

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2019 - May 31, 2020

Stations Included in Report: WMYD-TV, WXYZ-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				25
C2	Internal Candidate / WorkLife				30
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			50
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		69

EEO PUBLIC FILE REPORT					
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	6
C130	Face-to-face Networking				13
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		49
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	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	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C192	LinkedIn_Slots	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	11
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	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	US 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	6
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	
C1077	Business & Community Innovation Corporation for a Skilled Workforce - Taryn MacFarlane - 1100 Victors Way (tmacfarlane@skilledwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1078	Department of Veterans Affairs - Brent Haddow - VA Regional Office (BRENT.HADDOW@VA.GOV)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1079	Detroit Department of Workforce Development - Detroit, MI 48226 - 455 W. Fort Street (salamat@grantassociatesinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1080	Detroit Job Corps - Daniel Sheppard - 11801 Woodrow Wilson Street (sheppard.daniel@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1081	Detroit Regional Workforce Fund - Karen Tyler/Ruiz - 660 Woodward Ave. (karen.tyler/ruiz@liveunitedsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1082	Detroit Workforce Development Department - - 707 W. Milwaukee (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1083	Detroit Workforce Development Department - Detroit, MI 48202 - 707 W. Milwaukee (salamat@grantassociatesinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1084	Downriver Community Conference - (Michigan Works! Southgate Service Center) - - 15100 Northline Road (coutinhor@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1085	Focus:Hope - - 1355 Oakman Blvd. (tripleb@focushope.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1086	Gennesees Shiawassee - David Rose - 711 N Saginaw Street (sgoble@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1087	Goodwill Industries of Greater Detroit - Patricia Chatman - 3111 Grand River Avenue (info@goodwilldetroit.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1088	Grosse Pointe Career Center - - 17888 Mack Ave., Suite West 2 (tony.pinkston@dccwf.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1089	GST Michigan Works! Lapeer County Service Center - - 550 Lake Drive (jkerbyson@gstmiworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1090	JVS - Lisa Bartley - 29699 Southfield Rd. (lbartley@jvsdet.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1091	Lawrence Technological University (CareerQuest) Southfield , MI - - 21000 West Ten Mile Road (ltuocs@ltu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1092	Michigan Rehabilitation Services - Janet Howard - 333 West Fort Street (howardj2@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1093	Michigan Veterans Foundation - Tyrone Chatman - 2770 Park Avenue (MVF002@EARTHLINK.NET)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1094	Michigan Works - Ferndale, MI 48220 - 713 East 9 Mile Road (pamela.bellaver@ferndaleschools.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1095	Michigan Works - Highland Park, MI 48203 - 144 E. Manchester St. (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1096	Michigan Works - Highland, MI 48357 - 2218 S. Milford Rd. (kressler@goodwilldetroit.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1097	Michigan Works - Howell, MI 48843 - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1098	Michigan Works - Livonia, MI 48150 - 30246 Plymouth Road (khoward@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1099	Michigan Works - Novi, MI 48377 - 31186 Beck Road (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1100	Michigan Works - Pontiac, MI 48340 - 1847 N. Perry (rossr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1101	Michigan Works - Southgate, MI 48195 - 15100 Northline Road (jim.perry@dccwf.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1102	Michigan Works! - Career Alliance - - 711 N. Saginaw Street, Suite 300 (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1103	Michigan Works! Dearborn Access Service Center - - 6451 Schaefer Road (jonesr24@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1104	Michigan Works! Highland Park Service Center - - 144 E. Manchester Street (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1105	Michigan Works! Joblink Service Center - - 1850 North Perry (rossr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1106	Michigan Works! Livingston Service Center - - 1240 Packard Drive (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1107	Michigan Works! Livingston Service Center - - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1108	Michigan Works! Livonia Service Center - - 30246 Plymouth Road (khoward@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1109	Michigan Works! Livonia Service Center - Jack Jackson (Business Representative) - 30246 Plymouth Road (jajackson@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1110	Michigan Works! Macomb Service Center - Clinton Township - - 43630 Hayes Road, Suite 100 (crannichd@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1111	Michigan Works! Macomb Service Center - Clinton