

**WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP**  
**EEO PUBLIC FILE REPORT**  
**May 23, 2014 - May 22, 2015<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Commercial Producer/Shooter/Editor	1, 3-6, 8-14, 17-28, 30-33, 36-41, 43-51, 57-59	14
Photographer	1-6, 8-14, 18-33, 36-40, 42-51, 53, 56-59	26
Executive Producer	1-6, 8-14, 18-25, 27-33, 36-53, 57-59	59
Producer	1-6, 8-13, 18-25, 27-33, 36-53, 56-59	56
Meteorologist	1-6, 8-13, 18-25, 27-33, 36-53, 57-59	53
Account Executive	1-3, 5-13, 18-25, 27-28, 30-34, 36-39, 41-53, 55, 57-59	58
Production Assistant <sup>2</sup>	16	16
Promotions Writer/Producer/Editor	1-6, 8-13, 18-25, 27-28, 30-33, 36-39, 41-52, 55-59	59
Digital Sales Consultant	1-6, 8-13, 18-25, 27-34, 36-39, 41-52, 55, 57-59	59
Promotions Writer/Producer/Editor	1-6, 8-13, 15, 18-19, 21-25, 27-28, 30-34, 36-39, 41-53, 55, 57-59	59
Director	1-3, 5-6, 8-13, 18-25, 27-28, 30-33, 36-39, 41-53, 55-59	59
Broadcast Maintenance Technician	1-6, 8-13, 18-25, 27-28, 30-39, 41-53, 55, 57-59	59
Digital Sales Consultant	1-6, 8-13, 18-25, 27-28, 30-34, 36-39, 41-52, 55-59	56
Account Executive	1-6, 8-13, 18-25, 27-28, 30-34, 36-39, 41-52, 55-59	38
Digital Content Producer	1-6, 8-13, 18-22, 24-28, 30-33, 36-39, 41-59	59
Account Executive	1-6, 8-13, 18-22, 24-25, 27-28, 30-34, 36-39, 41-52, 55, 57-59	34
Photographer	1-6, 8-13, 18-22, 24-25, 27-33, 36-39, 41-53, 55-59	59

<sup>1</sup> This report originally was uploaded on May 26, 2015. It has been modified to address minor reporting issues.

<sup>2</sup> Exigent circumstances.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AARP AARP Foundation 121 Franklin SE, Ste 110 Grand Rapids, Michigan 49507 Phone : 616.336.4295 Email : mdhoffman@aarp.org Marc Hoffman	Y	0
2	Access Kent - Sheldon Complex 121 Franklin SE Suite 130 Grand Rapids, Michigan 49507 Phone : 616.336.3914 Fax : 1-616-336-4015 Daryl Delabbio	N	0
3	Aquinas College Hruby Hall 1607 Robinson Road SE Grand Rapids, Michigan 49506 Phone : 616.632.2902 Url : <a href="http://www.aquinas.edu">http://www.aquinas.edu</a> Fax : 1-616-732-4435 Sharon Smith	N	0
4	Broadcast & Cinematic Arts 340 Moore Hall Central Michigan University Mt. Pleasant, Michigan 48859 Phone : 989.774.7279 Url : <a href="http://www.cmich.edu">http://www.cmich.edu</a> Email : orlik1pb@cmich.edu Dr. Peter Orlik	Y	0
5	Butterball Farms Michigan Phone : 616.243.0105 Email : bonnie.m@butterballfarms.com Bonnie Mroczek	Y	0
6	Calvin College 3201 Burton Street SE Grand Rapids, Michigan 49546 Phone : 616.526.6485 Url : <a href="http://www.calvin.edu">http://www.calvin.edu</a> Email : career@calvin.edu Fax : 1-616-526-6502 Karen Brewer	N	0

