

WNEM-TV
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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 | 1-7, 10-11, 14-20, 22-27, 30-32, 34-36, 38, 40-45, 47-48 | 19 |
| Local Sales Manager | 1-7, 10-11, 13-18, 20, 22, 24-27, 29-32, 34-36, 38, 40-45, 47-48 | 29 |
| News Producer | 1-7, 10-11, 14, 16-18, 20, 22, 24-27, 30-32, 34-36, 38, 40-48 | 46 |
| Reporter/MMJ | 1-8, 10-11, 14, 16-18, 20, 22-27, 30-32, 34-36, 38, 40-45, 47-48 | 16 |
| Executive Producer | 1-7, 10-11, 13-14, 16-18, 20-22, 24-28, 30-38, 40-48 | 47 |
| Vice President, General Manager | 1-7, 9-12, 14, 16-22, 24-27, 30-32, 34-45, 47-48 | 9 |
| News Producer | 1-7, 10-11, 14-18, 20, 22, 24-27, 30-32, 34-36, 38, 40-45, 47-48 | 15 |
| Meteorologist | 1-8, 10-14, 16-18, 20, 22-27, 30-32, 34-36, 38, 40-48 | 12 |
| Content Producer | 1-7, 10-11, 13-14, 16-20, 22, 24-27, 29-32, 34-36, 38, 40-48 | 19 |
| Anchor/MMJ | 1-11, 13-18, 20, 22-27, 30-32, 34-36, 38, 40-48 | 9 |
| News Producer | 1-7, 10-14, 16-20, 22, 24-27, 29-32, 34-36, 38, 40-48 | 6 |
| General Sales Manager | 1-7, 10-11, 13-14, 16-22, 24-27, 30-32, 34-38, 40-48 | 21 |
| Content Manager | 1-7, 9-14, 16-18, 20, 22, 24-27, 30-32, 34-36, 38, 40-48 | 9 |
| Local Sales Manager | 1-7, 10-11, 13-14, 16-20, 22, 24-27, 30-32, 34-36, 38, 40-48 | 19 |
| Photographer/Director | 1-7, 10-14, 16-20, 22, 24-27, 30-31, 34-36, 38, 40-48 | 19 |
| Producer | 1-7, 10-14, 16-18, 20, 22, 24-27, 30-32, 34-36, 38, 40-48 | 12 |

WNEM-TV
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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 1 | America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting | N | 0 |
| 2 | Baker College of Flint G-1050 W. Bristol Rd. Flint, Michigan 48507 Phone : 810-766-4211 Laura Zuck Manual Posting | Y | 0 |
| 3 | Baker College of Owosso 1020 S. Washington St. Owosso, Michigan 48867 Phone : 989-729-3321 John Adams Manual Posting | Y | 0 |
| 4 | Ball State University Ball Comm Building Room BC 201 Muncie, Indiana 47306 Phone : 765-285-6100 Email : pcwaters@bsu.edu Fax : 1-765-285-9278 Paige Waters | N | 0 |
| 5 | Boston University 640 Commonwealth Avenue Dept of Journalism Boston, Massachusetts 02215 Phone : 617-353-3418 Email : adonohue@bu.edu Anne Donohue | N | 0 |
| 6 | Central Michigan University/Broadcast Cinematic Arts 101 Foust Hall Mount Pleasant, Michigan 48859 Phone : 989-774-3851 Michelle Kalisek Manual Posting | Y | 2 |
| 7 | Columbia University 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Izabela Rutkiwski Manual Posting | Y | 0 |

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|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 8 | Consultant Referral | N | 10 |
| 9 | Current Employee | N | 6 |
| 10 | Davenport University 3555 E. Patrick Rd Midland, Michigan 48642 Phone : 989-794-1921 John Jones Manual Posting | Y | 0 |
| 11 | Delta College 1961 Delta Rd. University Center, Michigan 48710 Phone : 989-686-9072 Jeanette Lesko Manual Posting | Y | 0 |
| 12 | Employee Referral | N | 11 |
| 13 | Flint/Saginaw Association of Black Journalists P. O. Box 864 Flint, Michigan 48501 Phone : 810-347-4044 Email : nabjsaginawflint@gmail.com Jamie Sherrod | N | 0 |
| 14 | 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 |
| 15 | Indeed.com - Not Directly Contacted by SEU | N | 5 |
| 16 | Indiana University 107 S. Indiana Avenue Bloomington, Indiana 47405-7000 Phone : (812) 856-9847 Email : rydera@indiana.edu Anne Ryder | N | 3 |
| 17 | Kellogg Community College 450 N Avenue Battle Creek, Michigan 49017 Phone : 269-565-2637 Email : caseyp@kellogg.edu Patrick Casey | N | 0 |

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|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 18 | Leadership Institute (The) Steven P.J. Wood Building Arlington, Virginia 22201 Phone : 703-647-3207 Ben Woodward Manual Posting | N | 0 |
| 19 | Linked In - not directly contacted by SEU | N | 8 |
| 20 | Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 610-659-8583 Email : medialine@medialinetalent.com Stephanie Siegel | N | 0 |
| 21 | MediaRecruiter.com 9457 So. University #303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Url : mediarecruiter.com Art Scott Manual Posting | N | 1 |
| 22 | Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Email : pam.manor@wnem.com Pam Manor | N | 0 |
| 23 | Michaelsmedia.com (Talent Only) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : info@michaelsmedia.com Michael Bille | Y | 0 |
| 24 | Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Dan Kelley Manual Posting | N | 0 |
| 25 | Michigan State University 113 Student Services Building East Lansing, Michigan 48824 Phone : 517-355-9510 Phil Gardner Manual Posting | N | 0 |