Township - - 43630 Hayes Road, Suite 100 (john@macomb-stclairerworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1112	Michigan Works! Macomb Service Center - Mt. Clemens - - 75 North River Road (hooperm@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1113	Michigan Works! Macomb Service Center - Roseville - - 15950 Twelve Mile Road (andersont@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1114	Michigan Works! Southfield Service Center - - 21030 Indian Street (robinsonj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1115	Michigan Works! Southfield Service Center - Fred Pittman (Veterans Representative) - 21030 Indian Street (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1116	Michigan Works! St. Clair Service Center - - 100 McMorran, 6th Floor (keckb@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1117	Michigan Works! St. Clair Service Center - - 100 McMorran, 6th Floor (kinsmanc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1118	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1119	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (weaverg@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1120	Michigan Works! Waterford Service Center - - 501 North Cass Lake Road (brzegr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1121	Michigan Works! Wayne Service Center - Antoinette Wirth - 35731 West Michigan Avenue (awirth@etdinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1122	Michigan Works! Wayne Service Center - Linda Gierlack (Business Representative) - 35731 West Michigan Ave. (lgierlack@etdinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1123	Oakland County Michigan Works! Oak Park Career Center - - 22180 Parklawn (mdefran@oakparkcareercenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1124	Oakland County Michigan Works! Troy - Cheryl Schubeck - 550 Stephenson Highway (www.troymichiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1125	OneStop Service Center - - 5555 Conner Avenue (debosec@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1126	Rochester College Rochester Hills, MI - Essie Bryan - 800 West Avon Road (ebryan@rc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1127	Ross Innovative Employment Solutions - - 455 W. Fort Street, 5th Floor (washingtona@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1128	SER Metro - Detroit - - 9301 Michigan Avenue (info@sermetro.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1129	Southwest Housing Solutions - Mary Freeman - 3627 West Vernor Highway (mfreemqan@swsol.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1130	The Greening of Detroit - Devon Buskin - 1418 Michigan Avenue (devon@greeningofdetroit.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1131	The Urban League of Detroit and Southeastern Michigan - - 208 Mack Avenue (srichmond@deturbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1132	ThumbWorks a Michigan Works! Agency - - 550 Lake Drive, P.O. Box 600 (cadyi@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1133	ThumbWorks at Michigan Works Agency - - 550 Lake Drive P.O. Box 600 (kerbysonj@thumbworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1419	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1420	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (sbowen@careeralliance.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1421	Genesee Shiawassee Michigan Works! Shiawassee Service Center - Dave Rose - 1975 West Main Street (sbowen@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1422	MI Laborers' Training and Appr. Institute - Scott McDonald - 11155 South Beardslee Road (lcoleman@mltai.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1423	Michigan Works! Lenawee Service Center - - 1040 South Winter St., Suite 1014 (albigm@michigan.gov)	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	
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	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L7	Action Management Corp	20755 Greenfield Southfield, MI	Tom Smela	313-443-66333	
L8	Adcrafter, The	3011 W. Grand Blvd. Detroit, MI	Bob Guerrini	313-872-7850	
L9	Advantage Staffing	1000 S. Old Woodward Birmingham, MI 48009	Anne Scott birm@staff.com	248-645-8880	
L14	American Federation of Radio & Television Artists, Detroit	200 Town Center Suite 1900 Southfield, MI 48075	Lorain Alexander	248-351-4805	
L15	American Women in Radio & TV	1760 Old Meadow Rd McLean, VA 22102	Dianne Farley	703-506-3266	
L20	Arab Chaldean Social Services	20300 Civic Center Dr. Southfield, MI 48076	Haifa Fakhouri	248-354-8460	
L21	Arab American & Chaldean Council	20300 Civic Center Dr. Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-8460	
L23	Arab Community Center for Economics & Social Services	6450 Maple St. Dearborn, MI	Adnan Hammd	313-216-7323	
L24	Arab American & Chaldean Council, Oakland County	28551 Southfield Rd. Suite 204 Lathrup Village, MI 48076	Kim Salem	248-559-1990	
L25	ARC Genessee County	51 W. Hancock St. Detroit, MI		313-831-0202	
L26	BART Job Bank	P.O. Box 593 Farmington, MI	Calvin Richards	313-873-9762	
L27	Between the Lines	11920 Farmington Livonia, MI	Jan Stevenson	734-298-7200	
L28	Black Awareness In TV	30 Josephine 3rd Flr Detroit, MI	David Rambeau	313-871-3333	
L29	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-4250	
L30	Career Works, Inc.	1200 E. McNichols Highland Park, MI	Debra Reed	313-867-3500	
L31	Cass Community Social Services	11850 Woodwrow Wilson Detroit, MI 48206	Reverend Faith Fowler	313-883-2277	
L33	Center for Creative Studies	201 E. Kirby Detroit, MI 48202	Erin Kearns	313-664-7400 313-664-7686 fax	
L63	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-7174	
L65	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	

