



Annual FCC – EEO Public File Report  
May 21, 2019 through May 20, 2020  
Employment Unit consists of WTVS  
And WRCJ-FM (Operated Under Management Agreement)

I. Recruitment for All Full-time Vacancies

Detroit Public Television (DPTV) posts each full time vacancy within the station on the station intranet. 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 participated in the following career fairs:

- July 23, 2019 – NAACP National Convention Career Fair, Cobo Hall, Detroit, MI. Cheri Mitchell and Tracy Duda of Human Resources; Edward Davis, Director of Major Gifts attended the fair.
- October 17, 2019 – Wayne State University Journalism Day Internship Fair, Italian Room/General Lectures Building, Detroit, MI. Martin Fischhoff, Director of Communications; Cheri Mitchell, Human Resources; Nora Kadoo, Producer; and Sandra Svoboda, Program Director, GLN attended the fair.
- August 2, 2019 Specs Howard School of Media Arts Internship fair -26700 Lahser Road, Southfield MI 48033. Cheri Mitchell, Human Resources, Lexus Jacobs Stocking, former intern and Lexus Jacobs, current intern, attended the fair.

## 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.

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

During the reporting period, a total of 10 students interned in the Production Department, 2 student interned in the Communications Department, 1 student interned in the WRCJ Station, 2 student interned in the Human Resources Department, 7 students in the Great Lakes Now Department, and 2 students interned in the Special Events 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.
- Detroit Public Television hosts Lunch and Learns providing educational sessions on average, once per quarter during the lunch hour. All employees are encouraged to attend.
- During fiscal year 2020, DPTV encouraged all employees to log at least 35 hours of training.

## D. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities

- All upper level openings during the reporting period were posted with the Michigan Association of Broadcasters job bank.

## E. 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.

Section 1: Full time Job Openings Filled  
Time Period Covered: May 21, 2019 to May 20, 2020

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Business Development Executive Hired: 3/16/2020 Recruitment Sources: 1-26; 42, 44, 46	Indeed	7
Major Gifts Officer Hired: 09/17/2019 Recruitment Sources: 1-26; 49	Indeed	4
Full Time Editor Hired: 12/16/2019 Recruitment Sources: 1-26; 35, 49,	Internal Posting	7
Foundations and Grants Specialist Hired: 10/14/2019 Recruitment Sources: 1-26; 35, 49,	Employee Referral	2
Mid-Level Giving Coordinator Hired: 10/14/2019 Recruitment Sources: 1-26; 35; 49;	Internal Posting	3
Multimedia Producer, Great Lakes Now Hired: 12/16/2019 Recruitment Sources: 1-26; 35, 49	DPTV Website	2
Member Services Rep Hired: 1/21/2020 Recruitment Sources: 1-26; 35; 49	Indeed	3
Producer, GLN Hired: 2/26/20 Recruitment Sources: 1-26; 35, 49	Employee Referral	3

Time Period covered: May 21, 2019 to May 20, 2020

Stations in Employment Unit: WTVS

Job Posting: All positions

Recruitment Source (Name, Address, Telephone Number, Contact Name, Web/E-mail address)	Total Number of Interviewees This source has provided during this period
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1.	Station Website Postings Detroit Public Television <a href="http://www.dptv.org">www.dptv.org</a>	4
2.	Internal Station Postings Detroit Public Television <a href="mailto:hresources@dptv.org">hresources@dptv.org</a>	4
3.	Aquinas College <a href="mailto:saintsforhire@aquinas.edu">saintsforhire@aquinas.edu</a>	
4.	Central Michigan University <a href="mailto:careers@cmich.edu">careers@cmich.edu</a> ; <a href="mailto:jimwoj@gmail.com">jimwoj@gmail.com</a>	
5.	Davenport University <a href="mailto:livonia.cs@davenport.edu">livonia.cs@davenport.edu</a>	
6.	Detroit Hispanic Development <a href="mailto:info@dhdc1.org">info@dhdc1.org</a>	
7.	Detroit Urban League <a href="mailto:shelita.richmond@deturbanleague.org">shelita.richmond@deturbanleague.org</a>	
8.	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>	
9.	Henry Ford Community College <a href="mailto:careers@hfcc.edu">careers@hfcc.edu</a>	
10.	Hillsdale College <a href="mailto:careerservices@hillsdale.edu">careerservices@hillsdale.edu</a>	
11.	JVS Employment Angela Bevak < <a href="mailto:abevak@jvsdet.org">abevak@jvsdet.org</a> >	
12.	Lawrence Tech <a href="mailto:jgaber@ltu.edu">jgaber@ltu.edu</a>	
13.	Oakland University <a href="mailto:careers@oakland.edu">careers@oakland.edu</a> ; <a href="mailto:sideling@oakland.edu">sideling@oakland.edu</a>	
14.	Marygrove College <a href="mailto:careerservices@marygrove.edu">careerservices@marygrove.edu</a>	
15.	MSU <a href="mailto:morrisvi@vps.msu.edu">morrisvi@vps.msu.edu</a> <a href="mailto:hanson39@msu.edu">hanson39@msu.edu</a>	
16.	Public Media Business Association <a href="mailto:info@pmbaonline.org">info@pmbaonline.org</a>	

