

EEO PUBLIC FILE REPORT

Reporting Period: September 19, 2019 - May 31, 2020

Station Included in Report: WXML-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			9
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		17
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				1
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		19
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	UIS Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1638	Alma College - General College/University Career Center Email - 614 West Superior Street (academic-career@alma.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1643	Michigan Works - - 327 East Center Street (rodneyr@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1644	Michigan Works - Ionia, MI 48846 - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1649	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (www.michpartners.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1650	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (bishopjl@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1651	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (davery@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1653	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (mwest@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1654	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (sdent@eatonisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1655	Michigan Works! Hastings Service Center - - 535 West Woodlawn Avenue (veavey@barryisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1656	Michigan Works! Ionia Service Center - - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1657	Michigan Works! Kalamazoo - St. Joseph - - 1601 South Burdick Street (sheahon@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1658	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1659	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (lorij@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1660	Michigan Works! Montcalm Service Center - Kathy VanderLaan - 114 South Greenville West Drive (kathyv@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1661	Michigan Works! Service Center - - 327 East Center Street (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1667	Urban League of Battle Creek - - 172 West Van Buren Street (kyraul@ulbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2036	Aquinas College Grand Rapids, MI - - 1607 Robinson Road S.E. (careerservices@aquinas.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2037	Central Michigan University Mount Pleasant, MI - - Central Michigan University (careers@cmich.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2038	Grand Rapids Urban League - Joseph Jones - 745 Eastern Avenue SE (info@grurbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2039	Grand Valley State University (LakerJobs) Allendale, MI - - 116B DeVos Center (career@gvsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2040	Hispanic Center of Western MI - Deisy Madrigal - 1204 Grandville Avenue Sw (info@hispanic-center.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2041	Michigan Indian Employment & Training Services, Inc - Mary Cody - 2442 28th Street, (miets30@voyager.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2042	Michigan Indian Employment & Training Services, Inc - Melena Maple - 315 Clay Street (miets30@voyager.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2043	Michigan Works - Allegan, MI 49010 - 2891 116th Avenue (nhalgoyen@alleganaesa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2044	Michigan Works - Grand Haven, MI 49417-8931 - 1830-G 172nd Avenue (stelertj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2045	Michigan Works - South Haven, MI 49090 - 125 Veterans Blvd., Suite 123 (mw@miworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2046	Michigan Works! Goodwill Industries Workforce Development Center - Muskegon - Jesse Mikaelson - 950 West Norton Avenue, Suite C (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2047	Michigan Works! Isabella Service Center - - 5889 East Broadway (hardmand@michigan.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2048	Michigan Works! Isabella Service Center - - 5889 East Broadway (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2049	Michigan Works! M-TECH Service Center - - 622 Godfrey SW (marind@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2050	Michigan Works! M-TECH Service Center - - 622 Godfrey SW (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2051	Michigan Works! Muskegon Heights Workforce Development Center - - 160 East Barney Avenue (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2052	Michigan Works! Muskegon-Oceana, Muskegon Site - - 316 Morris Avenue, Suite 100 (info@miworksmo.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2053	Michigan Works! Muskegon-Oceana, Oceana Site - Sonya Barrett - 195 North Michigan Avenue (info@miworksmo.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2054	Michigan Works! Muskegon-Oceana/Shelby Site - - 195 North Michigan Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2055	Michigan Works! Muskegon-Oceana/Shelby Site - Robin Snider - 195 North Michigan Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2056	Michigan Works! Orchard View Workforce Development and Training Center - - 2389 East Laketon Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2057	Michigan Works! Service Center - Allegan County - - 3255 122nd Avenue (nbalgoyen@alleganaesa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2058	Michigan Works! Service Center - Allegan County - - 3255 122nd Avenue (sheahont@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2059	Michigan Works! Service Center - Leonard - - 1560 Leonard NE. (marind@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2060	Michigan Works! Service Center - North Ottawa County - - 1830 172nd Avenue (stelterj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2061	Michigan Works! Service Center - South Ottawa County - - 121 Clover Street (careernavigation@ocmwa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2062	Michigan Works! Service Center - South Ottawa County - - 121 Clover Street (stelterj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2063	Michigan Works! West Central - Nawaygo County - - 4747 West 48th Street, Suite 162 (Wilsonc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2064	Michigan Works! White Lake Workforce Development Center - - 541 East Slocum Street (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2065	Western Michigan University - BroncoJOBS - 1903 W Michigan Ave (broncojobs@wmich.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2213	Nexstar/Tribune Corporate or Station Careers Site				1
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L1	TV Jobs	P.O. Box 4116 Oceanside, Ca 92052	Mark Holloway admin@tvjobs.com	760-754-8177	
L2	Media Match	8112 1/2 West 3rd St. Los Angeles, Ca 90048	Job Listings	517-371-1100	
L3	Zip Recruiter (includes: Simply Hired, Glassdoor, job.com, 50 sites all together)	1453 Third Street Promenade Suite 335 Santa Monica, Ca 90401	Job Listings	877-252-1062	
L4	Collective Talent	1721 Richardson Place Tampa, Fl 33606	Job Listings	813-254-9695	
L5	Media Line	1209 Wood Valley Rd Augusta, GA 30909	Job Listings medialine@medialine.com	706-364-7564	
L6	Aquinas College	1607 Robinson Road Grand Rapids, MI 49506	Job Listings careerservices@aquinas.edu	616-632-2905	
L7	Womens Resource Center	678 Front Ave NW #108 Grand Rapids, Mi 49504	Job Listings info@grwrc.org	616-458-5443	
L8	Catholic Information Center	360 Division Ave S #2A Grand Rapids, MI 49503	Job Listings	616-459-7267	
L9	GR Urban League	745 Eastern Ave SE Grand Rapids, MI 49503	Job Listings	616-245-2207	
L10	Grand Rapids First	2100 44th Street SW Wyoming, Mi 49519	Job Listings busybecccs@sbcglobal.net	616-531-2100	
L11	GRCC	143 Bostwick Ave NE Grand Rapids, Mi 49503	Job Listings	616-234-3900	
L12	Specs Howard	19900 W Nine Mile Road Southfield, Mi 48075	Tony Sherock	248-358-9000	
L13	Calvin University	3201 Burton SE Grand Rapids, MI 49546	Job Listings	616-526-6000	
L14	Central Michigan University	1200 S Franklin St Mt Pleasant, Mi 48859	Job Listings	989-774-3418	
L15	Cornerstone University	1001 E Beltline Avenue Grand Rapids, Mi 49525	Job Listings	616-222-1433	
L16	Davenport University	45 Ottawa Ave Grand Rapids, Mi 49503	Job Listings	616-554-5394	
L17	Ferris State	119 South Street Big Rapids, Mi 49307	Job Listings	231-591-2685	
L18	Fox 17	3117 Plaza Drive NE Grand Rapids, Mi 49525	Juana Vega	773-883-3120	