EEO PUBLIC FILE REPORT					
L68	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-1764	
L69	Detroit Area Film and Television	P.O. Box 1443 Royal Oak, MI	Placement Svcs.	248-547-0847	
L70	Detroit Assoc of Black Organizations	12048 Grand River Detroit, MI 48204	Kathryn Sheffield	313-491-0003 313-491-0616 fax	
L71	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-6343	
L72	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-0330	
L73	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-2940	
L75	Detroit Hispanic Development Corp.	1211 Trumbull Detroit, MI 48216	Angie Reyes, MPH	313-967-4880	
L77	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-2264 313-682-2275 fax	
L78	Detroit's Work Place	707 W. Milwaukee Detroit, MI	Cynthia Bell	313-876-0674	
L80	Detroit Public Schools Adult Educations	14111 Puritan Detroit, MI 48227	Doris Moore	313-866-9328 313-862-0640	
L82	Dorsey Business Schools	30821 Barrington Madison Heights, MI	Elayne/Career Svcs	248-585-4150	
L83	Drake Beam Morin, Inc	101 W Big Beaver Troy, MI 48084	Charles Kalmbach	248-524-2416 248-524-0216 fax	
L84	Emma L. Bowen Foundation for MinorityInterests in Media	524 West 57th St. New York, NY	Sandra Dorsey-Rice	212-975-2545	
L85	Empowerment Zone Development Corporation	One Ford Place Suite 1-F Detroit, MI 48202	Elaine Carter	313-872-8050 313-872-8002	
L88	Fellowship Chapel	7707 W. Outer Dr. Detroit, MI	Sandra Harris	313-347-2820	
L89	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale, MI	John Almstadt	248-545-0222	
L90	Focus Hope	1355 Oakman Blvd Detroit, MI	Eleanor Josaitis	313-494-4775	
L91	Focus Hope	1355 Oakman Blvd Detroit, MI	Debbie Fisher	313-494-4567	
L92	Finish Cultural Center	35200 West 8 Mile Rd Farmington Hills, MI	Eva Koskimaki	248-478-5671	
L98	Hispanic Business Alliance	1500 Penobscot Bldg 645 Griswold St Detroit, MI	Dolores Sanchez	313-962-6422	
L99	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-6498	

EEO PUBLIC FILE REPORT					
L100	Inroads Metropolitan Detroit, Incorporated	535 Griswold Detroit, MI	Cassandra Sanders	313-961-6464	
L101	Japan American Society of Greater Detroit & Windsor	One Woodward Ave Detroit, MI	Liseann Gouin	313-596-0484	
L102	Jewish Vocational Center	4250 Woodward Ave Detroit, MI	Laura Panoff	313-833-8100	
L103	Jewish Vocational Services	29699 Southfield R Southfield, MI 48076	Teresa Schwartz	248-559-5000 248-559-0773 fax	
L104	Junior Achievement of Southeastern Michigan, Inc	577 E Larned St. Detroit, MI	Lynn Feldhouse	313-962-2550	
L105	Junior League of Birmigham	460 N Old Woodward Birmingham, 48009	Pat Swistak	248-203-9841 248-203-9347	
L106	JVS Employment	4250 Woodward Ave Detroit, MI	Kathy Sirois	313-233-8100	
L107	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield, MI	Gary Shifflet	248-799-0099 248-799-0088 fax	
L108	Lawrence Technological University - Office of Career Services	21000 W. Ten Mile Rd Southfield, MI	Career Services	248-204-3063	
L110	Livingston County Job Training	1255 E Grand River Howell, MI 48843	Patty Sudbay	517-552-2106 517-546-2353 fax	
L115	Michigan Associaton of Broadcasters (MAB)	819 N. Washington Ave Lansing, MI	Denise Weston	1-800-968-7622	
L118	Michigan Hispanic Chamber of Commerece	24445 Northwestern Hwy Southfield, MI 48075	Raymond Lozano	248-208-9915 248-208-9936 fax	
L119	Michigan Jewish Institute	25401 Coolidge Oak Park, MI	Paul Levine	248-414-6900	
L133	Michigan Works-Wayne County-Highland Park Job Center	13700 Woodward Ave Highland Park, MI	Fatima Anthony	313-826-0299	
L136	National Academy of Television Arts & Sciences	24903 Lois lane Southfield, MI 48075	Stacie Mottley	888-430-3669 248-592-0087 fax	
L137	National Association of Young Black Journalist	1100 Knight Hall Suite 3100 College Park, MI 20742	Sherlon Christie	301-405-0248	
L138	National Black MBA Associaction-Detroit	180 N Michigan Ave Detroit, MI	Valencia Parker	313-972-4832	
L139	National Council of Jewish Women-Detroit	26400 Lasher Rd Ste 100 Southfield, MI 48034	Susan Gertner	248-355-3300	
L140	National Welfare Rights Union	13220 Woodward Highland Park, MI	Marian Kramer	313-831-1040	
L141	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-5282	
L142	New Center Community Mental Health	2051 W. Grand Blvd. Detroit, MI	Roberta Sanders	313-961-3200	