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7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3650 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Job Placement Manual Posting	N	1
8	City of Pentecost Job Placement Center 3075 30th Street SW Grandville, Michigan 49418 Phone : 616.730.1775 Email : <a href="mailto:cop.workforce@gmail.com">cop.workforce@gmail.com</a> James McKinney	Y	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
10	Concerned Citizens Council 2645 Capilano Dr. SE Grand Rapids, Michigan 49546 Phone : 616.318.5754 Email : <a href="mailto:wdon9980@gmail.com">wdon9980@gmail.com</a> Don Williams, Sr.	Y	0
11	Cornerstone University 1001 East Beltline NE Corum Student Union, 2nd Floor Grand Rapids, Michigan 49525 Phone : 616.222.1433 Url : <a href="http://www.cornerstone.edu">http://www.cornerstone.edu</a> Fax : 1-616-222-1434 Sue Yerke	N	0
12	Davenport University Career Services 6191 Kraft Ave SE Grand Rapids, Michigan 49512 Phone : 616.554.5394 Url : <a href="http://www.davenport.edu">http://www.davenport.edu</a> Email : <a href="mailto:grcs@davenport.edu">grcs@davenport.edu</a> Fax : 1-616-554-5394 Gail Beausoleil	N	0

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13	Deliverance Outreach Ministry 1142 Broadway NW Grand Rapids, Michigan 49504 Phone : 616.460.9648 Pastor Leroy Tolbert Manual Posting	Y	0
14	Employee Referral	N	5
15	EntertainmentCareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Recruitment Staff Manual Posting	N	0
16	Exigent Circumstances	N	1
17	Gerald R. Ford Job Corps Center 110 Hall Street SE Grand Rapids, Michigan 49507 Phone : 6169653862 Url : <a href="http://www.jobcorpsnews.org/author/geraldrford">www.jobcorpsnews.org/author/geraldrford</a> Email : <a href="mailto:crowley.john@jobcorps.org">crowley.john@jobcorps.org</a> John Crowley	Y	0
18	Goodwill Industries 750 First St NW Grand Rapids, Michigan 49504 Phone : 616.532.4200 Email : <a href="mailto:wrandall@goodwillgr.org">wrandall@goodwillgr.org</a> Wendy Randall	Y	0
19	Goodwill Industries of Greater Grand Rapids 455 Grand Avenue NE Grand Rapids, Michigan 49503 Phone : 616.532.4200 Url : <a href="http://www.goodwillgr.org">www.goodwillgr.org</a> Email : <a href="mailto:dcrosby@goodwillgr.org">dcrosby@goodwillgr.org</a> Darin Crosby	Y	0
20	Grand Rapids Community College 143 Bostwick Ave NE Career Center, 3rd Floor, Room 336 Grand Rapids, Michigan 49503 Phone : 616.234.3891 Url : <a href="http://www.grcc.edu">http://www.grcc.edu</a> Fax : 1-616-234-3546 Paul Phiifer	N	1

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21	Grand Rapids First Church 2100 44th St. SW Wyoming, Michigan 49509 Phone : 616.531.2100 Email : judyp@grandrapidsfirst.org Judy Pepple	Y	0
22	Grand Rapids Press 155 Michigan NW Grand Rapids, Michigan 49503 Phone : 616.222.5529 Mary DeRade Manual Posting	N	1
23	Heritage Performers 2240 DeLange Dr. SE Grand Rapids, Michigan 49506 Phone : 616.771.9607 Career Services Manual Posting  Prong 2 Ended Date: 1/13/2015	N	0
24	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : www.hollandsentinel.com Debra Long Manual Posting	N	0
25	Hope College Michigan Phone : 616.395.7950 Url : http://www.hope.edu Email : mccoy@hope.edu Sarah McCoy	Y	0
26	Indeed.com - not directly contacted by SEU	N	5
27	Inner City Christian Federation 920 Cherry Street SE Grand Rapids, Michigan 49506 Phone : 616.336.9333 Url : www.iccf.org Email : ehonicutt@iccf.org Elzie Honicutt	Y	0

