

WDIV-TV
EEO PUBLIC FILE REPORT
June 1, 2020 - May 28, 2021

WDIV-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WDIV-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

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 |
|---------------------------------------|--|-----------------------|
| ENG Photojournalist - News department | 1-15, 17-24, 26-28, 30-35, 37-47 | 11 |
| Assistant Director of Technology | 1-6, 8-14, 18, 20-31, 33-35, 37-40, 42-48 | 11 |
| Business Manager | 1-6, 8-10, 12-14, 17-24, 26-28, 30-40, 42-47 | 24 |
| Director of Technology | 9, 15, 18, 20-21 | 15 |
| IT Broadcast Engineer | 1-15, 17-22, 26-28, 31-35, 37 | 11 |
| Director | 1-6, 8-14, 16-24, 26-28, 30-40, 42-47 | 11 |
| Human Resource Administrator | 1-3, 5-6, 8-10, 12, 14-15, 18, 20-21, 23-24, 26-27, 30, 33-35, 37-39, 42-43, 46-48 | 24 |
| Promotion Manager | 1-6, 8-14, 18, 20-21, 23-24, 26-28, 30-31, 33-35, 37-40, 42-48 | 21 |
| Local Sales Manager | 1-6, 8-14, 18, 20-21, 23-24, 26-28, 30-31, 33-35, 37-40, 42-48 | 11 |
| Broadcast Technology Manager | 1-4, 6, 8-14, 18, 20-21, 23-24, 26-28, 30-31, 33-35, 37-40, 42-43, 45-48 | 11 |
| Editor | 1-4, 6, 8-14, 18, 20, 23, 26-27, 30-31, 33-35, 37-40, 42-48 | 11 |

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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 | 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Url : http://602communications.com/ Email : slizik@602communications.com Fax : 1-602-954-8373 Sandy Lizik | N | 0 |
| 2 | Academy of Radio & TV Broadcast 16052 Beach Blvd Suite 263-N Huntington Beach, California 92647 Phone : 877-572-3468 Url : http://www.arbradio.com Email : doreen@arbradio.com Doreen Reyes | N | 0 |
| 3 | ACCESS 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 313- 945-8380 Url : http://www.accesscommunity.org Email : mmounajed@accesscommunity.org Mo Mounajed | N | 0 |
| 4 | Albion College 611 E. Porter St Albion, Michigan 49224 Phone : 517-629-0332 Url : http://www.albion.edu Email : careers@albion.edu Dawn Hernandez | N | 0 |
| 5 | Asian American Journalist Association 5 Third St., Suite #1108 San Francisco, California 94103 Url : http://www.aaja.org Email : national@aaja.org Kathy Chow | N | 0 |
| 6 | Association of Black Communicators The American-Statesman Box 670 Austin, Texas 78704 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Job Listings | N | 0 |

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|------------------|---|--|---|
| 7 | Broadcast Employment Services Michigan Phone : 317-895-9050 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Douglas Weaver | N | 0 |
| 8 | Central Michigan University 215 BUC Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Url : http://www.cmich.edu Email : careers@cmich.edu Fax : 1-989-774-6608 Julia Sherlock | N | 0 |
| 9 | ClickonDetroit.com 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3132220469 Url : http://www.clickondetroit.com Email : dbartkowiak@wdiv.com Jennifer Easterling | N | 25 |
| 10 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 11 | Current Employee - Transfer/Promotion | N | 12 |
| 12 | Davenport University 6191 Kraft Avenue S.E Grand Rapids, Michigan 49512 Phone : 269-552-3370 Url : http://www.davenport.edu Email : linda.lamorandier@davenport.edu Linda Lamorandier | N | 0 |
| 13 | Eastern Michigan Univ. - UACDC 200 McKenny Hall Ypsilanti, Michigan 48197 Url : http://www.emich.edu Email : mchambers@emich.edu Mary Chambers | N | 0 |

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|------------------|---|--|---|
| 14 | Emma L. Bowen Foundation 300 New Jersey Avenue NW Ste. 700 Washington, District of Columbia 20001 Phone : 212-664-3486 Url : http://www.emmabowenfoundation.com Email : Michael.Barham@nbcuni.com Fax : 1-202-524-6411 Michael Barham | N | 0 |
| 15 | Employee Referral | N | 5 |
| 16 | Former Employee Referral | N | 1 |
| 17 | Gazette Newspapers 9030 Comprint CT Gaithersburg, Maryland 20877 Url : http://www.emich.edu/uacdc Email : classads@gazette.net Donna Johnson | N | 0 |
| 18 | Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler | N | 0 |
| 19 | Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclinkdc.org Email : charlie@hispaniclink.org Hector Erikson | N | 0 |
| 20 | iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting | N | 0 |
| 21 | Indeed 7501 N. Capital of Texas Hwy Austin, Texas 78731 Url : http://www.indeed.com Job Listings Manual Posting | N | 3 |