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|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 26 | Mid Michigan Community College 1375 Clare Avenue Harrison, Michigan 48625 Phone : 989-386-6629 Mary Battaglia Manual Posting | Y | 0 |
| 27 | 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 |
| 28 | National Association of Black Journalists 8800 Lakewood Dr . #117 Windsor, California 95492 Phone : 626-792-3846 Keena Davis Manual Posting | N | 1 |
| 29 | Non-Employee Referral | N | 3 |
| 30 | Northwood University 4000 Whiting Dr. Midland, Michigan 48640 Phone : 989-837-4320 Greg Stiffler Manual Posting | Y | 0 |
| 31 | 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 |
| 32 | Ohio Center for Broadcasting Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Lee A. Wagner Manual Posting | Y | 0 |

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|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 33 | 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 |
| 34 | Saginaw Community Action Committee, Inc. 2824 Perkins St. Saginaw, Michigan 48601 Phone : 989-753-7741 Email : zjackson@saginawcac.org Zenobia Jackson | Y | 0 |
| 35 | Saginaw Valley State University 7400 Bay Road University Center, Michigan 48710 Phone : 989-964-4954 Email : wrstec@svsu.edu William Stec | Y | 0 |
| 36 | Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, Michigan 48705 Phone : 248-358-9000 Brent Carey Manual Posting | Y | 0 |
| 37 | Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : spotsndots.com Classified Ads Classified Ads Manual Posting | N | 0 |
| 38 | 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 |

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|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 39 | TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817-578-6324 Url : tvnewscheck.com Paul Greeley Manual Posting | N | 0 |
| 40 | University of Michigan, Ann Arbor 515 E. Jefferson Street Ann Arbor, Michigan 48109 Phone : 734-764-7460 Career Placement Manual Posting | N | 0 |
| 41 | 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 |
| 42 | 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 |
| 43 | 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 |
| 44 | University of South Carolina 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-5203 Email : rspeter@mailbox.sc.edu Richard S. Peterson | N | 0 |

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| 45 | University of Southern California 3502 Watt Way, ASC 140 School for Communication & Journalism Los Angeles, California 90089 Phone : 213-740-6045 Email : suzannea@usc.edu Suzanne Alcantara | N | 0 |
| 46 | USC Annenberg School of Comm/Journalism 3502 Watt Way Los Angeles, California 90089-0281 Phone : 213-740-0014 Email : scholder@usc.edu Stacy Scholder | N | 1 |
| 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 | 14 |
| 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: | | | 67 |

Notations:

Agency #23-Michaelsmedia.com requests Talent Only

Agency #33-Rich Gevers & Assoc. requests Executive Producers Only

Agency #32-Ohio Center for Broadcasting-Notice received on 1/7/21 to unsubscribe. Email received on 2/25/21 from Ohio Center for Broadcasting to request job postings.

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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 | 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 HR & Accounting |
| 2 | Ongoing Event | Establishment of training programs for station personnel | All new and current employees participate in the Code of Business Conduct and Ethics web-based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination. All managers and employees at WNEM also participate in web-based anti-harassment training, administered by Meredith Corporation. | 73 | Vice President/General Manager Director of HR & Accounting News Director Director of Engineering |
| 3 | Ongoing Event | Provision of training to management | All new and current employees participate in Unconscious Bias Training -Inclusive Culture workshop facilitated by Paradigm to ensure equal employment opportunities and prevention of discrimination in recruitment, hiring and retention. | 73 | Vice President/General Manager Director of HR & Accounting News Director General Sales Manager |
| 4 | 3/9/2021 | Participation in Job Fairs | Pam Manor, Director of HR & Accounting and Paul Neace, General Sales Manager, participated in the 2021 MAB Foundation Virtual Media Career & Networking Event on March 9, 2021. There were 98 students and business-minded professionals register to attend the virtual career event. The MABF Career Fair was widely disseminated and marketed, including PSA messages on WNEM-TV, distribution to high schools and colleges through mail. | 2 | Director of HR & Accounting General Sales Manager |

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| 5 | 3/10/2021 | Participation in Job Fairs | Pam Manor, Director of HR & Accounting, participated in the 2021 MAB Foundation Virtual Media Career & Networking Event on March 10, 2021. There were 98 students and business-minded professionals register to attend the virtual career event. The MABF Career Fair was widely disseminated and marketed, including PSA messages on WNEM-TV, distribution to high schools and colleges through mail. | 1 | Director of HR & Accounting |
| 6 | 3/16/2021 | Participation in other activities designed by the station employment unit | John Gross, Meteorologist, presented a weather forecasting presentation to Zion Beaver School through ZOOM on March 16, 2021. Approximately 18 students were in attendance. He talked about the education requirements for a meteorologist, a day at the station and included pop quizzes throughout. | 1 | Meteorologist |
| 7 | 4/10/2021 | Participation in Job Fairs | Pam Manor, Director of HR & Accounting, participated in Columbia Journalism School Virtual Career Expo April 10, 2021. Students visited Virtual Booths for interviews and critiquing reels. A bound Resume Book was provided for follow-up with candidates. | 1 | Director of HR & Accounting |