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L19	Grand Valley State University	1 Campus Drive Allendale, Mi 49401	Job Listings	616-331-3311	
L20	Kendall College of Art & Design	17 Fountain St NW Grand Rapids, Mi 49503	Job Listings	616-451-2787	
L21	MAB	819 N Washington Avenue Lansing, Mi 48906	Job Listings	517-484-7444	
L22	MSU	556 E Cirele Drive East Lansing, Mi 48824	Job Listings	517-355-9510	
L23	Muskegon Community College	221 S Quarterline Road Muskegon, Mi 49442	Job Listings	231-773-9131	
L24	University of Michichan - Career Center	515 E Jefferson St. Ann Arbor, Mi 48109-1316	n/a n/a	(734) 764-7460	
L25	Western Michigan University	1903 W Michigan Kalamazoo, Mi 49008	Job Listings	269-387-2745	
L26	Get Photography Jobs	128 N. Pitt Street 2nd floor Alexandria, VA 22314	Job Listings		
L27	University of Michigan Job Posts*	1214 S University Ave S104 Ann Arbor, 48104	Mary Rose mlairose@umich.edu https://mcommunity.umich.edu/#profile:mlairose	734-764-2099	
Total Number of Interviewees Referred:					68

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR021990]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2213	Code Number: C235 Start Date: 2019-10-16
Account Exec, Integrated [JR022048]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065	Code Number: C1 Start Date: 2019-12-03
Dir, Digital [JR022131]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065	Code Number: C97 Start Date: 2020-01-06
Dir, HR Business Partner [JR021925]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C97 Start Date: 2020-05-04

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR022376]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065	Code Number: C3 Start Date: 2020-04-13
Producer [JR021995]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2213	Code Number: C134 Start Date: 2019-10-28
Producer [JR023365]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C1 Start Date: 2020-04-27
Producer, Creative Services [JR022861]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C1 Start Date: 2020-03-30

EEO PUBLIC FILE REPORT**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Weekend Anchor, MMJ [JR023145]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065	Code Number: C131 Start Date: 2020-03-16

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Western Michigan University Career Fair 2/6/2020 Hiring Manager - Kayla Penokie Assisted - Karla Vanderhorst
	Grand Valley State University Career Fair 2/26/2020 Hiring Manager - Kayla Penokie Assisted - Karla Vanderhorst
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	Broadcasting Career Building Conference, November 8, 2019, Host - Karla Vanderhorst: The event was held at Lansing Community College where Karla spent two hours with rotating students who are interested in the broadcasting field. Resume review, answered questions, helped them focus on different fields, talked about trends and upcoming opportunities, explained the broadcasting industry and the knowledge/experience we require when applying at a station in our market were topics of discussion. The students rotated through every 5 minutes.
	Michigan Association of Broadcasters (MAB) 10/23/2019 Hiring Manager - Kayla Penokie Assisted - Karla Vanderhorst
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).	During the reporting period, the station hosted two job shadows. During the time in the station, the participants shadowed the roles of Producer, assignment desk, web, director, and editor. . They were shown how each position works with each other to gather news, report it and have it make air. They also learned who we call, the information we pass along, how we condense the situation and write about it, story placement and the decisions surround them, and the varying ways we tell the story.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Belmont Elementary December 20, 2019 Attendee - Dan Bower, Photojournalist
	West Michigan Aviation Academy March 6, 2020 Topic: Technology in Television (along with drone requirements) Attendee - Brian Farber
	St. Mary's Visitation Catholic School March 11, 2020 Activity: Mystery Reader for 3rd - 6th grade classroom Attendee - Zach Harig, Sports Anchor/Reporter