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|------------------|---|--|---|
| 22 | Japanese American Citizens League 1765 Sutler St. Ste 1000 San Francisco, California 91445 Url : http://www.jacl.org Email : pouchida@jacl.org Priscilla Ouchida | N | 0 |
| 23 | Lawrence Technological University 21000 West Ten Mile Road Southfield, Michigan 48075-105 Phone : 248.204.3140 Url : https://www.ltu.edu/business-it/employment-opportunities Email : ltuocs@ltu.edu Career Services | N | 0 |
| 24 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting | N | 18 |
| 25 | Ludinton Center 101 N. Superior St Albion, Michigan 49224 Phone : 517-629-0332 Fax : 1-517-629-0707 Erin Schultz | N | 0 |
| 26 | Marygrove College 8425 W. McNichols Detroit, Michigan 48221 Phone : 313-927-1844 Url : http://www.marygrove.edu Email : careerservices@marygrove.edu Job Listings | N | 0 |
| 27 | MediaLine 6451 Schaefer Rd Dearborn, Michigan 48052 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Sonia Harb | N | 0 |

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|------------------|--|--|---|
| 28 | Medill News Service 1325 G Street N.W. #730 Washington, District of Columbia 20005 Phone : 202-661-0103 Url : http://www.news.medill.northwestern.edu Email : matthew.orr@northwestern.edu Fax : 1-301-881-4826 Matthew Orr | N | 0 |
| 29 | NABEF 1771 N Street NW Washington, District of Columbia 20036 Phone : 877-433-8860 Url : www.nab.org/careers/default.asp Michelle Duke Manual Posting | N | 0 |
| 30 | NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting | N | 0 |
| 31 | NAHJ 190 N. State Street Chicago, Illinois 60601 Phone : 6267923846 Url : http://www.nahj.org Email : info@nahjcareers.org Yunuen Bonaparte | N | 0 |
| 32 | National Association of Black Journalist 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : http://www.nabj.org Email : info@nabjcareers.org Career Services Supervisor | N | 0 |
| 33 | Nebraska Educational Telecommunications 1800 N. 33rd St. Lincoln, Nebraska 6850 Url : http://www.netnebraska.org Email : tv@netnebraska.org Job Listings | N | 0 |

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|------------------|---|--|---|
| 34 | Oakland CC –Auburn Hills Campus 2900 Featherstone Rd Auburn Hills, Michigan 48326 Phone : 248-370-4241 Url : http://www.oaklandcc.edu Email : thibodea@oakland.edu Wayne Thibodeau | N | 0 |
| 35 | Oakland Community College 739 W. Washington Royal Oak, Michigan 48067 Phone : 248-370-3211 Url : http://www.oaklandcc.edu Email : kdlevels@oakland.edu Kathy Levelsberger | N | 0 |
| 36 | RTDNA 529 14th Street, , S NW, Suite 1240. Washington DC, Virginia 20045 Phone : (202) 662-7257 Url : www.rtdna.org Email : karenh@rtdna.org Fax : 1-202-223-4007 Karen Hansen | N | 0 |
| 37 | Schoolcraft College 18600 Haggerty Road Livonia, Michigan 48152 Url : http://www.schoolcraft.edu Email : ctc@schoolcraft.edu Elaine Gerarge | N | 0 |
| 38 | SER Metro of Detroit 9215 Michigan Avenue Detroit, Michigan 48210 Url : http://www.sermetro.org Email : lseed@sermetro.org Ramona Flores | N | 0 |
| 39 | South Asian Journalists Assoc 2950 Broadway New York, New York 10027 Url : http://www.saja.org Email : president@saja.org Sharaf Mowjood | N | 0 |

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|------------------|--|--|---|
| 40 | Specs Howard School of Broadcast 19900 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Fax : 1-248-746-9772 Nancy Shiner | N | 0 |
| 41 | Station Website 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 313-222-0469 Url : https://www.grahammedia.com/careers Job Listings Manual Posting | N | 0 |
| 42 | U of M – Dearborn 4901 Evergreen Rd 3028 CB Dearborn, Michigan 48128 Url : http://www.umdearborn.edu Email : umd-careersv@umich.edu Liz Barbieri | N | 0 |
| 43 | University of Colorado at Boulder Michigan Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney | N | 0 |
| 44 | University of Florida 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-273-2327 Url : http://www.ufl.edu Email : lennettereshard@crc.ufl.edu Fax : 1-352-392-3810 Reshard Lennette | N | 0 |
| 45 | University of Michigan – Dearborn umdearborn.edu 4901 Evergreen Rd Dearborn, Michigan 48128 Phone : 3135935020 Url : http://www.umdearborn.edu Email : umd-careersv@umich.edu Fax : 1-313-593-5020 Career Services | N | 0 |

