

WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP
EEO PUBLIC FILE REPORT
May 23, 2015 - May 22, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Executive Producer	1-3, 5-13, 18-31, 34-37, 40-43, 45-47, 49-54, 56-60	60
Multi-Media Journalist	1-3, 5-13, 18-31, 34-37, 40-43, 45-47, 49-54, 56-60	60
Account Executive	1-13, 15, 17-26, 28-47, 49-53, 56-60	33
Producer	1-3, 5-10, 12-13, 18-26, 28-31, 34-37, 40-43, 45-47, 49-54, 56, 58-60	60
Producer	1-3, 5-10, 12-13, 18-26, 28-31, 34-37, 40-43, 45-47, 49-54, 56, 58-60	60
Multimedia Sales Coordinator	1-13, 15, 17-26, 28-32, 34-47, 49-53, 56-60	60
Photographer/Editor	1-2, 4-6, 8, 10, 13, 15, 17-19, 21, 24-26, 28-30, 32, 34, 38-41, 44-46, 49, 51-53, 56-60	57
Multi-Media Journalist	1-13, 15, 17-32, 34-47, 49-54, 56, 58-60	9
Account Executive	1-15, 17-26, 28-32, 34-47, 49-53, 56-60	60
Producer	1, 3-10, 12-32, 34-47, 49-54, 56, 58-60	16
Reporter	1, 3-10, 12-15, 17-32, 34-56, 58-60	14
Producer	1-10, 12-22, 24-26, 28-32, 34-42, 44-47, 49-53, 56, 58-60	14
Local Programming Photographer/Editor	1-2, 4-6, 8, 10, 13, 15, 17-19, 21-26, 28-29, 32, 34, 38-46, 49, 51-53, 56-60	60

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 : http://www.aquinas.edu Fax : 1-616-732-4435 Sharon Smith	N	0
4	Benchmark Human Services 8515 Bluffton Road Ft. Wayne, Indiana 46809 Phone : 877.319.9669 Url : www.benchmarkhs.com Email : lrector@awsusa.com Fax : 1-260-444-0006 Lisa Rector	Y	0
5	Broadcast & Cinematic Arts 340 Moore Hall Central Michigan University Mt. Pleasant, Michigan 48859 Phone : 989.774.7279 Url : http://www.cmich.edu Email : orlik1pb@cmich.edu Dr. Peter Orlik	Y	0
6	Butterball Farms Michigan Phone : 616.243.0105 Email : bonnie.m@butterballfarms.com Bonnie Mroczek	Y	0

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7	Calvin College 3201 Burton Street SE Grand Rapids, Michigan 49546 Phone : 616.526.6485 Url : http://www.calvin.edu Email : career@calvin.edu Fax : 1-616-526-6502 Karen Brewer	N	0
8	City of Pentecost Job Placement Center 3075 30th Street SW Grandville, Michigan 49418 Phone : 616.730.1775 Email : cop.workforce@gmail.com James McKinney	Y	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	1
10	Concerned Citizens Council 2645 Capilano Dr. SE Grand Rapids, Michigan 49546 Phone : 616.318.5754 Email : wdon9980@gmail.com 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 : http://www.cornerstone.edu 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 : http://www.davenport.edu Email : grcs@davenport.edu 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	4
15	Ferris State University Michigan Phone : 231.591.2000 Url : http://www.ferris.edu Email : clacs@ferris.edu Barbara Renne	Y	0
16	Former Intern	N	2
17	Gerald R. Ford Job Corps Center 110 Hall Street SE Grand Rapids, Michigan 49507 Phone : 6169653862 Url : www.jobcorpsnews.org/author/geraldrford Email : crowley.john@jobcorps.org John Crowley	Y	0
18	Goodwill Industries 750 First St NW Grand Rapids, Michigan 49504 Phone : 616.532.4200 Email : wrandall@goodwillgr.org Wendy Randall	Y	0
19	Goodwill Industries of Greater Grand Rapids 455 Grand Avenue NE Grand Rapids, Michigan 49503 Phone : 616.532.4200 Url : www.goodwillgr.org Email : dcrosby@goodwillgr.org 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 : http://www.grcc.edu Fax : 1-616-234-3546 Paul Phifer	N	0