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28	ITT Technical Institute 1980 Metro Court SW Wyoming, Michigan 49519 Phone : 6164061237 Url : <a href="http://www.itt-tech.edu">www.itt-tech.edu</a> Email : <a href="mailto:pday@itt-tech.edu">pday@itt-tech.edu</a> Fax : 1-616-632-4676 Patty Day	Y	0
29	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Dan Rohn Manual Posting	N	2
30	Jubilee Jobs 935 Baxter Street SE Grand Rapids, Michigan 49506 Phone : 616.774.9944 Url : <a href="http://www.jubileejobs.org">http://www.jubileejobs.org</a> Fax : 1-616-774-5929 James Williamson	N	0
31	Just Jobs 1515 Michigan NE Grand Rapids, Michigan 49503 Phone : 6164598811 Url : <a href="http://www.justjobs.com">www.justjobs.com</a> Email : <a href="mailto:james_v@att.net">james_v@att.net</a> Fax : 1-616-459-9969 James Vaughn	Y	0
32	Kalamazoo Deacons Conference 1010 N. Westnedge Kalamaoo, Michigan 49007 Phone : 269.488.3605 Email : <a href="mailto:joni@deaconsconference.org">joni@deaconsconference.org</a> Joni Groendyk	Y	0

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33	Kendall College of Art and Design 111 Division Ave North Ionia Building, Resource Center, 1st Floor Grand Rapids, Michigan 49503 Phone : 616.451.2787 x27 Url : <a href="http://www.kendall.edu">http://www.kendall.edu</a> Fax : 1-616-451-9867 Christine Brown	N	0
34	Linked In Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 6506873600 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Jeff Weiner Manual Posting	N	15
35	Lost Remote Michigan Phone : 877.715.6071 Email : <a href="mailto:jobs@lostremote.com">jobs@lostremote.com</a> Cory Bergman	N	0
36	Media General / LIN Media 333 E Franklin Street Richmond, Virginia 23219 Phone : 401-457-9425 Url : <a href="http://www.mediageneral.com">www.mediageneral.com</a> Joe Macedo Manual Posting	N	2
37	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
38	Michigan Association of Broadcasters 819 North Washington Ave Lansing, Michigan 48906 Phone : 800.968.7622 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Fax : 1-517-484-5810 Denise Westin	N	6

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39	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : www.michmab.com Anne Cochrane Manual Posting	N	0
40	Michigan State University Michigan Phone : 517.355.6500 Url : http://www.msu.edu Email : hanson39@msu.edu Karin Hanson	Y	0
41	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.4100 Fax : 1-616-336-4118 Beverly Drake	N	0
42	Michigan Works 121 Franklin St. SE Grand Rapids, Michigan 49507 Phone : 616.336.3885 Email : jlindblom@michiganworkska.org Jayne Lindblom	Y	0
43	Mlive.com 339 E. Liberty Street Suite 210 Ann Arbor, Michigan 48104 Phone : 734.997.7090 Url : www.mlive.com Dawn Fisher Manual Posting	N	7
44	Monster 5 Clock Tower Place Suite 500 Maynard, Maine 01754 Phone : 978.201.2009 Url : www.monster.com Chris Johnson Manual Posting	N	3



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45	National Academy of TV Arts and Science 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : <a href="http://www.natasmichigan.org">http://www.natasmichigan.org</a> Email : <a href="mailto:smottley@comcast.net">smottley@comcast.net</a> Stacia Mottley	Y	0
46	National Academy of TV Arts and Science/MI 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : <a href="http://www.natasmichigan.org">http://www.natasmichigan.org</a> Email : <a href="mailto:mdes02@yahoo.com">mdes02@yahoo.com</a> Michelle DeSouza	Y	0
47	National Alliance of State Broadcasters Associations 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343977.3716 Url : <a href="http://www.careerpage.org">www.careerpage.org</a> Doug Easter Manual Posting	N	0
48	New Life Christian Center of Muskegon 1624 Hoyt Street Muskegon, Michigan 49442 Phone : 231.726.3019 Email : <a href="mailto:lanejoel@yahoo.com">lanejoel@yahoo.com</a> Pastor Joe Lane	Y	0
49	Ohio & Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216.447.9117 Fax : 1-216-642-9232 Gary James	N	0
50	People Helping People & Love Inc. 1150 56th Street Pullman, Michigan 49450 Phone : 616.771.9607 Sharon Powell Manual Posting	Y	0