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|--|--|--|---|
| 46 | Wayne State University 1001 Faculty Administration Bldg. Detroit, Michigan 48202 Url : http://careerservices.wayne.edu/ Email : ac2000@wayne.edu Fax : 1-313-577-4995 Arlimba Pringle | N | 0 |
| 47 | Women in Communications, Inc. 2744 Ellwood Berkley, Michigan 48072 Phone : 703-370-7436 Url : http://www.womcom.org Fax : 1-703-342-4311 Roseann Nicolai | N | 0 |
| 48 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 64 |

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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 | Ongoing Event | Participation in scholarship programs | The Emma L. Bowen Foundation for Minority Interests in Media Program allows minority high school and college students the opportunity to become involved in a long-term work and education program, which enables students to gain experience in their chosen field and helps them obtain jobs in the media industry. This is a paid internship that includes scholarship opportunities. | 2 | Business Manager News Director HR Administrator VP General Manager |
| 2 | Ongoing Event | Establishment of training programs for station personnel | WDIV-TV offers a tuition reimbursement plan for fulltime employees. This plan encourages an employee to further their education and acquire skills by reimbursing for the cost of tuition at accredited colleges, universities, vocational and technical schools. We had five employees who participated during this filing period. | 5 | Business Manager HR Administrator VP General Manager |
| 3 | 8/14/2020 | Establishment of training programs for station personnel | Account Executive Elevate Coffee Hour: COVID 19 Consumer Insight, Wave 3. | 10 | Account Executives |
| 4 | 9/16/2020 | Provision of training to management | Diversity, Equity & Inclusion Leadership training. Training on how to build an inclusive trusting culture to better work with others to create a better business environment for all. | 10 | General Manager Director of Creative Services Business Manager General Sales Manager |
| 5 | 9/17/2020 | Establishment of training programs for station personnel | Kneeland training on best practices on news content regarding bias. | 2 | News Director General Manager |
| 6 | 11/19/2020 | Establishment of training programs for station personnel | Diversity, Equity & Inclusion Dialogue and Learning Session for all Employees 90 minute interactive training session on unconscious bias and how to build an inclusive, trusting culture to better work with others to create a better business environment for all. | 14 | Account Executives Business Manager Accountant IT |
| 7 | Ongoing Event | Establishment of an intern program designed to assist members of the community | WDIV-TV offers an internship program for college students. These paid internships are for students with at least a junior status who will receive college credit. We had 3 interns in addition to our Emma Bowen interns. | 3 | Business Manager News Director Creative Services Director VP General Manager |

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|----|-------------|--|---|-------------------------------------|---|
| 8 | 1/26/2021 | Establishment of training programs for station personnel | The Legal Category Training, which taught our Sales Executives how to sell to businesses in the legal industry, was held and taught by AdTaxi. | 10 | Account Executives |
| 9 | 3/16/2021 | Establishment of training programs for station personnel | Account Executive Graham Wide Orbit Analytics Dashboard training. | 10 | Account Executives Local Sales Manager General Sales Manager |
| 10 | 3/23/2021 | Establishment of training programs for station personnel | FCC/EEO Regulations training | 10 | General Manager HR Administrator Business Manager Director of Technology |
| 11 | 3/24/2021 | Establishment of training programs for station personnel | Account Executive Trailblazer: Prospecting like a Pro Part 1. How to prospect & qualify new business. | 10 | Account Executives Local Sales Manager |
| 12 | 4/12/2021 | Establishment of training programs for station personnel | Account Executive Trailblazer: Prospecting like a Pro Part 2. How to prospect & qualify new business. | 10 | Account Executives Local Sales Manager |
| 13 | 4/15/2021 | Establishment of training programs for station personnel | Account Executive Auto Training-Session 1. | 13 | Account Executives Local Sales Manager General Sales Manager |
| 14 | 4/16/2021 | Establishment of training programs for station personnel | Account Executive Elevate Coffee Hour: 2021. | 10 | Account Executives Local Sales Manager |
| 15 | 4/16/2021 | Establishment of training programs for station personnel | Account Executive 2020 Media Insights & Trends training. | 10 | Account Executives Local Sales Manager |
| 16 | 5/6/2021 | Establishment of training programs for station personnel | Account Executive OMNE Gold training: How to prospect new business. | 10 | Account Executives Local Sales Manager |
| 17 | 5/20/2021 | Establishment of training programs for station personnel | Trainers from Baron's met with the weather team over a five-day period to get them up to speed on the systems, including hand tracking, storm analysis and using exclusive data products. | 22 | News Director Weather Anchors |