EEO PUBLIC FILE REPORT					
L143	New Detroit	645 Griswold St. Detroit, MI	Bobbie Smith	313-664-2041	
L145	Oakland County Welfare Rights	132 Franklin Blvd Suite 202 Pontiac, MI 48341	Kathy Slay	248-334-8117 248-474-4029 fax	
L147	Ohio & Illinois Center Broadcasting	9000 Sweet Valley Dr Valley View, OH 44125	Gary James	216-447-9117 216-642-9232 fax	
L149	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-3739	
L150	One Stop Career Center	35209 Gratiot Clinton Twp., MI 48305	Placement Svcs.	810-982-4271	
L151	Operation Able of Michigan	16250 Northland Dr. Southfield, MI	Shirley Sutton	248-443-1960	
L156	Resource Network	9349 Telegraph Redford, MI	Lawrence Barnes	313-533-5900	
L172	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave Detroit, MI	Eva Garza Dewailsche	313-846-2240 313-846-2247 fax	
L174	Social Service Dept	1960 W Lafayette Detroit, MI 48037	Placement Svcs.	313-963-6028 fax 313-963-6002	
L175	Society of Broadcast Engineers-Detroit	WKBD-TV 26905 W. 11 Mile Rd. Southfield, MI 48037	Frank Maynard	248-355-7129	
L176	Society of Women Engineers of Detroit	P.O. Box 2978 Detroit, MI 48037	Jennifer Morikawa	248-576-9703	
L177	South Asian Journalists Association	2590 Broadway New York, NY	Sreenath Sreenivasan	212-854-0191	
L178	Synergy Partners, LLC	3031 W. Grand Blvd. Detroit, MI	Ronald Ostroff	866-724-7544	
L179	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-2200	
L180	Troy Career Center	210 W. Square Lake Rd Troy, MI 48098	Resource Center	248-879-7586	
L181	TV Spy-Media Bistro	475 Park Avenue S. Ste 4 New York, NY	Dave Arganbright	212-547-7931	
L182	United Way of Southeastern Michigan	1212 Griswold Detroit, MI	Ron Carr	313-226-9376	
L202	University-Wayne State University	656 Reuter Hall 1001 Faculty/Administration Building Detroit, MI	Arlinda Pringle	313-577-3390	
L205	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI	Cassandra Nelson-Pruitt/Lisa Taylor	313-832-3222	
L208	Wayne County Education and Training Division	18600 Randolph St. Detroit, MI	Niema Hill	313-224-0815	
L209	Women in Communications	2744 Ellwood Berkleym, MI 48072	Rose Ann Nicolai	248-582-8465 248-582-8464 fax	