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51	Restorers Inc 1413 Madison SE Grand Rapids, Michigan 49507 Phone : 616.243.1984 Fax : 1-616-246-7921 Sandra Hardy	N	0
52	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:tsherock@specshoward.edu">tsherock@specshoward.edu</a> Tony Sherock	Y	0
53	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	7
54	TV Spy / Media Bistro 475 Park Ave St. 4th Floor New York, New York 10016 Phone : 212.547.7899 Url : <a href="http://www.tvspy.com">www.tvspy.com</a> Carrie Rons Manual Posting	N	0
55	Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616.245.2207 Url : <a href="http://www.grurbanleague.org">www.grurbanleague.org</a> Email : <a href="mailto:mmartin@grurbanleague.org">mmartin@grurbanleague.org</a> Fax : 1-616-245-7026 Marvin Martin	Y	0
56	Walk In/Self-Referral	N	13
57	Wil-Hue & Associates 244 Heritage Commons SE Grand Rapids, Michigan 49503 Phone : 6166352258 Email : <a href="mailto:paulmayhue@att.net">paulmayhue@att.net</a> Paul Mayhue	Y	0

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58	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Julie Pierce Manual Posting	N	9
59	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Julie Pierce Manual Posting	N	35
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>113</b>

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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	10/9/2014	Participation in Job Fairs	2014 MABF Broadcast Media Career & Networking Fair Western Michigan University's Brown Hall, Kalamazoo Thursday, October 9, 2014 12pm - 3pm	2	Local Sales Manager Digital Sales Manager
2	10/21/2014	Participation in Job Fairs	GVSU Fall Career Fair DeVos Place Convention Center, Grand Rapids Tuesday, October 21, 2014 1:00 - 5:00pm	4	Director of Community Affairs Community Producer, Editor, Shooter Programming Director Digital Director
3	11/7/2014	Participation in Job Fairs	Broadcasting Career Builder Conference 2014 Lansing Community College, Lansing	2	News Director Community Affairs Director
4	2/24/2015	Participation in Job Fairs	Grand Valley State University Winter Career Fair DeVos Place Convention Center, Grand Rapids February 24, 2015 1:00-5:00pm	4	Director of Community Affairs Operations Manager Digital Director Community Shooter, Producer, Editor
5	3/11/2015	Participation in Job Fairs	GLBC Broadcast media Career & Networking Fair 2015 The Lansing Center, Lansing March 11, 2015 2:00 - 3:30pm	3	Director of Community Affairs News Director Promotions Director
6	3/18/2015	Participation in events or programs sponsored by educational institutions	Job Shadow Day with Forest Hills Eastern High School Journalism/Broadcast students At WOOD TV Studios 120 College Ave. SE Grand Rapids, MI 49503	12	News Director Director of Marketing Operations Manager Community Affairs Director
7	4/15/2015	Participation in Job Fairs	National Association of Broadcasters Education Foundation Las Vegas, NV	2	Business Administrator Executive Assistant/EEO Officer
8	4/28/2015	Participation in Job Fairs	Career Quest 2015 DeVos Convention Center, Grand Rapids Tuesday, April 28, 2015 8:00am - 2:00pm	2	Operations Manager Production Services

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	5/8/2015	Establishment of an intern program designed to assist members of the community	<p>We have established an internship program to assist students in the community to acquire skills needed for broadcast employment.</p> <p>Internships are offered for college Juniors and Seniors and are counted as class credit.</p> <p>Thirty-four interns joined our team during the Fall, Winter, Spring and Summer.</p> <p>Interns came to us from the following colleges/universities:            Calvin College            Grand Valley State University            Western Michigan University            Cornerstone University            University of Hawaii at Manoa            Butler University            Aquinas College            Cedarville University            Central Michigan University            Saint Mary's College</p> <p>Internships were done with the following departments:            News            Production            Community Affairs            eightWest            Promotions</p>	4	News Director Promotions Director Community Affairs Director Operations Manager