast Operations Coordinator, MLC Hired: 11/8/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	5
Producer Hired: 11/8/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Website	11
Accounts Payable Coordinator Hired: 11/10/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	23
Digital Content Coordinator, Journalism Hired: 11/15/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	16
Community Education Specialist Hired: 1/30/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Website	8
Digital Platforms Generalist Hired: 2/14/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Employee Referral	3
Programming Specialist Hired: 3/1/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Indeed	8
Manager, Digital Platforms Hired: 3/21/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51, 57	LinkedIn	7
Program Director, MLC Hired: 4/4/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 43, 46, 48, 51	Employee Referral	10
Producer, Local & National Projects Hired: 4/12/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Employee Referral	9

Time Period covered: May 21, 2021 to May 20, 2022  
Stations in Employment Unit: WTVS/WRCJ

Recruitment Source (Name, Address, Telephone Number, Contact Name, Web/E-mail address)	Total Number of Interviewees This source has provided during this period
1. Station Website Postings Detroit Public Television <a href="http://www.dptv.org">www.dptv.org</a>	47
2. Internal Station Postings/Emails Detroit Public Television <a href="mailto:hresources@dptv.org">hresources@dptv.org</a>	
3. DPTV Social Media Detroit Public Television <a href="https://www.linkedin.com/company/detroit-public-television">https://www.linkedin.com/company/detroit-public-television</a>	29
4. Aquinas College <a href="mailto:saintsforhire@aquinas.edu">saintsforhire@aquinas.edu</a>	
5. Central Michigan University <a href="mailto:careers@cmich.edu">careers@cmich.edu</a> ; <a href="mailto:jimwoj@gmail.com">jimwoj@gmail.com</a>	
6. Davenport University <a href="mailto:livonia.cs@davenport.edu">livonia.cs@davenport.edu</a>	
7. Detroit Hispanic Development <a href="mailto:info@dhdcl.org">info@dhdcl.org</a>	
8. Detroit Urban League <a href="mailto:shelita.richmond@deturbanleague.org">shelita.richmond@deturbanleague.org</a>	
9. Eastern Michigan University <a href="mailto:sbooth1@emich.edu">sbooth1@emich.edu</a> ; <a href="mailto:emu_cmta@emich.edu">emu_cmta@emich.edu</a>	
10. Henry Ford Community College <a href="mailto:careers@hfcc.edu">careers@hfcc.edu</a>	
11. Hillsdale College <a href="mailto:careerservices@hillsdale.edu">careerservices@hillsdale.edu</a>	
12. JVS Employment Angela Bevak < <a href="mailto:abevak@jvsdet.org">abevak@jvsdet.org</a> >	
13. Lawrence Tech <a href="mailto:jgaber@ltu.edu">jgaber@ltu.edu</a>	



14.	Oakland University <a href="mailto:careers@oakland.edu">careers@oakland.edu</a> ; <a href="mailto:sideling@oakland.edu">sideling@oakland.edu</a>	
15.	Marygrove College <a href="mailto:careerservices@marygrove.edu">careerservices@marygrove.edu</a>	
16.	MSU <a href="mailto:morrisvi@vps.msu.edu">morrisvi@vps.msu.edu</a> <a href="mailto:hanson39@msu.edu">hanson39@msu.edu</a>	
17.	Public Media Business Association <a href="mailto:info@pmbaonline.org">info@pmbaonline.org</a>	
18.	Schoolcraft College <a href="mailto:jstadnic@schoolcraft.edu">jstadnic@schoolcraft.edu</a>	
19.	PRNDI Chris Diers < <a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a> >	
20.	Southeastern Michigan Indians Inc. <a href="mailto:semii1975@yahoo.com">semii1975@yahoo.com</a>	
21.	The Fitness Fellowship International <a href="mailto:emufitnessfellowship@gmail.com">emufitnessfellowship@gmail.com</a>	
22.	Young Nonprofit Professionals Network <a href="mailto:ynpndetroit@gmail.com">ynpndetroit@gmail.com</a>	
23.	Michigan Rehabilitation Services Hargrave, Terry (DHS) < <a href="mailto:hargravet1@michigan.gov">hargravet1@michigan.gov</a> >	
24.	American Indian Services Inc <a href="mailto:amerinserv@ameritech.net">amerinserv@ameritech.net</a>	
25.	The Association of LGBTQ Journalists <a href="mailto:info@nlgja.org">info@nlgja.org</a>	
26.	Specs Howard <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a>	
27.	Wayne State <a href="mailto:perry.farrell@wayne.edu">perry.farrell@wayne.edu</a>	
28.	<b>Ideastream/WNED:</b>	
29.	Ideastream/WNED Amira Nasrallah – WNED <a href="mailto:Amira.Nasrallah@ideastream.org">Amira.Nasrallah@ideastream.org</a>	
30.	Ideastream/WNED Jason Argenas <a href="mailto:jargenas@wqed.org">jargenas@wqed.org</a>	

