

**EEO PUBLIC FILE REPORT**

**Reporting Period: June 1, 2025 - May 31, 2026**

**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.**

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
<b>Common Sources</b>					
C1	Employee Referral				21
C2	Internal Candidate / WorkLife				38
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			13
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		42
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				
C131	Agency/Search Firm				4
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	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	
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	

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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	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	

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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	
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	
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	

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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 (rrich@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	
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	

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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! Southeast Livingston Service Center - - 1200 Byron Road (dawrey@mwse.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1107	Michigan Works! Livingston Service Center - - 1200 Byron Road (dawrey@mwse.org)	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 (jackson@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	

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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	
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 (brzeqr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1122	SEMCA Michigan Works! Wayne American Job Center - - 35731 West Michigan Avenue (semca@semca.org)	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 ()	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	
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	

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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	
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	1
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	

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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	
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	

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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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
<b>Local Sources</b>					
L7	Action Management Corp	20755 Greenfield Southfield, MI	Tom Smela	313-443-6633	
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	
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	

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L28	Black Awareness In TV	30 Josephine 3rd Flr Detroit, MI	David Rambeau	313-871-33 33	
L29	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-42 50	
L30	Career Works, Inc.	1200 E. McNichols Highland Park, MI	Debra Reed	313-867-35 00	
L31	Cass Community Social Services	11850 Woodrow Wilson Detroit, MI 48206	Reverend Faith Fowler	313-883-22 77	
L33	Center for Creative Studies	201 E. Kirby Detroit, MI 48202	Erin Kearns	313-664-74 00 313-664-76 86 fax	
L63	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-71 74	
L65	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-16 92	
L68	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-17 64	
L69	Detroit Area Film and Television	P.O. Box 1443 Royal Oak, MI	Placement Svcs.	248-547-08 47	
L70	Detroit Assoc of Black Organizations	12048 Grand River Detroit, MI 48204	Kathryn Sheffield	313-491-00 03 313-491-06 16 fax	
L71	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-63 43	
L72	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-03 30	
L73	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-29 40	
L75	Detroit Hispanic Development Corp.	1211 Trumbull Detroit, MI 48216	Angie Reyes, MPH	313-967-48 80	
L77	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-22 64 313-682-22 75 fax	
L78	Detroit's Work Place	707 W. Milwaukee Detroit, MI	Cynthia Bell	313-876-06 74	
L80	Detroit Public Schools Adult Educations	14111 Puritan Detroit, MI 48227	Doris Moore	313-866-93 28 313-862-06 40	
L82	Dorsey Business Schools	30821 Barrington Madison Heights, MI	Elayne/Career Svcs	248-585-41 50	
L83	Drake Beam Morin, Inc	101 W Big Beaver Troy, MI 48084	Charles Kalmbach	248-524-24 16 248-524-02 16 fax	
L85	Empowerment Zone Development Corporation	One Ford Place Suite 1-F Detroit, MI 48202	Elaine Carter	313-872-80 50 313-872-80 02	
L88	Fellowship Chapel	7707 W. Outer Dr. Detroit, MI	Sandra Harris	313-347-28 20	
L89	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale, MI	John Almstadt	248-545-02 22	
L90	Focus Hope	1355 Oakman Blvd Detroit, MI	Eleanor Josaitis	313-494-47 75	
L92	Finish Cultural Center	35200 West 8 Mile Rd Farmington Hills, MI	Eva Koskimaki	248-478-56 71	
L98	Hispanic Business Alliance	1500 Penobscot Bldg 645 Griswold St Detroit, MI	Dolores Sanchez	313-962-64 22	

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L99	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-6498	
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 Birmingham	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 Commerce	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 Association-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	
L142	New Center Community Mental Health	2051 W. Grand Blvd. Detroit, MI	Roberta Sanders	313-961-3200	
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	
L149	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-3739	

