

Annual EEO Public File Report
WJBK FOX 2 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: June 1, 2016 to May 31, 2017

Stations Comprising Station Employment Unit: WJBK FOX 2, Detroit, MI

Section 1: Vacancy Information		
Full-time positions Filled by Job Title	Date of Hire	Recruitment Source of Hires
Sales Assistant	9/13/16	WJBK Employee Referral
Producer/Writer	7/5/16	WJBK Employee Referral
Producer/Writer	8/30/16	WJBK/FTS Career Site
Photographer/Editor	8/30/16	WJBK/FTS Career Site
Credit & Collections Manager	6/15/16	WJBK/FTS Career Site
Traffic Assistant	11/1/16	WJBK/FTS Career Site
Producer	3/20/17	WJBK Employee Referral
Assignment Editor	4/5/17	WJBK/FTS Career Site

Total Number of Persons Interviewed During Applicable Period: 52

Job Postings – When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools and universities, as well as other Fox Owned-and-Operated Stations across the country.

All Fox O & O Stations:

<p>WNYW 5 (FOX) 205 E. 67th Street New York, NY 10021-6050 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.Fox5ny.com</p>	<p>WWOR-TV 9 (MyNetwork) 9 Broadcast Plaza Secaucus, NJ 07096 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.my9tv.com</p>
<p>KTTV 11 (FOX) 1999 S. Bundy Drive Los Angeles, CA 90025-5235 (310) 584-2284 Human Director: Annie Buranasakorn Fax: (310) 584-2288 Jobline: (310) 584-2280 Email: jobs@foxtv.com www.foxla.com</p>	<p>KCOP 13 (MyNetwork) 915 N. La Brea Avenue Hollywood, CA 90038 (310) 584-2283 Human Resources Director: Tonia Carter Fax: (310) 584-2288 Jobline: (212) 584-2280 Email: jobs@foxtv.com www.my13la.com</p>
<p>WFLD 32 (FOX) 205 N. Michigan Avenue Chicago, IL 60601 (312) 565-3015 Human Resources: Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>	<p>WPWR 50 (CW) 2151 N. Elston Avenue Chicago, IL 60614 (312) 565-3015 Human Resources Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>
<p>WTXF-TV 29 (FOX) 330 Market Street Philadelphia, PA 19106-2796 (215) 982-5215 Human Resources Director: Megan Young Fax: (215) 982-5498 Email: fox29hr@foxtv.com www.fox29.com</p>	<p>KDFW 4 (FOX) KDFI 27 (MyNetwork) 400 N. Griffin Street Dallas, TX 75202 (214) 720-3149 Human Resources Director: Nicole Robles Fax: (214) 720-3014 Email: resumes@kdfwfox4.com www.Fox4news.com www.Fox4news.com/kdif-my27</p>
<p>KTVU-TV/KICU-TV 2 Jack London Square Oakland, CA 94607 Director of Human Resources: Christine Nohr (510) 874-0227 Email: www.ktvu.com</p>	<p>WAGA 5 (FOX) 1551 Briarcliff Road, NE Atlanta, GA 30306 (404) 898-0269 Human Resources Director: Regina Davis Fax: (404) 898-4426 Email: hratlanta@foxtv.com www.fox5atlanta.com</p>

