

**WNEM-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**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
Reporter/MMJ/Traffic	2, 4-6, 8-9, 12-14, 16, 20-21, 23-35, 37-39, 42-48	14
Lifestyle/Special Projects Producer	2, 4-6, 8-10, 12-13, 16-17, 20-21, 23-30, 33-35, 37-40, 42-48	8
Anchor/MMJ	2, 4-13, 16, 19-21, 23-35, 37-40, 42-48	47
National Sales Coordinator	2, 4-6, 8-9, 12-14, 16, 20-21, 23-25, 27-30, 32-35, 37-39, 42-48	14
Reporter/MMJ	2, 4-6, 8-9, 12-13, 16, 20-30, 33-35, 37-39, 42-48	47
Content Producer	2-6, 8-9, 12-13, 16-18, 20-30, 32-35, 37-40, 42-48	47
News Producer	2, 4-6, 8-9, 12-14, 16-17, 20-24, 26-30, 33-35, 37-40, 42-48	8
Executive Producer	2, 4-6, 8-9, 11-13, 16, 20-24, 26-30, 33-35, 37-40, 42-48	11
Anchor/MMJ	2, 4-6, 8-13, 15-17, 20-21, 23-24, 26-30, 33-35, 37-40, 42-48	15
Creative Services Director	1-2, 4-6, 8-9, 11-13, 16-17, 20-21, 23, 27-30, 33-48	47

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 5707 Deer Flag Drive Lakeland, Florida 33811 Phone : 919-217-4438 Graeme Newell Manual Posting	N	0
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Asian American Journalists Assn 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : national@aaaja.org Daniel Garcia Manual Posting	N	1
4	Baker College of Flint G-1050 W. Bristol Rd. Flint, Michigan 48507 Phone : 810-766-4211 Laura Zuck Manual Posting	Y	0
5	Baker College of Owosso 1020 S. Washington St. Owosso, Michigan 48867 Phone : 989-729-3321 John Adams Manual Posting	Y	0
6	Boston University 640 Commonwealth Avenue Dept of Journalism Boston, Massachusetts 02215 Phone : 617-353-3418 Email : adonohue@bu.edu Anne Donohue	N	0
7	Call In	N	1

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8	Central Michigan University/Broadcast Cinematic Arts 101 Foust Hall Mount Pleasant, Michigan 48859 Phone : 989-774-3851 Michelle Kalisek Manual Posting	Y	3
9	Columbia University 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Izabela Rutkiwski Manual Posting	Y	0
10	Consultant Referral	N	9
11	Current Employee	N	7
12	Davenport University 3555 E. Patrick Rd Midland, Michigan 48642 Phone : 989-794-1921 Email : john.jones@davenport.edu John Jones	Y	0
13	Delta College 1961 Delta Rd. University Center, Michigan 48710 Phone : 989-686-9072 Jeanette Lesko Manual Posting	Y	0
14	Employee Referral	N	4
15	Former Employee	N	1
16	GST Michigan Works-Business Services 711 N. Saginaw St, Suite 325 B Flint, Michigan 48503 Phone : 810-233-5974 Email : lhairston@gstmiworks.org Fax : 1-810-233-7650 Lisa Hairston	Y	0

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17	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : indeed.com Lindsay Wong Manual Posting	N	7
18	Indiana University 107 S. Indiana Avenue Bloomington, Indiana 47405-7000 Phone : (812) 856-9847 Email : rydera@indiana.edu Anne Ryder	N	1
19	Internet Ad-not directly contacted by SEU	N	1
20	Kellogg Community College 450 N Avenue Battle Creek, Michigan 49017 Phone : 269-565-2637 Email : caseyp@kellogg.edu Patrick Casey	N	0
21	Leadership Institute (The) Steven P.J. Wood Building Arlington, Virginia 22201 Phone : 703-647-3207 Ben Woodward Manual Posting	N	0
22	Linked In 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : https://www.linkedin.com Katie Ferrick Manual Posting	N	7
23	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	N	0

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24	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Email : pam.manor@wnem.com Pam Manor	N	0
25	MI Indian Employment & Training Services 1048 Pierpont Dr. Ste. 2B Lansing, Michigan 48911 Phone : 517-393-0712 Teri Chance Manual Posting	N	0
26	Michaelsmedia.com (Talent Only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : info@michaelsmedia.com Michael Bille	Y	0
27	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Dan Kelley Manual Posting	N	0
28	Michigan State University 113 Student Services Building East Lansing, Michigan 48824 Phone : 517-355-9510 Phil Gardner Manual Posting	N	0
29	Mid Michigan Community College 1375 Clare Avenue Harrison, Michigan 48625 Phone : 989-386-6629 Mary Battaglia Manual Posting	Y	0
30	Mott Community College 709 N. Saginaw St. Flint, Michigan 48503 Phone : 810-762-5620 Email : aron.gerics@mcc.edu Fax : 1-810-232-2297 Aron Gerics	Y	0

