

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2022 - May 31, 2023

Station Included in Report: WXMI-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				8
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			8
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		48
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				6
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		17
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1

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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	
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	

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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	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	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	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	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	
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	

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C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1638	Alma College - General College/University Career Center Email - 614 West Superior Street (academic-career@alma.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1643	Michigan Works - - 327 East Center Street (rodneyr@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1644	Michigan Works - Ionia, MI 48846 - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1649	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1650	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (bishopj1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1651	Michigan Works! Battle Creek Service Center - - 135 West Hamblin Avenue (davery@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1653	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (mwest@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1654	Michigan Works! Capital Area Service Center - Eaton County - - 311 West First Street (sdent@eatonisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1655	Michigan Works! Hastings Service Center - - 535 West Woodlawn Avenue (veavey@barryisd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1656	Michigan Works! Ionia Service Center - - 307 West Adams Street (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1657	Michigan Works! Kalamazoo - St. Joseph - - 1601 South Burdick Street (sheahon@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1658	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1659	Michigan Works! Montcalm Service Center - - 114 South Greenville West Drive (lorij@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1660	Michigan Works! Montcalm Service Center - Kathy VanderLaan - 114 South Greenville West Drive (kathyv@8cap.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1661	Michigan Works! Service Center - - 327 East Center Street (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1667	Urban League of Battle Creek - - 172 West Van Buren Street (kyraul@ulbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2036	Aquinas College Grand Rapids, MI - - 1607 Robinson Road S.E. (careerservices@aquinas.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2037	Central Michigan University Mount Pleasant, MI - - Central Michigan University (careers@cmich.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2038	Grand Rapids Urban League - Joseph Jones - 745 Eastern Avenue SE (info@grurbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2039	Grand Valley State University (LakerJobs) Allendale, MI - - 116B DeVos Center (career@gvsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2040	Hispanic Center of Western MI - Deisy Madrigal - 1204 Grandville Avenue Sw (info@hispanic-center.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2041	Michigan Indian Employment & Training Services, Inc - Mary Cody - 2442 28th Street, (miets30@voyager.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2042	Michigan Indian Employment & Training Services, Inc - Melena Maple - 315 Clay Street (miets30@voyager.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2043	Michigan Works - Allegan, MI 49010 - 2891 116th Avenue (nbalgoyen@alleganaesa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2044	Michigan Works - Grand Haven, MI 49417-8931 - 1830-G 172nd Avenue (stelsterj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2045	Michigan Works - South Haven, MI 49090 - 125 Veterans Blvd., Suite 123 (mw@miworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2046	Michigan Works! Goodwill Industries Workforce Development Center - Muskegon - Jesse Mikaelson - 950 West Norton Avenue, Suite C (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2047	Michigan Works! Isabella Service Center - - 5889 East Broadway (hardmand@michigan.