

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, 2016, to and including June 1, 2017 (the “Applicable Period”).

The FCC’s 2017 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 6/1/2016 to 6/1/2017

Section 1: Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All sources for This Position</u>
Account Executive (Carey)	Referral/WADL Website	1
Account Executive (O'Leary)	Referral/WADL Website	1
Accounting Assistant (Kilbride)	Contractor-Hired Full-Time	5
Traffic Assistant (Feuer)	Promoted With-In	3
Master Control Operator (Mullins)	Contractor-Hired Full-Time	6
Total Number of Persons Interviewed During Applicable Period:		16

Appendix 2 to
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Covering the Period from 6/1/2016 to 6/1/2017

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 Website	2	2
2. Macomb Community College Web	0	0
3. Specs Howard College Central	1	0
4. Specs Howard Resumes Direct	1	0
5. Michmab.com	1	0
6. Referral	0	0
7. Contractor	2	2
8. Wayne State University	0	0
9. Resume sent to Station	0	0
10. MAB Job Fair –Farmington	1	0
11. Promoted With-In	1	1
12. 910am Radio Website	0	0
13. Indeed Job posting Site	7	0

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from 6/1/2016 to 6/1/2017

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, Master Control Operators, Accounting Assistant, and Traffic assistant within this past year. 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.

During the last year, 6/2016-6/2017, there were 5 full time positions open at WADL-TV , and were filled utilizing the following sources, WADL website, contractor hired for full time, referrals, and a promotion within was made.

WADL-TV participated in Four (4) job fairs during that period at the following institutions:

- Macomb County Job Fair- Sterling Heights 8/26/16
- MAB/Specs Howard Job Fair – Farmington 10/20/16
- Macomb County Job Fair – Sterling Heights 1/31/17
- MAB Foundation GLBC Career & Networking Fair - 3/8/17

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 also reaches out to offer internships to current college students at local colleges majoring in broadcasting/cinematic arts programs during all job fairs.