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31	National Association of Black Journalists 8800 Lakewood Dr . #117 Windsor, California 95492 Phone : 626-792-3846 Keena Davis Manual Posting	N	2
32	Non-Employee Referral	N	7
33	Northwood University 4000 Whiting Dr. Midland, Michigan 48640 Phone : 989-837-4320 Greg Stiffler Manual Posting	Y	0
34	NYU Arts & Science 20 Cooper Square, Rm 702 Arthul L. Carter Journalism Institute New York, New York 10003 Phone : 212-992-6974 Email : merbroussard@nyu.edu Fax : 1-212-995-4148 Meredith Broussard	N	0
35	Ohio Center for Broadcasting Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	Y	0
36	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	0
37	Saginaw Community Action Committee, Inc. 2824 Perkins St. Saginaw, Michigan 48601 Phone : 989-753-7741 Email : zjackson@saginawcac.org Zenobia Jackson	Y	0

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38	Saginaw Valley State University 7400 Bay Road University Center, Michigan 48710 Phone : 989-964-4954 Email : wrstec@svsu.edu William Stec	Y	0
39	Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, Michigan 48705 Phone : 248-358-9000 Brent Carey Manual Posting	Y	0
40	TVJobs P. O. Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 760-754-8177 Url : tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	2
41	TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Url : tvnewscheck.com Paul Greeley Manual Posting	N	0
42	University of Michigan, Ann Arbor 515 E. Jefferson Street Ann Arbor, Michigan 48109 Phone : 734-764-7460 Career Placement Manual Posting	N	0
43	University of Michigan/Flint 432 N. Saginaw St, 1015 NBC Flint, Michigan 48502 Phone : 810-762-0919 Email : flint.careers@umich.edu Sara Barton	Y	0

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44	University of Missouri 181B Gannett Hall School of Journalism Columbia, Missouri 65211 Phone : 573-882-8035 Email : kelleyr@missouri.edu Ronald B. Kelley	N	0
45	University of North Texas 1155 Union Circle #311460 Mayborn School of Journalism Denton, Texas 76203-5017 Phone : 940-565-4917 Email : dorothy.bland@unt.edu Fax : 1-940-565-2370 Dorothy Bland	N	0
46	University of Southern California 3502 Watt Way, ASC 140 School for Communciation & Journalism Los Angeles, California 90089 Phone : 213-740-6045 Email : suzannea@usc.edu Suzanne Alcantara	N	0
47	WNEM.com/Meredith.com Websites 107 N. Franklin St. Saginaw, Michigan 48607 Phone : 989-755-8191 Email : pam.manor@wnem.com Pam Manor	Y	10
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>63</b>

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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>
1	6/1/2019	Establishment of training programs for station personnel	WNEM-TV offers a tuition reimbursement plan for fulltime employees. This plan encourages an employee to further their education and acquire skills at accredited colleges, universities, vocational and technical schools.	1	Director of Human Resources & Accounting
2	6/1/2019	Provision of training to management	New and current employees participate in the mandatory Code of Business Conduct and the Anti-Harassment web-based training. This training discusses Meredith's/WNEM's commitment to providing equal opportunity in all aspects of employment, including intolerance of any illegal discrimination or harassment of any kind. Supervisors must participate in the mandatory Equal Employment Opportunity Awareness web-based training.	4	Vice President/General Manager Directory of Human Resources & Accounting General Sales Manager Director of Engineering
3	8/8/2019	Establishment of training programs for station personnel	News personnel participated in the Information Security AUP Social Media training hosted by Josh Pila, General Counsel of Meredith Media Group. The Do's and Don'ts of social media were explained in detail.	30	News Director Assistant News Director Reporter/MMJ Executive Producer
4	11/8/2019	Participation in Job Fairs	WNEM's Director of HR & Accounting and Director of Engineering presented a session at the Broadcast Career Builder Conference on Resume and Interview Process Workshop to a group of 50 students.	2	Director of Human Resources & Accounting Director of Engineering
5	11/8/2019	Participation in Job Fairs	Michigan Association of Broadcasters Foundation, Broadcast Media Career & Networking Fair, was held on November 8, 2019 at Lansing Community College and attended by more than 250 students and business-minded professionals. At this event WNEM provided information on job opportunities, and coached students on their career paths and resume guidance. The station also sponsored and provided photography photos for student resumes and internships.	1	Director of Human Resources & Acctg

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6	1/8/2020	Establishment of training programs for station personnel	Courtroom 101 was presented by Richard Vary, Partner, Masud Labor Law. Covered courtroom procedures, best practices when covering a court case and clarification of Judge's orders.	30	News Director Assistant News Director Reporter/MMJ Anchor/MMJ
7	3/4/2020	Participation in Job Fairs	WNEM's Director of HR and Accounting participated in the 2020 Michigan Association of Broadcasters Foundation Career & Networking Fair at the Great Lakes Media Show. The MABF Career Fair was widely disseminated and marketed, including PSA' messages on WNEM-TV, distribution to high schools and colleges through mail. More than 300 students and business-minded professionals attended.	1	Director of HR & Acctg