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2048	Michigan Works! Isabella Service Center - - 5889 East Broadway (jacksond8@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2049	Michigan Works! M-TECH Service Center - - 622 Godfrey SW (marind@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2050	Michigan Works! M-TECH Service Center - - 622 Godfrey SW (moreheadr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2051	Michigan Works! Muskegon Heights Workforce Development Center - - 160 East Barney Avenue (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2052	Michigan Works! Muskegon-Oceana, Muskegon Site - - 316 Morris Avenue, Suite 100 (info@miworksmo.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2053	Michigan Works! Muskegon-Oceana, Oceana Site - Sonya Barrett - 195 North Michigan Avenue (info@miworksmo.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2054	Michigan Works! Muskegon-Oceana/Shelby Site - - 195 North Michigan Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2055	Michigan Works! Muskegon-Oceana/Shelby Site - Robin Snider - 195 North Michigan Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2056	Michigan Works! Orchard View Workforce Development and Training Center - - 2389 East Laketon Avenue (ellisn1@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2057	Michigan Works! Service Center - Allegan County - - 3255 122nd Avenue (nbalgoyen@alleganaesa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2058	Michigan Works! Service Center - Allegan County - - 3255 122nd Avenue (sheahont@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2059	Michigan Works! Service Center - Leonard - - 1560 Leonard NE. (marind@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2060	Michigan Works! Service Center - North Ottawa County - - 1830 172nd Avenue (stelsterj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2061	Michigan Works! Service Center - South Ottawa County - - 121 Clover Street (careernavigation@ocmwa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2062	Michigan Works! Service Center - South Ottawa County - - 121 Clover Street (stelsterj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2063	Michigan Works! West Central - Newaygo County - - 4747 West 48th Street, Suite 162 (Wilsonc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2064	Michigan Works! White Lake Workforce Development Center - - 541 East Slocum Street (mikaelsenj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2065	Western Michigan University - BroncoJOBS - 1903 W Michigan Ave (broncojobs@wmich.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	TV Jobs	P.O. Box 4116 Oceanside, Ca 92052	Mark Holloway admin@tvjobs.com	760-754-8177	
L2	Media Match	8112 1/2 West 3rd St. Los Angeles, Ca 90048	Job Listings	517-371-1100	
L3	Zip Recruiter (includes: Simply Hired, Glassdoor, job.com, 50 sites all together)	1453 Third Street Promenade Suite 335 Santa Monica, Ca 90401	Job Listings	877-252-1062	
L5	Media Line	1209 Wood Valley Rd Augusta, GA 30909	Job Listings medialine@medialine.com	706-364-7564	
L6	Aquinas College	1607 Robinson Road Grand Rapids, MI 49506	Job Listings careerservices@aquinas.edu	616-632-2905	
L7	Womens Resource Center	678 Front Ave NW #108 Grand Rapids, Mi 49504	Job Listings info@grwrc.org	616-458-5443	
L9	GR Urban League	745 Eastern Ave SE Grand Rapids, 49503	Marvin Martin mmartin@grurbanleague.com	616-252-2205	
L10	Grand Rapids First	2100 44th Street SW Wyoming, 49519	Judy Pepple judyp@grfirst.org	616-531-2100	
L11	GRCC	143 Bostwick Ave NE Grand Rapids, Mi 49503	Job Listings	616-234-3900	
L12	Specs Howard	19900 W Nine Mile Road Southfield, Mi 48075	Tony Sherock	248-358-9000	
L13	Calvin University	3201 Burton SE Grand Rapids, MI 49546	Job Listings	616-526-6000	
L14	Central Michigan University	1200 S Franklin St Mt Pleasant, 48859	Job Listings careers@cmich.edu	989-774-3418	
L15	Cornerstone University	1001 E Beltline Avenue Grand Rapids, Mi 49525	Job Listings	616-222-1433	
L16	Davenport University	45 Ottawa Ave Grand Rapids, 49503	Genevieve F.		
L17	Ferris State	119 South Street Big Rapids, 49307	Connect through Handshake	231-591-2685	
L18	Fox 17	3117 Plaza Drive NE Grand Rapids, Mi 49525	Juana Vega	773-883-3120	
L19	Grand Valley State University	1 Campus Drive Allendale, 49401	Connect through Handshake	616-331-3311	
L20	Kendall College of Art & Design	17 Fountain St NW Grand Rapids, Mi 49503	Job Listings	616-451-2787	
L21	MAB	819 N Washington Avenue Lansing, 48906	Job Listings dkelley@michmab.com	517-484-7444	
L22	MSU	556 E Circle Drive East Lansing, Mi 48824	Job Listings	517-355-9510	
L23	Muskegon Community College	221 S Quarterline Road Muskegon, Mi 49442	Job Listings	231-773-9131	
L24	University of Michichan - Career Center	515 E Jefferson St. Ann Arbor, Mi 48109-1316	n/a n/a	(734) 764-7460	
L25	Western Michigan University	1903 W Michigan Kalamazoo, Mi 49008	Job Listings	269-387-2745	
L26	Get Photography Jobs	128 N. Pitt Street 2nd floor Alexandria, VA 22314	Job Listings		
L27	University of Michigan Job Posts	1214 S University Ave S104 Ann Arbor, 48104	Mary Rose mlairose@umich.edu https://mcommunity.umich.edu/#profile:mlairose	734-764-2099	
Total Number of Interviewees Referred:					96