WJBK 2 (FOX) 16550 W. Nine Mile Road Southfield, MI 48075 (248) 552-5233 Human Resources Director: Cynthia Smith Fax: (248) 557-2155 www.fox2detroit.com	KTBC 7 (FOX) 119 E. 10 th Street Austin, TX 78701 (512) 495-7024 Human Resources Director: Lisa Cordes Fax: (512) 494-2040 www.fox7austin.com
WTTG 5 (FOX) WDCA 20 (MyNetwork) 5151 Wisconsin Avenue, NW Washington, DC 20016 (202) 895-3232 Human Resources Director: Theresa Wilson Fax: (202) 895-3286 Email: wttg-hr@foxtv.com www.Fox5dc.com www.Fox5dc.com/my20dc	KRIV 26 (FOX) KTXH 20 (MyNetwork) 4261 Southwest Freeway Houston, TX 77027 (713) 479-2720 Human Resources Manager: Tracey Rivers Fax: (713) 479-2728 Email: krivjobs@foxtv.com www.Fox26houston.com
KSAZ-TV 10 (FOX) KUTP 45 (MyNetwork) 511 W. Adams Street Phoenix, AZ 85003 (602) 262-5150 Regional Human Resources Director: Diana Pike Fax: (602) 262-5123 Email: hr.phoenix@foxtv.com www.Fox10phoenix.com www.Fox10phoenix.com/my45	WTVT 13 (FOX) 3213 W. Kennedy Boulevard Tampa, FL 33609 (813) 870-7132 Regional Human Resources Director: Iris Sierra Fax: (813) 870-9890 Email: iris.sierra@foxtv.com www.Fox13news.com
KMSP-TV 9 (FOX) 11358 Viking Drive Eden Prairie, MN 55344 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com	WFTC 29 (MyNetwork) 1701 Broadway Street, NE Minneapolis, MN 55413 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrrminnesota@foxtv.com www.Fox9.com/my29
WOFL 35 (FOX) 35 Skyline Drive Lake Mary, FL 32746 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com	WRBW 65 (MyNetwork) 2000 Universal Studios Plaza, #200 Orlando, FL 32819 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com

WOGX 51 (FOX) 4727 NW 53 rd Ave, Suite A Gainseville, FL 32653 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox51wogx.com	WJZY 46 (FOX) WMYT 55 (MyNetwork) 3501 Performance Road Charlotte, NC 28214 (704)-944-3372 Human Resources: Karen Bouldin Fax: (704)-944-3472 Email: ftsadminjobs@foxtv.com www.fox46charlotte.com
FOX Stations Sales, Inc. (FSS) 205 E. 67 th Street New York, NY 10021-6050 (212) 332-9239 Human Resources Director: Dorian Kasuba Email: fss-hr@foxtv.com www.myfoxny.com	
<u>ADDITIONAL RESOURCES</u> For opportunities at other 21 st Century companies: http://www.21cf.com/careers	

Fox2detroit.com serves the community in a number of powerful ways. It provides Metro Detroiters/Michiganders with the latest news, weather and traffic information. Severe weather alerts are sent directly to viewers' emails along with breaking news and traffic emergencies. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards and through sharing of photos/videos. There is a dedicated page devoted to The Job Shop, that is renown in the area for its wealth of job search information, including coaching, resume writing, interview skills and, of course, job listings, which is fully interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on fox2detroit.com includes: internship program, the aforementioned job listings, community events and activities throughout the viewing area, the Public File information and more. Our web also has direct links to many national and local sites. WJBK FOX 2's website attracts approximately 222,344 page views per day and approximately 66,702 unique visitors each day.

Section 2: Recruitment Source Information		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which Source Was Utilized
WJBK/Fox 2 Career Site	43	All positions
WJBK Career Board		All positions
Indeed.com	4	All positions
Dr. Jeffrey S. Smith, Ass't Professor, Internship Coordinator, Central Michigan University 306 Moore Hall, Mt. Pleasant, MI 48859	0	All positions
Lawrence Technological University 21000 West 10 Mile Road Southfield, MI 48075-1058	0	All positions
Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008	0	All positions
Dr. Denise B. Maybank Michigan State University 153 Student Affairs Bldg. East Lansing, MI 48824-1113	0	All positions
L.A. Dickerson, Journalism Department Michigan State University 343 Communications Arts & Science Bldg. East Lansing, MI 48224-1212	0	All positions
Intern Coordinator, Dept. of Telecommunications Michigan State University 409 Communications Arts & Sciences Bldg. East Lansing, MI 48824-1212	0	All positions
Melissa Samuels, Ass't Director Work Experience & Placement Services Marygrove College 8425 W. McNichols Detroit, MI 48221	0	All positions