EEO PUBLIC FILE REPORT					
L210	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-4946	
L211	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnicky	517-227-4868 x109	
L215	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield, MI	Debbie Suminski	248-827-9277	
L216	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-8402	
L217	Rick Gevers & Associates	Box 577 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com		
L218	SmithGeiger	31365 Oak Crest Dr. Westlake Village, CA	Andrew Finlayson andrew@smithgeiger.com		
L220	602 Communications/Graeme Newell	1011 Lyndhurst Falls Knightdale, NC 27545	Graeme Newell gnewell@602communications.com		
L221	National Press Photographers Association (NPPA)	120 Hooper Street Athens, GA 30602	Akili Ramsess aramsess@nppa.org https://nppa.org	706-542-2506	
L222	National Association of Hispanic Journalists (NAHJ)	1050 Connecticut Ave NW 5th Floor Washington, DC 20036	www.nahj.org		
L223	National Association of Black Journalists (NABJ)	1100 Knight Hall Suite 3100 College Park, MD 20742	www.nabj.org	301-405-0248	1
L224	NAB Education Foundation (NABEF)	1771 N St. NW Washington, DC 20005	www.nabef.org		
L225	Asian American Journalists Association (AAJA)	5 3rd Street San Francisco, CA 94103	Albert Lee	415-346-2051	
L226	Broadcast Compliance Services	1700 Rockville Pike Suite 400 Baltimore, MD	Robin Cooper robincooper@bcs-ok.com http://www.bcs-ok.com/	301-998-6136	
L227	Academy of the Scared Heart	1250 Kensington Road Bloomfield Hills, MI 48034	Gretchen Parks	248-646-4143	
L228	Alliance for a Safer, Greater Detroit	200 Renaissance Center Suite 2653 Detroit, MI 48234	Sandy Jasmund	313-567-9393	
L229	Alternative Services, Incorporated	32625 Seven Mile Road Suite 10 Livonia, MI 48152	Anita Chamberlain	248-471-4880	
L233	ARC	51 West Hancock Street Detroit, MI 48201		313-+831-0202	
L234	Broadcast and Cable Media Magazine	PO Box 8056 360 Park Avenue, South 18th Floor New York, NY 10010	K. B. Parker	617-558-4532	
L235	Burt Job Bank	Slocum Road PO Box 593 Farmington, MI 48332	Calvin Richards	313-873-9762	

EEO PUBLIC FILE REPORT					
L238	Detroit Workforce Development Board Employment and Training	707 West Milwaukee Avenue 5th Floor Detroit, MI 48202	Cynthia Bell	313-876-0674	
L239	E. W. Scripps	312 Walnut Street 2800 Scripps Center Cincinnati, OH 45202		519-977-3000	
L240	Ford Resource and Engagement Center	2826 Bagley Street Detroit, MI 48216	Carmen Mattia	313-962-4888	
L242	Michigan Career Development and Rehabilitation Services	455 West Fort Street 2nd Floor - Detroit Works Building Detroit, MI 48226	Anita Baylis	313-965-5705	
L243	National Academy of Broadcasters	1771 N. Street North West Suite 708 Washington, DC 20036	Michelle Duke	202-427-5300	
L244	National Welfare Rights Union	13200 Woodward Highland Park, MI 48203	Marian Kramer	313-831-1040	
L245	Nationals American Journalists Association	555 Dakota Street Vermillion, SD 57069	Joe Urschel	605-677-5282	
L246	North American Indian Association of Detroit	22720 Plymouth Road Redford, MI 48239	Brian Moore	313-535-2966	
L247	Ohio and Illinois Centers for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	246-447-9117	
L248	Specs Howard School of Broadcast Arts	19900 West Nine Mile Road Southfield, MI 4805	Anjeanetta Hicks	248-358-9000	
L249	Military.com				
L250	LinkedIn.com				
L251	Glassdoor				
L252	Military.com				
L253	LinkedIn.com				
L255	Contacted by Scripps Recruiter	312 Walnut Street Cincinnati, OH 45202	Talent Acquisition		2
L256	Handshake - college/university recruiting		www.handshake.com		
Total Number of Interviewees Referred:				271	

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]
Account Exec, Integrated [JR020180]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C191, C192, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, L15, L20, L24, L27, L28, L29, L70, L72, L88, L91, L92, L110, L136, L138, L175, L177, L179, L181, L209, L211, L215, L218, L221, L222, L224, L225, L226, L234, L239, L245	Code Number: C97 Start Date: 2019-07-15
Account Exec, Integrated [JR020309]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L29, L68, L69, L71, L73, L78, L80, L82, L83, L84, L101, L133, L136, L138, L172, L174, L175, L177, L179, L181, L208, L209, L215, L218, L221, L222, L224, L225, L226, L238, L239, L244	Code Number: C235 Start Date: 2019-06-03
Account Exec, Integrated [JR022358]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L14, L28, L29, L30, L31, L65, L69, L85, L136, L137, L138, L139, L143, L209, L221, L222, L223, L224, L226, L234, L243, L244, L246	Code Number: C1 Start Date: 2020-01-27