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Asst Chief Engineer [JR027625]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L5, L6, L7, L9, L10, L11, L13, L14, L15, L16, L17, L19, L20, L21, L22, L23, L24, L25, L27	Code Number: C97 Start Date: 2022-06-01
Dir, HR Business Partner [JR029569]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L9, L19, L25	Code Number: C134 Start Date: 2022-09-12
Editor II [JR028365]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L11, L13, L14, L15, L16, L17, L19, L20, L22, L23, L24, L25, L27	Code Number: C97 Start Date: 2022-06-13
Graphic Design Tech II [JR028229]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L11, L13, L14, L15, L16, L17, L19, L20, L24, L25, L27	Code Number: C130 Start Date: 2022-07-18

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]
Meteorologist [JR028392]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L7, L9, L21	Code Number: C97 Start Date: 2022-07-13
Photographer II [JR029010]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L7, L9, L21	Code Number: C130 Start Date: 2022-10-24
Photographer II [JR030898]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L5, L6, L7, L9, L10, L14, L21, L24	Code Number: C97 Start Date: 2023-04-10
Producer [JR029193]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L9, L19, L25	Code Number: C1 Start Date: 2022-09-06

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]
Producer [JR030372]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L5, L6, L7, L9, L10, L14, L21, L24	Code Number: C3 Start Date: 2023-01-30
Producer [JR031002]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L5, L6, L7, L9, L10, L14, L21, L24	Code Number: C1 Start Date: 2023-04-17
Producer, Creative Services [JR028002]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L5, L6, L9, L10, L11, L13, L14, L15, L16, L17, L19, L20, L22, L23, L24, L25, L27	Code Number: C1 Start Date: 2022-07-18
Specialty Producer [JR028741]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1638, C1643, C1644, C1649, C1650, C1651, C1653, C1654, C1655, C1656, C1657, C1658, C1659, C1660, C1661, C1667, C1906, C1912, C2036, C2037, C2038, C2039, C2040, C2041, C2042, C2043, C2044, C2045, C2046, C2047, C2048, C2049, C2050, C2051, C2052, C2053, C2054, C2055, C2056, C2057, C2058, C2059, C2060, C2061, C2062, C2063, C2064, C2065, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L7, L9	Code Number: C1 Start Date: 2022-08-15

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.	October 2022- Human Resources Business Partner, Assistant News Director, and Executive Producer attended the Fall 2022 Career Fair for Grand Valley State University.
	December 2022- News Director and Assistant News Director attended the Michigan Association for Broadcasters career fair.
	February 2023- Human Resources Business Partner and Executive Producer attended the Michigan State University Winter Career Fair.
	February 2023- Assistant News Director and Executive Producer attend the Winter 2023 Career Fair at Grand Valley State University.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	July 2022- WXMI concerned about the growing youth crime and gun violence embarked on listening session with various law enforcement officials, non-profit leaders, as well as small business owners. From these listening session a Community Advisory Board was created to come alongside WXMI to explore and create initiatives to help reduce the rising crime as well as provide information about key resources available for all community members.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	December 2022- Human Resources Business Partner hosted a training with all station people managers providing tools to assist them with having constructive and productive check-ins with their employees. Discussing the various ratings available for ranking staff performance, discussed how to navigate the manager's comment box, as well as discussed using the goals section to help develop employees in areas of concern or where growth is needed.
	October 2022- Human Resources Business Partner hosted a training with all station people managers providing tools to assist with having difficult conversations with their employees.
	March 2023- WXMI Director of Sales presented training on "Understanding our Cross-Platform Consumers" to all station employees. Helping staff to understand the importance of content, understanding that media behavior is changing, and the role advertisers play.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of a mentoring program for station personnel.	April 2023- WXMI established a mentorship program where employees from various department could sign up to job shadow in other roles and/or departments to encourage as well as increase skill development and knowledge transfer.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	March 2023- Community Relations Manager attend the Career Day Fair for Zeeland Public Schools. Discussion was held with students on various opportunities that exist in broadcasting. The Community Relations Manager also shared their career journey with the students.
	April 2023- Human Resources Business Partner participated in the Career Day event for Wellspring Preparatory High School. The Human Resources Business Partner discussed with the students the various opportunities that exist in broadcasting as well as shared their career journey with the students.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	November 2022- WXMI people managers attend the Manager and the Law training led by Scripps internal legal counsel. This was a practical and interactive training covering: the company's EEO practices, an explanation of protected classes, types of unlawful harassment, discrimination, and retaliation claims. The responsibilities of supervisors and practical tips for staying in compliance when hiring, promotion, disciplining, or discharging an employee, best practices for handling employee complaints, an overview of external complaints brought via EEOC charges and litigation, an overview of FMLA leave law and ADA reasonable accommodations obligations.