Carol Anne Ketelsen, Career Consultant	0	All positions
Oakland University Career Services		
154 North Foundation Hall		
Rochester, MI 48309-4401		
Dr. Valerie Palmer-Mehta, Internship Director	0	All positions
Oakland University		
2200 N Squirrel Rd.		
Rochester, MI 48309-4401		
Carol Jones, The Career Education Center	0	All positions
University of Detroit Mercy		
4001 W. McNichols, Reno Hall – 1 st Floor		
Detroit, MI 48221		
Elissa Clemmons, Ass't Dean	0	All positions
The Career Education Center		
University of Detroit Mercy		
4001 W. McNichols, Reno Hall 1 st Floor		
Detroit, MI 48221		
Ingrid Kroeger, Co-op & Internship Coordinator	0	All positions
Madonna University		
36600 Schoolcraft		
Livonia, MI 48150-1173		
Katie Peters, Placement Advisor	0	All positions
Specs Howard School of Broadcast Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Dick Kernan, VP of Industry Relations	0	All positions
Specs Howard School of Media Arts		
19900 W. Nine Mile Road		
Southfield, MI 48075		
Sharon Snyder, Director of Development	0	All positions
JVS		
29699 Southfield Rd.		
Southfield, MI 48076		
Dr. Carolyn Kraus, Internship Coordinator, Humanities	0	All positions
University of Michigan Dearborn		
4901 Evergreen Road		
Dearborn, MI 48128		
Dr. Anthony McGill	0	All positions
University of Michigan Flint		
4116 William S. White Bldg.		
303 E. Kearsley St.		
Flint, MI 48502-2186		
Dr. Jack Lessenberry, Dept. of Journalism	0	All positions
Wayne State University		
563 Manoogian Hall		
Detroit, MI 48202		

Alicia Nails, Director, Journalism Institute for Media Diversity, Wayne State University 559 Manoogian Hall Detroit, MI 48201	0	All positions
Dr. Sam Fullerton, Intern Coordinator Eastern Michigan University 545 Owen Bldg. Ypsilanti, MI 48197	0	All positions
Dr. Geoffrey Hammill, Internship Coordinator Department of Communications Eastern Michigan University 714 E. Pray-Harroid Ypsilanti, MI 48197	0	All positions
Barbara J. Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197	0	All positions
Ebony Jones, Sr. Corp. Relations Manager Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197	0	All positions
Richard Berman Center for Career & Professional Development Kalamazoo College 1200 Academy Street Kalamazoo, MI 49007	0	All positions
Euphemia Franklin Southeastern Michigan Indians, Inc. 26641 Lawrence Centerline, MI 48015	0	All positions
Kimmerly S. Piper-Aiken, Ass't Professor of Journalism Wayne State University 565 Manoogian Detroit, MI 48201	0	All positions
Connie Morcom, Ass't Professor Television & Digital Media Production Ferris State University 1349 Cramer Circle, BIS 303 Big Rapids, MI 49307-2737	0	All positions
Career Services Office Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401	0	All positions
Wayne County Community College Jonathan Cartwright 801 W. Fort Street Detroit, MI 48213	0	All positions

Wassim Mahfouz, Executive Director	0	All positions
Lebanese American Heritage Club		
4337 Maple Road		
Dearborn, MI 48126		
Sonia Harb, MSW, CSW	0	All positions
Director of Employment & Training		
ACCESS		
6451 Schaefer Rd., 2 nd Floor		
Dearborn, MI 48126		
Christie DeLozano	0	All positions
Latin Americans for Social/Econ. Dev.		
4138 West Vernor		
Detroit, MI		
Peter C. Charest, SMSgt, USAF (retired)	0	All positions
Civilian Jobs		
1825 Barrett Lakes Blvd		
Suite 300		
Kennesaw, GA 30144		
Dr. Keith Oppenheim, Broadcasting Internship Coordinator	0	All positions
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Solomon Miles	0	All positions
Uplift Community Foundation Job Referral Services		
6426 – 6 th Street, NW		
Washington, D.C. 20012-2662		
Craig R. Papas, Executive Director	0	All positions
Resolution Center/Macomb		
176 S. Main St. #102		
Mt. Clemens, MI 48043		
Alison Vaughn, Executive Director	0	All positions
Jackets for Jobs		
5555 Conner, Suite 2097		
Detroit, MI 48213		
Myrtle Wilburn, NAACP	0	All positions
1000 U Street, NW, Suite 100		
Washington, D.C. 20001		
Larry Beery	0	All positions
School of Communications		
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		