17.	Schoolcraft College <a href="mailto:jstadnic@schoolcraft.edu">jstadnic@schoolcraft.edu</a>	
18.	PRNDI Chris Diers < <a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a> >	
19.	Southeastern Michigan Indians Inc. <a href="mailto:semii1975@yahoo.com">semii1975@yahoo.com</a>	
20.	The Fitness Fellowship International <a href="mailto:emufitnessfellowship@gmail.com">emufitnessfellowship@gmail.com</a>	
21.	Young Nonprofit Professionals Network <a href="mailto:ynpndetroit@gmail.com">ynpndetroit@gmail.com</a>	
22.	Michigan Rehabilitation Services Hargrave, Terry (DHS) < <a href="mailto:hargravet1@michigan.gov">hargravet1@michigan.gov</a> >	
23.	American Indian Services Inc <a href="mailto:amerinserv@ameritech.net">amerinserv@ameritech.net</a>	
24.	Specs Howard <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a>	
25.	Wayne State <a href="mailto:perry.farrell@wayne.edu">perry.farrell@wayne.edu</a>	
26.	<b>Ideastream/WNED</b>	
32.	Adrian College	
33.	Delta College	
34.	International academy of Design Technology	
35.	U of M	
36.	Madonna University	
37.	Wayne County Community College	
38.	Minority Supplier - Diane Lee	
39.	Art Institute of Michigan	

41.	Michigan Talent Bank <a href="https://jobs.mitalent.org/signin/">https://jobs.mitalent.org/signin/</a>	
42.	Michigan Assc. Broadcasters <a href="http://www.Michmab.com">www.Michmab.com</a>	
43.	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>	
44.	CPB Jobline: Public media employment <a href="http://cpb.org/jobline/submit.php">http://cpb.org/jobline/submit.php</a>	
45.	Greater Public Jobline <a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>	
46.	Michigan Diversity Council <a href="http://www.diversityfirstjobs.com">http://www.diversityfirstjobs.com</a>	
47.	Internships.com <a href="http://www.internships.com/employer">http://www.internships.com/employer</a>	
48.	Society Broadcast Engineers <a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>	
49.	INDEED <a href="https://employers.indeed.com/m#post-job">https://employers.indeed.com/m#post-job</a>	13
51.	Handshake (internships) <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	
52.	Specs Howard Internships only <a href="#">username=WRCJ, password Peabody10</a>	
53.	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.	indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	
56.	Michigan Nonprofit Association <a href="https://www.mnaonline.org/jobcenterform.aspx">https://www.mnaonline.org/jobcenterform.aspx</a>	
57.	Linkedin	1
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	
70.	media Jobs Connection <a href="http://mediajobsconnection.poynter.org/?sslid=MzQ3Mbl0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7">http://mediajobsconnection.poynter.org/?sslid=MzQ3Mbl0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7</a> <a href="http://michigan.jobing.com/recruiting">http://michigan.jobing.com/recruiting</a>	
72.	Public Media Jobs <a href="http://jobs.current.org/home/index.cfm?site_id=14538">http://jobs.current.org/home/index.cfm?site_id=14538</a>	
74.	Tech jobs <a href="http://www.dice.com/common/content/postJobs/index2.jsp">http://www.dice.com/common/content/postJobs/index2.jsp</a>	
75.	Upwork for freelancers <a href="https://www.upwork.com/">https://www.upwork.com/</a>	
76.	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>	