31.	Ideastream/WNED Jenna Williams <a href="mailto:jwilliams@wned.org">jwilliams@wned.org</a>	
32.	Ideastream/WNED Lisa Welling <a href="mailto:lwelling@wned.org">lwelling@wned.org</a>	
33.	Adrian College	
34.	Delta College	
35.	International academy of Design Technology	
36.	U of M	
37.	Madonna University	
38.	Wayne County Community College	
39.	Minority Supplier - Diane Lee	
40.	Art Institute of Michigan	
41.	<b>Free Online Sources:</b>	
42.	Michigan Talent Bank <a href="https://jobs.mitalent.org/signin/">https://jobs.mitalent.org/signin/</a>	2
43.	Culture Source <a href="https://culturesource.org/post-job-members/">https://culturesource.org/post-job-members/</a>	1
44.	Michigan Assc. Broadcasters <a href="http://www.Michmab.com">www.Michmab.com</a>	2
45.	TV Jobs <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi">http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi</a>	
46.	CPB Jobline: Public media employment <a href="http://cpb.org/jobline/submit.php">http://cpb.org/jobline/submit.php</a>	1
47.	Greater Public Jobline <a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>	

48.	Michigan Diversity Council <a href="http://www.diversityfirstjobs.com">http://www.diversityfirstjobs.com</a>	
49.	Internships.com <a href="http://www.internships.com/employer">http://www.internships.com/employer</a>	
50.	Society Broadcast Engineers <a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>	2
51.	INDEED <a href="https://employers.indeed.com/m#post-job">https://employers.indeed.com/m#post-job</a>	79
52.	Handshake (internships) <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	
53.	Specs Howard Internships only	
54.	Washtenaw Community College (Internships) <a href="https://washtenaw-csm.symplicity.com/employers/index.php?s=home&amp;PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92">https://washtenaw-csm.symplicity.com/employers/index.php?s=home&amp;PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92</a>	
55.	<b>Fee Based Sources:</b>	
56.	Michigan Nonprofit Association <a href="https://www.mnaonline.org/jobcenterform.aspx">https://www.mnaonline.org/jobcenterform.aspx</a>	
57.	LinkedIn	7
58.	Public Relations Society of America <a href="http://www.prsadetroit.org/job-opportunities-2/">http://www.prsadetroit.org/job-opportunities-2/</a>	
59.	Women in Communication <a href="http://jobtarget.womcom.org/employer/pricing/">http://jobtarget.womcom.org/employer/pricing/</a>	
60.	Journalism Jobs <a href="http://journalismjobs.com/post_job_new.cfm">http://journalismjobs.com/post_job_new.cfm</a>	
61.	Simplyhired <a href="http://simplyhired.com">simplyhired.com</a>	
62.	Inforum Center for Leadership Development <a href="https://www.inforummichigan.org/job-postings">https://www.inforummichigan.org/job-postings</a>	
63.	current magazine <a href="http://jobs.current.org">jobs.current.org</a>	

64.	Michigan Graphic Design Association <a href="http://detroit.aiga.org/">http://detroit.aiga.org/</a>	
65.	Associate of Fundraising Professionals <a href="https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item">https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item</a>	
66.	National Association of African Americans in Human Resources <a href="http://naaahrcareerconnections.org/recruiters">http://naaahrcareerconnections.org/recruiters</a>	
67.	National Black MBA Association <a href="http://my.nbmbaa.org/recruiters">http://my.nbmbaa.org/recruiters</a>	
68.	National Association of Black Journalists	
69.	media Jobs Connection <a href="http://mediajobsconnection.poynter.org/?sslid=MzQ3MbI0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7">http://mediajobsconnection.poynter.org/?sslid=MzQ3MbI0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7</a> <a href="http://michigan.jobing.com/recruiting">http://michigan.jobing.com/recruiting</a>	
71.	Public Media Jobs <a href="http://jobs.current.org/home/index.cfm?siteid=14538">http://jobs.current.org/home/index.cfm?siteid=14538</a>	
73.	Tech jobs <a href="http://www.dice.com/common/content/postJobs/index2.jsp">http://www.dice.com/common/content/postJobs/index2.jsp</a>	
74.	Upwork for freelancers <a href="https://www.upwork.com/">https://www.upwork.com/</a>	
75.	Employee Diversity <a href="http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs">http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs</a>	