Jennifer Kluge, Executive Vice President	0	All positions
Michigan Business & Professional Association		
27700 Hoover Road		
Warren, MI 48093		

Section 3: Supplemental Outreach Activities

1. Outreach Initiatives

WJBK FOX 2 is dedicated to community involvement and promoting higher education and diversity, therefore all activities listed incorporate these components particularly, but not limited to organizations/efforts involving youth. Staffs involved in such activities discuss their responsibilities, educational background and other requirements of the job, as well as answer questions from the group in this regard. Following is a full listing of FOX 2's outreach initiatives that fit these categories:

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

Cynthia Smith, Human Resources Director:

09/2/2016 Exhibitor, Oakland University 2016 Fall Career Fair, Rochester, MI
10/19/2016 Exhibitor, Wayne State University Journalism Day Internship Fair, Detroit, MI
11/14/2016 Exhibitor, MBK (Alliance-Pathway to Success), COBO Hall, Detroit, MI
3/23/2017 Exhibitor, University of Detroit Mercy Spring Career / Networking Fair, Detroit, MI

Kimberley Brancato, News Administrative Assistant

10/19/2016 Co Exhibitor, Wayne State University Journalism Day Internship Fair, Detroit, MI

National Outreach Participation – FOX Television Stations, Inc.:

6/24/2016 Emma Bowen Career Fair, New York, NY, Roselyn Barranda, Dorian Kasuba
8/3/2016 National Association of Black Journalists and National Association of Hispanic Journalist, Washington, D. C.,
Sharming Nathan-Scott and Heather Frascella
8/10/2016 Asian American Journalists Association Career Fair, Las Vegas, NV, Tracy Rivers
10/27/2016 Howard University 2016 Communications Job & Internship Fair, Washington, D. C., Theresa Foster

Establishment of an Internship Program:

FOX 2 College Internship Program

Since its inception in the late 1970s, diversity has been the foundation of the FOX College Internship Program, which was developed to attract and assist minority and female students, making the station a leader in the Detroit television broadcast market in this regard. WJBK FOX 2 continues to offer the most comprehensive program. Now, we accept the best of the best, which means a fewer number of students, but this allows each student to get the most of this internship opportunity. Plus, this makes the program more exclusive, ultimately attracting the most qualified and ambitious juniors, seniors and graduate students who are enrolled in journalism, broadcast journalism and business curriculums. The students work a minimum of 15 hours per week and receive college credit at the successful conclusion of their internship. WJBK FOX 2 has developed additional educational aspects to the program as a way to give the students the skills they need to acquire a position in the broadcast industry. WJBK FOX 2 offers, broadcast writing seminars to help the students learn the correct way to write for television news. Qualified students also have the opportunity to work in all aspects of the station's operations, excluding technical positions under union mandate. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. **As many former interns are hired by FOX 2, the College Internship Program remains an integral component of our recruitment arm.**

Laura Moore, Assistant News Director

Ongoing Intern Writing Projects

Following is a list of the participating institutions from which we recruit:

- Albion College
- Arizona State University
- Baker College
- Central Michigan University
- Columbia College-Chicago
- DePaul University
- Eastern Michigan University
- Ferris State University
- Florida Institute of Technology
- Hope College

- Kalamazoo College
- Lawrence Technological University
- Madonna University
- Marygrove College
- Michigan State University
- Northern Michigan University
- Oakland University
- Specs Howard School of Media Arts
- Syracuse University
- University of Detroit Mercy
- University of Michigan
- University of Michigan-Dearborn
- University of Michigan-Flint
- Valparaiso University
- Wayne State University
- Western Michigan University

Below are the recruitment semesters during this period and the number of students selected for internships:

Spring/Summer Semester 2016	15 Students
Fall Semester 2016	3 Students
Winter Semester 2017	5 Students

Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies):

“FOX 2 Job Shop”

An unstable economy and high unemployment were the inspiration for the FOX 2 Job Shop. The project began in 1998 and quickly became a key component of all Fox 2 newscasts and fox2detroit.com. Metro Detroit was hit hard by the crumbling economy – much of which was tied to turbulence in the auto industry. Fox 2 anticipated the community’s need for such information first by airing “Job Shop” specials, that ultimately evolved into a major franchise, with the “Job a Day” Feature, plus thousands of other job posting, career advice that has developed into a one-stop-shop that includes job search templates (cover letters, resumes, proper attire, etc.); the Job Shop Grad Guide for students transitioning into the world of work: networking opportunities and job fairs designed to help put the people of Michigan back to work. Job Shop’s steady growth and popularity have made it the first stop for those seeking broadcast television jobs at Fox 2, and is now an important feature on all Fox O & O Stations.

“The Hunt”

In the interest of providing real-life, relatable examples of local job seekers and their experiences, FOX 2 News continued to give viewers a unique perspective on the search for gainful employment with **The Hunt**, an original, documentary-style reality show created for fox2detroit.com. Launched June 16, 2014, we follow several selected Metro Detroiters as they search for employment in a tough town, during tough times. Along the way, the FOX 2 Job Shop team provides insight and resources to help them achieve their missions. Their experiences resonate with all job seekers, especially people seeking careers in broadcast television who watch this station intently, hoping to find the path leading to such careers.

“Drive Distraction Free in the D.”

FOX 2 teamed up with the Michigan Secretary of State and a local law firm to create a scholarship contest about the dangers of distracted driving. High school students entered an essay online and the winners were given a tour of the station, and a chance to appear on FOX 2 news. They also all appeared in a public service announcement. We had students from all over metro Detroit enter and the top ten were invited to the station. Our community service director took time with each student, answering their questions and engaging their interest in the broadcast business.

“Distinguished Warriors”

The Urban League of Detroit and Southeastern Michigan is celebrating more than 100 years of serving our community. On March 16, 2017 the Urban League recognized five outstanding individuals at their annual “Salute to Distinguished Warriors” event. Distinguished Warriors are individuals who have been leaders in human and civil rights. They are all people who worked to build a more inclusive community. FOX 2 was proud to produce five profile pieces on the honorees highlighting their accomplishments. The five stories aired in our newscasts as well as at the event. We also supported the event by providing an emcee. This year’s honorees were: Don Davis (posthumous), Daisy Elliott (posthumous), Alexander Jefferson, Mel Larsen and Jimmy Settles.

“The FOX 2 Honor Roll”

Inspired by two outstanding young people who came to us wanting to tell good news we launched a new project called The Honor Roll. The project focuses on young people who are making a positive difference in the world. For the start of the new project we let the two sisters who came to us be very involved in the story – helping to select outstanding candidates and learning how a news story is developed for air. This will be an ongoing project that will continue to engage young people who have a passion for giving back and will help expose them to broadcast news.

Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting:

Emma L. Bowen Foundation for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The student earn both salaries and match scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company’s executives are on the Foundation’s board.

Courageous Persuaders Video Scholarship Competition

Inspired by the numerous incidents of teen drunk and drugged driving in Metropolitan Detroit, FOX 2 joined forces with the Detroit Auto Dealers Association and local advertising agencies in its support of the Courageous Persuaders video scholarship competition. Courageous Persuaders harnesses peer pressure and youthful exuberance by inviting high school students to join in a creative and entertaining competition to make a TV commercial about the dangers of alcohol/substance abuse. Courageous Persuaders is about replacing negative, dangerous images from movies, commercials and television, which portray drinking as “cool,” with positive images that emphasize the dangers of underage and binge drinking. Not only does the Courageous Persuaders initiative provide high school students an opportunity to win scholarship money, but they are also viewed as role models by their peers and the younger middle school students who are the target audience for their message. The grand prize-winning commercial airs on TV as a public service announcement, and budding journalists get their first taste of broadcast TV.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives, which is actively supported by WJBK FOX 2’s Sales Department. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company’s television stations and sales offices throughout the United States. In addition to the aforementioned program, other efforts contributing to cross-department training are underway at WJBK FOX 2. They are as follows:

- 6/24/16: Online News Ticker elections training for super users of the News Ticker systems. Learn how to add election races, graphics, and data for use on election night.
- 7/5 -7/8/16: ELC training for per diem NABET employees in the operational use of the news automation system in production control – ELC; included hands-on training during a live broadcast under the supervision of a trained professional.
- 12/14/16: Active shooter Training for entire staff. The staff learned the run, hide, fight (a.k.a. “Avoid, Block, Confront”) techniques for defending themselves should an armed intruder gain access to the building.
- 12/15/16: Evertz switcher training for Engineering Maintenance - consisted of configuration and troubleshooting of the new MCR video switcher.

9/7-9/9/16 Producers and Directors underwent several training sessions to prepare for the installation of the new studio, including sessions to learn to build graphics for the new studio.

Ongoing: Creative Services staff – online training/tutorials via Lynda.com regarding various relevant media software applications.

Ongoing: Writers train to produce newscasts and web content.

Ongoing: Web producers and some on air talent underwent training to learn the proper practices for going live on Facebook.

Ongoing: Some producers and Assignment editors underwent web training to learn to post stories to the web. The web team underwent training to learn new program for sending push alerts.

4/19/17: Fox Television Stations' Legal Counsel, Maxwell Rosenthal, conducted Employee Training as part of our continuing education initiative. The intent of this training was to help employees further understand and comply with the Company's policy against harassment, discrimination, and retaliation in the workplace. Additionally, on the same day, Mr. Rosenthal led a management "Lunch and Learn" session, to discuss various, important topics that were designed to improve the effectiveness of managers as leaders.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

Danella Aboud, Manager, Assignment Desk

12/1/2016 Speaker, Journalism Conference, Eastern Michigan University

12/1/2016 Panelist, Journalism Conference, Eastern Michigan University

Amy Andrews, Anchor

11/11/2016 Speaker, Oakland University

12/1/2016 Speaker, JCRC/AJC a Partnership for the Community Relations & Jewish Advocacy Luncheon for Journalist

3/17/2017 Guest Reader, Simonds Elementary School (Reading Month)

3/31/2017 Guest Reader, Schuchard Elementary School (Reading Month)

4/27/2017 Speaker, Panelist, Journalism Day, Comerica Park

Taryn Asher, Reporter

12/1/2016 Speaker, JCRC/AJC a Partnership for the Community Relations & Jewish Advocacy Luncheon for Journalist

3/6/2017 Guest Reader, West Maple Elementary School (Reading Month)

Gordie Connelly, Stagehand

Ongoing Instructor (TV staging /production), Wayne County Community College

M. L. Elrick, Reporter

Ongoing Mentorship, Michigan State University journalism student

Annually

/Fall term Adjunct Teaching Staff, *Fundamentals of Journalism*, University of Michigan-Dearborn

Annually Member, Michigan State University College of Communication Arts and Sciences Alumni Board

Annually Member, Michigan Press Association Freedom of Information Committee

Annually Member, St. Clare of Monte Falco Catholic School board

6/8/2016 Speaker, Investigative Reporting Seminar with future journalist at the Cincinnati Enquirer

11/11/2016 Speaker, 826 Michigan Detroit Writing Workshop

11/14/2016 Speaker, Regina High School

7/31/2016 Speaker, Michigan Interscholastic Press Association Annual Conference, Michigan State University

3/22/2017 Speaker, Career Night, L'Anse Cruces

3/31/2017 Speaker, Career Night, Marcus Garvey Academy

Monica Gayle, Anchor

1/27/2017 Mentored, Grosse Pointe South High School Journalism Student

Jennifer Hammond, Sports Anchor/Reporter

3/15/2017 Mentorship, Detroit Cristo Rey High School Journalism Students

4/27/2017 Speaker, Panelist, Journalism Day, Comerica Park

Al Johnson, Planning Manager

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

James Jackson, Photographer/Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Cynthia Johnson, Assignment Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Derek Kevra, Meteorologist