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L150	One Stop Career Center	35209 Gratiot Clinton Twp., MI 48305	Placement Svcs.	810-982-42 71	
L151	Operation Able of Michigan	16250 Northland Dr. Southfield, MI	Shirley Sutton	248-443-19 60	
L156	Resource Network	9349 Telegraph Redford, MI	Lawrence Barnes	313-533-59 00	
L172	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave Detroit, MI	Eva Garza Dewailsche	313-846-22 40 313-846-22 47 fax	
L174	Social Service Dept	1960 W Lafayette Detroit, MI 48037	Placement Svcs.	313-963-60 28 fax 313-963-60 02	
L175	Society of Broadcast Engineers- Detroit	WKBD-TV 26905 W. 11 Mile Rd. Southfield, MI 48037	Frank Maynard	248-355-71 29	
L176	Society of Women Engineers of Detroit	P.O. Box 2978 Detroit, MI 48037	Jennifer Morikawa	248-576-97 03	
L178	Synergy Partners, LLC	3031 W. Grand Blvd. Detroit, MI	Ronald Ostroff	866-724-75 44	
L179	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-22 00	
L180	Troy Career Center	210 W. Square Lake Rd Troy, MI 48098	Resource Center	248-879-75 86	
L182	United Way of Southeastern Michigan	1212 Griswold Detroit, MI	Ron Carr	313-226-93 76	
L202	University-Wayne State University	656 Reuter Hall 1001 Faculty/Administration Building Detroit, MI	Arlinda Pringle	313-577-33 90	
L205	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI	Cassandra Nelson- Pruitt/Lisa Taylor	313-832-32 22	
L208	Wayne County Education and Training Division	18600 Randolph St. Detroit, MI	Niema Hill	313-224-08 15	
L209	Women in Communications	2744 Ellwood Berkleym, MI 48072	Rose Ann Nicolai	248-582-84 65 248-582-84 64 fax	
L210	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-49 46	
L211	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnicky	517-227-48 68 x109	
L215	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield, MI	Pauline Retty	248-827-94 24	
L216	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-84 02	
L227	Academy of the Scared Heart	1250 Kensington Road Bloomfield Hills, MI 48034	Gretchen Parks	248-646-41 43	
L228	Alliance for a Safer, Greater Detroit	200 Renaissance Center Suite 2653 Detroit, MI 48234	Sandy Jasmund	313-567-93 93	
L229	Alternative Services, Incorporated	32625 Seven Mile Road Suite 10 Livonia, MI 48152	Anita Chamberlain	248-471-48 80	
L239	E. W. Scripps - local station	Southfield, MI 48075	www.scripps.com/career s		
L240	Ford Resource and Engagement Center	2826 Bagley Street Detroit, MI 48216	Carmen Mattia	313-962-48 88	
L242	Michigan Career Development and Rehabilitation Services	455 West Fort Street 2nd Floor - Detroit Works Building Detroit, MI 48226	Anita Baylis	313-965-57 05	
L246	North American Indian Association of Detroit	22720 Plymouth Road Redford, MI 48239	Brian Moore	313-535-29 66	

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L248	Specs Howard School of Broadcast Arts	19900 West Nine Mile Road Southfield, MI 4805	Anjeanetta Hicks	248-358-9000	
L255	Contacted by Scripps Recruiter	312 Walnut Street Cincinnati, OH 45202	Talent Acquisition		
L256	Handshake - college/univeristy recruiting		www.handshake.com		
L257	Pink-Jobs.com				
L258	Social Media Platform - Twitter				
L259	Social Media Platform - Instagram				
L261	Pure Michigan Talent Connection		www.mitalent.org		
L262	Michigan Community Colleges Jobs Consortium		collegecentral.com		
L264	MITalent - Pure Michigan Talent Connect	201 N. Washington Square Lansing, MI 48913			
L265	TrueJobs.com	Ann Arbor, MI	www.truejobs.com		
<b>Total Number of Interviewees Referred:</b>				<b>130</b>	

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Local [JR035147]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C1 Start Date: 2025-08-04
Account Exec, Local [JR035910]	C1, C2, C3, C5, C69, C95, C97, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C2 Start Date: 2026-03-02
Assignment Editor [JR035601]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C1 Start Date: 2025-12-08