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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	0
23	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : www.hollandsentinel.com Debra Long Manual Posting	N	0
24	Hope College Michigan Phone : 616.395.7950 Url : http://www.hope.edu Email : mccoy@hope.edu Sarah McCoy	Y	0
25	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
26	ITT Technical Institute 1980 Metro Court SW Wyoming, Michigan 49519 Phone : 6164061237 Url : www.itt-tech.edu Email : pday@itt-tech.edu Fax : 1-616-632-4676 Patty Day	Y	0

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27	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	1
28	Jubilee Jobs 935 Baxter Street SE Grand Rapids, Michigan 49506 Phone : 616.774.9944 Url : http://www.jubileejobs.org Fax : 1-616-774-5929 James Williamson	N	0
29	Just Jobs 1515 Michigan NE Grand Rapids, Michigan 49503 Phone : 6164598811 Url : www.justjobs.com Email : james_v@att.net Fax : 1-616-459-9969 James Vaughn	Y	0
30	Kalamazoo Deacons Conference 1010 N. Westnedge Kalamaoo, Michigan 49007 Phone : 269.488.3605 Email : joni@deaconsconference.org Joni Groendyk	N Effective 3/9/2016	0
31	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 : http://www.kendall.edu Fax : 1-616-451-9867 Christine Brown	N	0
32	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : www.kentveterans.org Email : carrie.roy@kentcountymi.gov Carrie Roy	N	0

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33	<p>Linked In Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 6506873600 Url : www.linkedin.com Jeff Weiner Manual Posting</p>	N	1
34	<p>Media General / LIN Media 333 E Franklin Street Richmond, Virginia 23219 Phone : 401-457-9425 Url : www.mediageneral.com Joe Macedo Manual Posting</p>	N	1
35	<p>Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone</p>	N	0
36	<p>Michigan Association of Broadcasters 819 North Washington Ave Lansing, Michigan 48906 Phone : 800.968.7622 Url : http://www.michmab.com Fax : 1-517-484-5810 Denise Westin</p>	N	0
37	<p>Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : www.michmab.com Anne Cochrane Manual Posting</p>	N	0
38	<p>Michigan State University Michigan Phone : 517.355.6500 Url : http://www.msu.edu Email : hanson39@msu.edu Karin Hanson</p>	Y	0

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39	Michigan State University 220 Trowbridge East Lansing, Michigan 48824 Phone : 517.355.1855 Email : hireaspartan@csp.msu.edu Bill Morgan	Y	0
40	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.4100 Fax : 1-616-336-4118 Beverly Drake	N	0
41	Michigan Works 121 Franklin St. SE Grand Rapids, Michigan 49507 Phone : 6163363885 Email : jlindblom@michiganworkska.org Jayne Lindblom	Y	0
42	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	3
43	Monster 5 Clock Tower Place Suite 500 Maynard, Maine 01754 Phone : 978.201.2009 Url : www.monster.com Chris Johnson Manual Posting	N	1
44	NAACP Grand Rapids 1167 Madison Ave SE Grand Rapids, Michigan 49507 Phone : 616.719.3478 Url : http://www.mylanderpages.com/naacpgr/NAACP-Grand-R Email : info@naacpgr.com Cle Jackson	N	0

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45	National Academy or TV Arts and Science 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : http://www.natasmichigan.org Email : smottley@comcast.net Stacia Mottley	Y	0
46	National Academy or TV Arts and Science/MI 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : http://www.natasmichigan.org Email : mdes02@yahoo.com Michelle DeSouza	Y	0
47	National Alliance of State Broadcasters Associations 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343977.3716 Url : www.careerpage.org Doug Easter Manual Posting	N	0
48	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626.792.3846 Url : www.nabjcareers.org April Kamaldinova Manual Posting	N	0
49	New Life Christian Center of Muskegon 1624 Hoyt Street Muskegon, Michigan 49442 Phone : 231.726.3019 Email : lanejoel@yahoo.com Pastor Joe Lane	Y	0
50	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