6/3/2016 Commencement Speaker, Stevenson High School
 1/30/2017 Mentored 1st Graders at Kennedy Elementary School,
 3/17/2017 Guest Reader, Crescent Wood Elementary School (Reading Month)
 4/25/2017 Speaker, Rosebrook Childcare Center, (Weather Week)

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Sky Kerstein, Sports Producer

4/20/2017 Speaker, Western Michigan University, Broadcasting and Journalism
 6/18-
 6/21/2016 Adjunct Teaching Staff, Sports Broadcasting, De La Salle High School
 6/26-
 6/29/2017 Adjunct Teaching Staff, Sports Broadcasting, De La Salle High School

Charlie Langton, Anchor/Reporter

6/9/2016 Master of Ceremonies, Macomb County Bar Association
 7/7/2016 Speaker, Children's Center of Detroit
 7/12/2016 Panelist, Michigan State Teen Debate
 9/23/2016 Speaker, Michigan State University Journalism Seminar
 10/21/2016 Speaker, American Bar Association
 3/21/2017 Guest Reader Stem Carver Elementary School (Reading Month)

Josh Landon, Reporter

6/18/2016 Commencement Speaker, Denby High School
 3/24/2017 Guest Reader Dickinson West Elementary School (Reading Month)
 5/12/2017 Speaker, Jalen Rose Leadership Academy High School
 5/23/2017 Speaker, Davison Elementary/Middle School

Maurielle Lue, Anchor

3/18/2017 Speaker, Christian Tabernacle Church, "Young Journalists" Event
 3/31/2017 Guest Reader, Fox Elementary School (Reading Month)

Rich Luterman, Meteorologist/Anchor

9/28/2016 Guest Speaker, Churchill High School, Science Class

Sherry Margolis, Anchor

6/10/2016 Guest Speaker, Dedication Ceremony for the Literacy Garden, West Bloomfield High School

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Senior College Students of Broadcasting/Journalism

Huel Perkins, Anchor

11/19/2016 Speaker, Host "Each One Teach One" Public Education Conference, Birmingham Groves High School

Lori Pinson, Meteorologist

10/26/2016 Speaker, Host Forest Park Elementary School
 11/19/2016 Speaker, Host Operation School Bell, East Detroit Schools
 3/29/2017 Guest Reader, Ellen Thompson Elementary School

Roop Raj, Reporter

Ongoing Adjunct Journalism Teaching staff, Lawrence Institute of Technology
 6/14/2016 Speaker, Ford Motor Company Scholarships Awards
 11/10/2016 Speaker, Keynote Address, West Bloomfield High School, National Honor Society
 1/12/2017 Panelist, Wayne State University, Journalism Institute for Media Diversity
 1/28/2017 Master of Ceremonies, Troy High School

Connie Smith, News Producer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Ron Savage, Anchor/Reporter

6/1/2016 Speaker, Huron Valley Middle School
 10/29/2016 Speaker, Central Michigan University

Alyssa Strickland, Producer

Ongoing Chapter Advisor, Central Michigan University
 Ongoing Recruitment Specialist, Sigma Sigma Sigma Sorority's National Organization

Lee Thomas, Entertainment Reporter

10/5/2016 Judge, Storytelling Competition Detroit Public Schools, Elementary

Jay Towers, Anchor

10/27/2016 Speaker, Rochester College

3/8/2017 Guest Reader, Priest Elementary School

3/13/2017 Guest Reader, Waterford Montessori Elementary School

Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting:

Monica Gayle, Anchor

10/07/2016 Panelist, Weight Watchers Group Annual "Remarkable Women" Charity Luncheon

Charlie LeDuff, Reporter

07/09

-07/10/2016 Keynote Speaker, 2015 National Native Media Conference (Native American Journalists Association), Washington, D.C.