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Director II [JR035322]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C97 Start Date: 2025-09-08
Director III [JR035171]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C2 Start Date: 2025-07-28
Editor II [JR035900]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L261, L262, L265	Code Number: C97 Start Date: 2026-02-23
Exec Producer [JR035301]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424	Code Number: C2 Start Date: 2025-08-25

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Multimedia Journalist [JR033578]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C131 Start Date: 2025-06-16
Multimedia Journalist [JR034937]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C5 Start Date: 2025-08-25
Multimedia Journalist [JR035961]	C1, C2, C3, C5, C69, C97, C100, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C1 Start Date: 2026-03-30

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
<p>Multimedia Journalist [JR036062]</p>	<p>C1, C2, C3, C5, C69, C97, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265</p>	<p>Code Number: C2 Start Date: 2026-05-27</p>
<p>Photographer II [JR035776]</p>	<p>C1, C2, C3, C5, C69, C97, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265</p>	<p>Code Number: C2 Start Date: 2026-01-05</p>
<p>Producer [JR034947]</p>	<p>C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C2424, C3135, L115, L215, L256, L257, L262, L264, L265</p>	<p>Code Number: C2 Start Date: 2025-07-28</p>

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR035846]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C1 Start Date: 2026-01-05
Regional Digital Strategist [JR036299]	C1, C2, C3, C5, C69, C97, C134, 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, C1122, C1123, C1124, C1125, 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, C3135, L115, L215, L256, L257, L262, L264, L265	Code Number: C2 Start Date: 2026-05-18

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>On 11/6/2025, the station attended the 2025 Great Lakes Broadcast and Sports Media Academy job fair at Ford Field. Pauline Retty (HRBP) and Greg Smith (Local Sales Manager) represented WXYZ/WMYD at the career fair and participated in this opportunity for job seekers to learn more about broadcast media and potential employment opportunities.</p> <p>On 2/12/2026, Stevie Petrosky (HR Generalist) represented WXYZ/WMYD at the MSU Spring Career Fair and spoke with students about the broadcast industry and potential employment opportunities.</p> <p>On 5/1/2026, the station participated in the Just In Time Virtual Job Fair hosted by Handshake. Pauline Retty (HRBP) represented WXYZ/WMYD/Scripps at the career fair and spoke with students about the broadcast industry and potential employment opportunities at Scripps.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>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 \$5250.00 a year. (R. Herman) (Z. Maldando)</p> <p>Manager Essentials for Executive Producer; specifically tailored for frontline managers with fewer than two years of management experience. The training will involve leadership and team management, communication skills. performance coaching skills. decision making and problem solving and Scripps policy and values. WXYZ has one Executive Producer involved in the training (CJ). Training runs from December 1, 2025 - March 9, 2026.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>A-Level Advantage training: Participant will engage in advanced, real-world development focused on elevating how they sell - strengthening executive-level conversations, expanding new business, sharpening negotiations strategies and leveraging AL to accelerate performance. The experience blends expert-led sessions, peer collaboration and direct access to senior leaders, creating space for top performers to raise the bar. WXYZ/WMYD has one Account Executive involved in the training. Training runs from April 23, 2026, to July 16, 2026.</p>
	<p>Executive Reporter Management training launched. This training equips leaders at every level with the essential skills and tools to get work done with and through other people. This program is ideal for leaders who need to transition successfully from individual contributors to leaders of others. It also applies to leaders who have been in their roles for some time and are looking for practical relevant guidance on how to effectively leave and manage their teams. K Craig participated in this training for WXYZ/WMYD. Training ran through 6/26/2025 - 8/15/2025.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Matt Bellehumeur (Director) attended the Career and Technical Education (CTE) Career Exploration Event on 12/11/2025 at West Bloomfield High School in West Bloomfield, Michigan. Matt spoke to grounds involving career education, expectations, careers at Scripps, networking and answered a broad array of questions from students.</p> <p>Faraz Javed (Multimedia Journalist) attended a career fair at Trillium Academy in Taylor, Michigan on March 20, 2026. Faraz spoke to students about storytelling, the importance of journalism, why to watch local news, how to identify credible news, and jobs in the broadcast media industry.</p>