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51	People Helping People & Love Inc. 1150 56th Street Pullman, Michigan 49450 Phone : 616.771.9607 Sharon Powell Manual Posting	Y	0
52	Restorers Inc 1413 Madison SE Grand Rapids, Michigan 49507 Phone : 616.243.1984 Fax : 1-616-246-7921 Sandra Hardy	N	0
53	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : http://www.specshoward.edu Email : tsherock@specshoward.edu Tony Sherock	Y	0
54	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	7
55	TV Spy / Media Bistro 475 Park Ave St. 4th Floor New York, New York 10016 Phone : 212.547.7899 Url : www.tvspy.com Carrie Rons Manual Posting	N	0
56	Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616.245.2207 Url : www.grurbanleague.org Email : mmartin@grurbanleague.org Fax : 1-616-245-7026 Marvin Martin	Y	0
57	Walk In/Self-Referral	N	22

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58	Wil-Hue & Associates 244 Heritage Commons SE Grand Rapids, Michigan 49503 Phone : 6166352258 Email : paulmayhue@att.net Paul Mayhue	Y	0
59	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : http://www.woodtv.com Julie Pierce Manual Posting	N	2
60	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : http://www.woodtv.com Julie Pierce Manual Posting	N	33
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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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	9/2/2015	Provision of training to management	Certificate of attendance for a webinar training provided by Media General Inc. Associate General Counsel Henry Gola overviewed and explained the FCC's EEO rules and policies.	1	Executive Assistant / EEO Coordinator
2	10/20/2015	Participation in Job Fairs	Michigan Association of Broadcasters Foundation's Broadcasting Career and Networking Fair Western Michigan University's Brown Hall, Kalamazoo Tuesday, October 20, 2015 12:00pm - 3:00pm	2	Operations Manager Community Affairs Director
3	10/22/2015	Participation in Job Fairs	Grand Valley State University Fall Career Fair DeVos Place Convention Center, Grand Rapids Thursday, October 22, 2015 1:00 - 5:00pm	3	Community Affairs Director News Director Digital Director
4	10/30/2015	Participation in Job Fairs	Broadcasting Career Builder Conference Speed Networking Session Eagle Eye Conference Center, Bath, MI Friday, October 30, 2015 9:45am - 12:00pm	2	News Director Executive Producer
5	2/25/2016	Participation in Job Fairs	Grand Valley State University Winter Career Fair DeVos Place Convention Center, Grand Rapids, MI February 25, 2016 1:00 - 5:00pm	3	Community Affairs Director News Director Director of Sales
6	3/23/2016	Participation in events or programs sponsored by educational institutions	Job Shadow Day with Forest Hills Easter High School Journalism/Broadcast students At WOOD TV studios 120 College Ave SE Grand Rapids, MI 49503	12	News Director Operations Manager Promotions Director Digital Director
7	4/27/2016	Provision of training to management	Certificate of attendance for a webinar training provided by Media General Inc. Associate General Counsel Henry Gola overviewed and explained the FCC's EEO rules and policies.	1	Executive Assistant / EEO Coordinator
8	5/3/2016	Participation in Job Fairs	GLBC Broadcast Media Career & Networking Fair The Lansing Center, Lansing, Mi Tuesday, May 3, 2016 2:00 - 3:30pm	2	Director of Community Affairs Director of Marketing

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9	5/10/2016	Participation in Job Fairs	Career Quest DeVos Convention Center, Grand Rapids, MI Tuesday, May 10, 2016 8:00am - 2:00pm	4	Director of Operations Community Affairs Director Anchor Anchor
10	5/17/2016	Establishment of an intern program designed to assist members of the community	We have established an internship program to assist students in the community to acquire skills needed for broadcast employment. Internships are offered to college Juniors and Seniors and are counted as class credit. Forty-five interns joined our team during the Fall, Winter, Spring and Summer. Interns came to us from the following colleges and universities: Aquinas College Butler University Calvin College Central Michigan University Cornerstone University Eastern Michigan University Grand Rapids Community College Grand Valley State University Hope College Michigan State University Northwestern University University of Michigan University of Mississippi Valparaiso University Western Michigan University Internships are done with the following departments: Community Affairs eightWest News (including Sports and Weather) Production Promotions	4	News Director Operations Manager Community Affairs Director Promotions Director