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]
Account Manager [JR020774]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C192, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L15, L27, L29, L68, L69, L84, L85, L136, L137, L138, L141, L150, L151, L156, L177, L179, L181, L211, L215, L218, L220, L221, L222, L223, L224, L225, L226, L234, L239, L240, L243	Code Number: C97 Start Date: 2019-09-09
Digital Sales Manager [JR022367]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L15, L27, L28, L29, L65, L68, L69, L71, L84, L101, L103, L105, L136, L137, L138, L139, L147, L181, L205, L208, L209, L210, L211, L222, L223, L224, L225, L234, L243, L245, L246, L247	Code Number: C2 Start Date: 2020-02-24
Dir, HR Business Partner [JR021215]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L26, L27, L28, L29, L65, L70, L84, L85, L99, L115, L118, L119, L138, L143, L147, L180, L181, L209, L210, L211, L215, L221, L226, L234, L247	Code Number: C134 Start Date: 2019-07-15

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]
Exec Producer [JR021139]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C188, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L26, L28, L69, L71, L73, L78, L85, L107, L136, L137, L138, L139, L141, L175, L177, L179, L205, L210, L215, L221, L222, L223, L225, L226, L234, L235, L239, L243, L247	Code Number: C2 Start Date: 2019-09-23
Mgr, Real-Time Desk [JR021408]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C187, C188, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L28, L29, L84, L85, L90, L102, L136, L137, L138, L139, L141, L147, L209, L210, L211, L216, L221, L222, L223, L224, L225, L226, L234, L235, L243	Code Number: C130 Start Date: 2019-08-12
Multimedia Journalist [JR021762]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L15, L25, L27, L65, L68, L78, L85, L90, L108, L136, L137, L138, L139, L141, L209, L210, L221, L222, L223, L224, L225, L234, L239, L243, L245	Code Number: C131 Start Date: 2019-10-01

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]
Multimedia Journalist [JR022046]	C1, C2, C3, C5, C69, C95, C97, C100, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L20, L26, L27, L28, L136, L137, L138, L139, L143, L147, L205, L209, L211, L221, L222, L224, L225, L226, L233, L235, L247	Code Number: C2 Start Date: 2020-04-06
Producer [JR021876]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L8, L21, L27, L28, L29, L75, L84, L103, L106, L138, L209, L211, L221, L222, L225, L226, L228, L234, L239, L248	Code Number: C1 Start Date: 2019-10-15
Producer [JR022910]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L23, L27, L28, L65, L68, L69, L71, L84, L101, L137, L139, L147, L175, L177, L209, L211, L223, L225, L234, L235, L243	Code Number: L223 Start Date: 2020-02-10

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]
Promotions Manager [JR022590]	C1, C2, C3, C5, C69, C97, C100, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L27, L28, L29, L65, L68, L69, L71, L84, L98, L136, L137, L138, L139, L143, L175, L177, L202, L209, L216, L221, L222, L223, L224, L225, L234, L235, L243, L245	Code Number: C97 Start Date: 2020-02-24
Sales Support Asst II [JR023009]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L26, L28, L84, L89, L137, L139, L142, L143, L145, L147, L150, L156, L179, L181, L209, L211, L223, L234, L243, L246, L251, L252, L253	Code Number: C97 Start Date: 2020-03-16
Spec, Inventory Control [JR022533]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L26, L27, L28, L29, L68, L69, L71, L84, L85, L98, L100, L136, L137, L138, L139, L147, L156, L175, L177, L178, L209, L211, L221, L222, L223, L224, L225, L234, L235, L243	Code Number: C134 Start Date: 2020-02-24
Spec, Inventory Control [JR022535]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L15, L26, L27, L28, L29, L68, L69, L71, L73, L85, L101, L103, L136, L137, L138, L139, L147, L175, L177, L209, L211, L221, L222, L223, L224, L225, L234, L243	Code Number: C134 Start Date: 2020-02-24
Spec, Inventory Control [JR022536]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L7, L20, L23, L28, L73, L84, L137, L139, L140, L145, L147, L151, L175, L177, L209, L211, L220, L223, L234, L243	Code Number: C134 Start Date: 2020-02-24
Spec, Inventory Control [JR022537]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L23, L25, L26, L27, L28, L29, L65, L68, L69, L71, L75, L80, L136, L138, L145, L147, L150, L151, L209, L210, L211, L221, L222, L224, L225, L234, L235	Code Number: C97 Start Date: 2020-03-02

