

Annual EEO Public File Report Form
Station WADL-TV

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the Station WADL-TV, Mt. Clemens, Michigan, and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning June 1, 2014, to and including June 1, 2015 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 6/1/2014 to 6/1/2015

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1. President/Station Mngr (Bangura)	Referral F/T	1
2. Account Executive (Newman)	Referral F/T	2
3. Account Executive (Allen-Campbell)	Referral F/T	2
4. Accounting Assistant (Young)	Transfer From Sister Station F/T	1
5. Account Executive (Bastista)	Referral F/T	1
6. Production/Editor (Patterson)	Promotion within F/T	1
7. Production/Editor (Clark)	Transfer From Sister Station P/T	1
8. Production/Editor (Clark)	Part time to Full time F/T	1
9. Master Control Op (Schoof)	WADL Website F/T	7
10. Account Executive (Thomas)	Referral F/T	1
11. Editor (Rutley)	Referral P/T	5

12. Production (Phillips)	MAB Job Fair P/T	5
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Total Number of Persons Interviewed During Applicable Period: 21

Appendix 2 to

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Covering the Period from 6/1/2014 to 6/1/2015

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1. WADL Web Site	2	1
2. WADL on-air announcement	1	0
3. Resume on file from prior recruitment	0	0
4. Media Recruiters Ad	0	0
5. MichMAB website	0	0
6. Macomb Community College	0	0
7. Specs Howard Job Fair	3	0
8. Inter-office Promotion	1	1
9. Referral (word of Mouth)	6	5
10. Macomb Community College Job Fair	0	0
11. Macomb County Career Expo	0	0
12. MAB Career Fair	4	1
13. USPS mailed to Station	0	0
14. Specs Howard School Recruitment Source	0	0
15. Station Transfer	2	2
16. Part time to full time	1	1

17. Straight Gate Church Job Fair

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Appendix 3 to
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Covering the Period from 6/1/2014 to 6/1/2015

Section 3: WADL- TV continues to have a stable work force. WADL does not experience a great amount of turnover in full time employees, with the exception of Account Executives. However, WADL-TV has taken steps over the last year to achieve a broad and inclusive outreach in the community for actual vacancies and positions that have opened up for full time employment and contractors.

During the last year, 6/2014-6/2015, there were *nine* full time positions open at WADL-TV , and were filled by promoting within the station, Referrals, MAB Career Fair, Station Transfer, WADL Website, and even referrals. WADL-TV also had three contractor positions open at the station, one of the three were hired full time.

WADL-TV participated in Five job fairs during that period at the following institutions:

- Straight Gate International Church Job Fair 7/13/14
 - No Recruitments for WADL, but we did use the applications/resume for our sister Station Church of the Word , and several candidates were Hired.
- Jobfair Giant, Best Western Sterling Hts –Macomb County 7/31/14
- MAB Foundation/Specs Howard School Career Fair 10/2/14
- MAB Foundation 3/11/15 WADL aired PSA's to promote the event
- Macomb Community College Job Fair 4/28/15

In general, the station does many different types of job fairs to promote EEO in the Metro Detroit Communities. All resumes obtained from the job fairs are kept on file at the station in an event a vacancy opens up.

WADL-TV Attended Flagship Academy's Career Day on Thursday May 21, 2015 while there, WADL spoke with children from Kindergarten through 8th grade about working in the Broadcasting Industry and the education path needed to succeed.

WADL-TV also reaches out to offer internships to current college students at local colleges majoring in broadcasting/cinematic arts programs during all job fairs and has a posting on our WADL website.