Roop Raj, Reporter

04/27/2016 Keynote Speaker, Bloomfield Youth Assistance Annual Outstanding Youth Citizen Dinner Program (providing scholarships and enrichment opportunities for students of the Bloomfield Hills School District)

05/06/2016 MC, Lebanese American Heritage Club (LAHC) 28TH Annual Scholarship Awards Gala

Ongoing: "Money Monday" reports re: ways parents can influence their children in establishing solid financial values, including charitable giving; helping college students establish good credit as they plan for life and work outside of the campus setting; red flags to note when applying for college scholarships.

Participation in other activities designed by the station employment unit reasonably calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Kimberley Brancato, News Administrative Assistant

10/19/2016 Exhibitor, Wayne State-Fall Career Fair

2/25/2017 Host of Station Tour, Visitors from Oakland County Youth Assistance Mentoring Program

Gordie Connelly, Stagehand

10/27/2016 Host of Station Tour, Visitors, Wayne County Community College

M.L. Elrick, Reporter

1/3/2017 Job Shadow-Host, Michigan State University College Student

1/4/2017 Job Shadow-Host, Michigan State University College Student

1/18/2017 Job Shadow-Host, Michigan State University College Student

2/1/2017 Host of Station Tour, Visitors, Grosse Pointe Academy Elementary Students

Katie Fehr, Community Service Director

9/13/2016 Host of Station Tour, Visitor, Clawson Cheer Team

10/16/2016 Host of Station Tour, Visitor, Clawson Broadcasting Class

4/7/2017 Host of Station Tour, Visitor, Gleaners Community Food Bank

Monica Gayle, Anchor

12/5/2016 Job Shadow Host, Macomb Community College Student

1/27/2017 Job Shadow Host, Grosse Pointe High School Student

Jennifer Hammond, Sports Reporter

4/26/2017 Host of Station Tour, Visitors Birmingham High School

Sky Kerstein, Sports Producer

12/7/2016 Job Shadow-Host Western Michigan University College Student

4/15/2017 Job Shadow Host, Western Michigan University, Broadcasting Graduate

Al Johnson, Planning Manager

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Cynde Johnson, Assignment Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Derek Kevra, Meteorologist

7/29/2016 Host of Station Tour, Visitors, Oakland University, students majoring in broadcasting and productions
11/5/2016 Host of Station Tour, Visitors, Northville High School, Student and her family who was doing a school project on journalism.
1/30/2017 Host of Station Tour, Visitors, Kennedy Elementary School Students
4/22/2017 Host of Station Tour, Visitors, Farmington Hill High School Students

Charlie Langton, Reporter

2/25/2017 Host of Station Tour, Visitors from Oakland County Youth Assistance Mentoring Program

Maurielle Lue, Anchor

2/25/2017 Host of Station Tour, Visitors from Oakland County Youth Assistance Mentoring Program

Rich Luterman, Chief Meteorologist

7/11/2016 Job Shadow Host, Novi High School Student

Dan Miller, Sports Director

05/01-

05/31/2017 Job Shadow Host, Detroit Country Day and Cranbrook Upper School students

Laura Moore, Assistant News Director

11/1/2016 Host of Station Tour, Visitors, "Catch Family" Students interested in Broadcasting

Huel Perkins, Anchor

12/1/2016 Speaker, JCRC/AJC a Partnership for the Community Relations & Jewish Advocacy Luncheon for Journalist

05/01-

05/31/2017 Job Shadow Host, Detroit Country Day and Cranbrook Upper School students

Ron Savage, Reporter/Anchor

8/27/2016 Host of Station Tour, Visitors, Special Dreams Farm-New Baltimore for Disabled Teens and Adults

12/17/2016 Host of Station Tour, Visitors, Northern Michigan University Students

1/14/2017 Host of Station Tour, Visitors, Grand Valley State University Students

1/21/2017 Host of Station Tour Visitors, Milford High School Students

Lee Thomas, Anchor/Entertainment Reporter

8/19/2016 Job Shadow Host, Journalism Student

Rob Wolchek, Reporter

11/3/2016 Job Shadow Host, Walled Lake High School Journalism Student

2/10/2017 Job Shadow Host, Novi High School Journalism Student