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]
Spec, Inventory Control [JR022538]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L26, L27, L28, L29, L65, L68, L69, L71, L73, L75, L78, L101, L103, L104, L136, L138, L174, L176, L179, L181, L208, L209, L210, L221, L222, L224, L225, L227, L234, L247	Code Number: C134 Start Date: 2020-02-24
Spec, Inventory Control [JR022539]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L9, L20, L26, L28, L65, L68, L69, L71, L73, L75, L83, L84, L136, L137, L138, L139, L175, L177, L211, L221, L222, L223, L224, L229, L235, L243	Code Number: C2 Start Date: 2020-03-02
Spec, Inventory Control [JR022540]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L15, L26, L27, L28, L29, L65, L68, L69, L71, L101, L103, L133, L136, L137, L138, L139, L210, L211, L221, L222, L223, L224, L225, L234, L243, L255	Code Number: L255 Start Date: 2020-03-02
Spec, Inventory Control [JR022541]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L15, L26, L27, L28, L29, L65, L68, L69, L71, L73, L83, L84, L98, L100, L107, L136, L137, L138, L139, L140, L147, L181, L182, L209, L221, L222, L223, L224, L225, L233, L234, L235, L243, L247	Code Number: C134 Start Date: 2020-03-09
Spec, Inventory Control [JR022542]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L14, L15, L27, L28, L29, L65, L72, L84, L98, L136, L137, L138, L139, L141, L175, L177, L209, L210, L220, L221, L222, L223, L224, L225, L234, L238, L243, L245	Code Number: C97 Start Date: 2020-03-02
Spec, Inventory Control [JR022543]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L26, L27, L28, L29, L65, L68, L69, L71, L73, L75, L84, L98, L100, L102, L136, L137, L138, L139, L175, L177, L209, L210, L220, L221, L222, L223, L224, L225, L233, L234, L243, L247	Code Number: C134 Start Date: 2020-03-09
Spec, Inventory Control [JR022544]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L26, L27, L28, L29, L65, L68, L98, L100, L136, L137, L138, L139, L140, L181, L209, L211, L221, L222, L223, L224, L225, L234, L243, L245	Code Number: C1 Start Date: 2020-03-23
Spec, Inventory Control [JR022545]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L26, L27, L28, L29, L65, L68, L136, L137, L138, L139, L181, L209, L210, L221, L222, L223, L224, L225, L234, L240, L243	Code Number: C1 Start Date: 2020-04-13
Spec, Inventory Control [JR022546]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L8, L9, L15, L20, L27, L28, L29, L65, L68, L69, L71, L83, L84, L136, L137, L138, L139, L141, L209, L210, L221, L222, L223, L224, L225, L233, L234, L235, L243, L244	Code Number: C97 Start Date: 2020-03-16

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]
Spec, Inventory Control [JR022547]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L8, L26, L27, L28, L29, L68, L69, L71, L83, L84, L106, L115, L136, L137, L138, L139, L140, L209, L210, L211, L220, L221, L222, L223, L228, L229, L242, L243, L244	Code Number: C1 Start Date: 2020-03-23
Specialty Producer [JR020825]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C187, C188, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L8, L15, L27, L28, L29, L30, L33, L63, L68, L69, L71, L77, L83, L84, L101, L136, L138, L151, L175, L177, L179, L181, L209, L211, L221, L222, L224, L226, L234	Code Number: C130 Start Date: 2019-09-04
Sr Mgr, Traffic Hub [JR022548]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L27, L28, L29, L65, L68, L69, L71, L73, L75, L84, L115, L136, L137, L138, L139, L140, L175, L177, L178, L179, L181, L209, L221, L222, L223, L224, L225, L233, L234, L243, L247	Code Number: C2 Start Date: 2020-02-03

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]
Sr Mgr, Traffic Hub [JR023358]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L26, L27, L29, L65, L84, L104, L136, L137, L138, L139, L141, L149, L209, L210, L221, L222, L223, L224, L225, L234, L235, L243, L252, L253, L255	Code Number: L255 Start Date: 2020-04-13
Studio Tech I [JR021910]	C1, C2, C3, C5, C69, C97, C100, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, L26, L28, L29, L65, L68, L84, L136, L137, L138, L147, L175, L177, L181, L209, L221, L222, L223, L234, L243, L247	Code Number: C2 Start Date: 2019-11-05

EEO PUBLIC FILE REPORT**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.	November 8, 2019: Lansing Community College, Broadcast Career Builder Conference. HR Generalist WXYZ/WMYD participated in both speed networking sessions and in the career fair held from 12:00 to 1:30 pm. During both events, HR Generalist engaged with both high school and college students who are exploring careers in broadcast journalism, production, editing, and other broadcast-centered careers. Internship program opportunities were discussed with college students. Approximately 250 students and business minded professionals were in attendance.
	March 4, 2020: Lansing Center, Media Job Fair. Management staff and General Manager participated in career fair held from 12:00 to 1:30 pm. Engagement with both high school, college and job seekers who are exploring careers in broadcast journalism, production, editing, and other broadcast-centered careers.
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.	7/8/19: Multi Media Journalist, Jim Kiertzner, and Technical Director Reid Neumann hosted a job shadow with a Central Michigan University student who is interested in pursuing broadcast journalism. Employment opportunities at WMYD/WXYZ were discussed.
	Brad Galli was the keynote speaker for the Broadcasting Career Builder Conference in Lansing, Michigan on November 8, 2019. Spoke about his career and working in broadcast television.
	Rhonda LaVelle a speaker for the Breakout session called Hear From the Pro's - The Secrets News Directors WANT you to know, for the Broadcasting Career Builder Conference in Lansing, Michigan on November 8, 2019. Rhonda spoke about what she expects in the interview process and answered questions.
	12/23/19: Director of Creative Services, Phil Wrobel, hosted a job shadow with an High School Student from Macomb, MI who is interested in working in a media organization. Employment opportunities at WMYD/WXYZ were discussed.
	1/21/20: Anchor, Dave LewAllen, hosted a job shadow with a Lake Orion High School student who interested in journalism/broadcast as a field of study. Employment opportunities at WMYD/WXYZ were discussed.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	During this reporting period, Human Resources partnered with Scripps Corporate to host 2 college interns from June 2019 through August 2019. WXYZ/WMYD hosted an intern from North Carolina Agricultural and Technical State and other intern from Columbia University. This internship program allows college broadcasting students the opportunity to get practical hands-on experience in broadcasting employment. The interns worked in all aspects of news production, including newsroom, sports, investigative reporting, production and digital media.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Michigan Association of Broadcasters Scholarship Sponsorship March 4, 2020 : WXYZ/WMYD sponsored a \$1,000 scholarship for a student going into a career in broadcast. This was awarded to a student from Michigan State University on March 4, 2020.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for tuition and books up to \$4000.00 a year.
	Scripps Sales Process Training Q4: 5 Account Executives and 1 Local Sales Manager completed the Scripps Sales Process training in this reporting year. This is an intensive program for Account Executives to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Aaron Amos, Producer, spoke at an event for Wayne State University on 10/4/2019 to students who are interested in communications or journalism major.
	Aaron Amos, Producer, spoke at an panel discussion event for Michigan State University on 10/29/2019 to young professionals who are working in broadcast journalism. Employment opportunities at WMYD/WXYZ were discussed.
	Aaron Amos, Producer, spoke at a lunch and learn at Wayne State University for Detroit Public School students on December 6, 2019. The discussion was about education and the field of journalism and working in the broadcast industry. Employment opportunities at WMYD/WXYZ were discussed.
	Aaron Amos, Producer, was a guest speaker at Wayne State University on 1/16/2020. He spoke to 20 attendees and discussed producing in the millennial age. Employment opportunities at WMYD/WXYZ were discussed.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	WXYZ staff worked with high school students from Groves High School to celebrate literacy week and help students in there journalism and broadcasting program produce a student story that is scheduled to air on Channel 7's newscast.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	BRBS World LLC (Consulting Partners) - Equity Diversity & Inclusion Dialogue and Learning Sessions September 10, 2019 and September 11, 2019. Employees participated in learning sessions to develop a common language for equity, diversity and inclusion. They also discussed implicit bias or the different experiences and points of view we all come to work with.
	Quarterly webinar series-Equity, Diversity, Inclusion September 23, 2019 The content of the webinar is as follows: Seek to understand - Put yourself in a place where you can understand things from someone else's perspectives. Engage and be vulnerable - If you aren't sure what to say, its ok to ask. Take ownership in becoming part of the solutions - Acknowledge our role in being a part of the solution and agree to work together to achieve it.
	10/20/2019 - Workplace Harassment Prevention for Manager training video. Discrimination and harassment at work can have a corrosive effect on an organization's culture and can lead to low employee morale, reduced productivity, and even criminal liability. This training provides an overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability. It discusses the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.
	Quarterly webinar series-Equity, Diversity, Inclusion March 2, 2020 The content of the webinar is as follows: Seek to understand - The unique challenges and inequities for women in the workplace. Engage and be vulnerable - Recognize the value of creating a diverse workforce and drivers of recruitment, retention and engagement of female employees. Take ownership in becoming part of the solution - Acknowledge our role in being a part of the solution by creating change and building a culture of advocacy.