

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2017 - May 31, 2018

**Station Included in Report:** WSYM-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
<b>Common Sources</b>					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			20
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		16
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				4
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

**Local Sources**

L5	Action Management Corp	20755 Greenfield Southfield, MI	Tom Smela	313-443-66333	
L6	Adcrafter, The	3011 W. Grand Blvd. Detroit, MI	Bob Guerrini	313-872-7850	

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L7	Advantage Staffing	1000 S. Old Woodward Birmingham, MI 48009	Anne Scott birm@staff.com	248-645-8880	
L8	American Federation of Radio & Television Artists, Detroit	27777 Franklin Rd. Detroit, MI 48034	Lorain Alexander	248-213-0264	
L9	American Women in Radio & TV	1760 Old Meadow Rd McLean, VA 22102	Dianne Farley	703-506-3266	
L10	Arab Chaldean Social Services	20300 Civic Center Dr. Southfield, MI 48076	Haifa Fakhouri	248-354-8460	
L11	Arab American & Chaldean Council	20300 Civic Center Dr. Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-8460	
L12	Arab Community Center for Economics & Social Services	6450 Maple St. Dearborn, MI	Adnan Hammd	313-216-7323	
L13	Arab American & Chaldean Council, Oakland County	28551 Southfield Rd. Suite 204 Lathrup Village, MI 48076	Kim Salem	248-559-1990	
L14	ARC Genessee County	51 W. Hancock St. Detroit, MI		313-831-0202	
L15	BART Job Bank	P.O. Box 593 Farmington, MI	Calvin Richards	313-873-9762	
L16	Between the Lines	11920 Farmington Livonia, MI	Jan Stevenson	734-298-7200	
L17	Black Awareness In TV	30 Josephine 3rd Flr Detroit, MI	David Rambeau	313-871-3333	
L18	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-4250	
L19	Career Works, Inc.	1200 E. McNichols Highland Park, MI	Debra Reed	313-867-3500	
L20	Cass Community Social Services	11850 Woodrow Wilson Detroit, MI 48206	Reverend Faith Fowler	313-883-2277	
L21	Catholic Social Services	10291 Grand River Brighton, MI		810-227-7699 fax	
L22	Center for Creative Studies	201 E. Kirby Detroit, MI 48202	Erin Kearns	313-664-7400 313-664-7686 fax	

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L23	Center for Humanistic Studies	40 E. Ferry Ave. Detroit, MI 48202		313-875-2610 fax	
L24	Chinese Assoc. of Greater Detroit	CAGD P.O. Box 1343 Troy, MI 48099	Da-zong Wang	313-845-3101	
L25	College of Creative Studies	201 E Kirby Detroit, MI 48202	Alana Bartol	313-664-7686	
L26	College of Creative Studies	201 E Kirby Detroit, MI 48202	Michael Coleman	313-664-7686	
L27	College-Saint Mary's College	3535 Indian Trail Orchard Lake, MI	Dir. Of Student Svc	248-982-1885	
L28	College-Albion College	KC Box 4900 Albion, MI 49224	Shana Plasters	517-629-0332	
L29	College -Baker College of Auburn Hills - Career Svcs.	1500 University Dr. Auburn Hills, MI	Jeffery Love	248-340-0600 248-340-0608 fax	
L30	College-Calvin College	1855 Knollcrest Cr Grand Rapids, MI 49546	Karen Brewster	616-586-6485	
L31	College-Central Michigan Univ.	Career Services & Resource Center 101 Forest Hall Mt. Pleasant, MI 48859	Kathy Jussila	517-774-3069	
L32	College-Eastern Michigan University	200 McKenny Hall Ypsilanti, MI	Sarah Kersey Otto	734-487-0940	
L33	College-Henry Ford Community College	5101 Evergreen Detroit, MI	Richard Brown	313-845-9611	
L34	College-Henry Ford Community College	5101 Evergreen Dearborn, MI	Doug Freed	313-845-9710	
L35	College-Henry Ford Community College	5101 Evergreen Dearborn, MI	Jay Korinck	313-845-9676	
L36	College-Henry Ford Community College-Career Resource Center	5101 Evergreen Room T112 Dearborn, MI	Diane Green	313-845-9618	
L37	College-Henry Ford Community College-WHFR 89.3 FM	5101 Evergreen Dearborn, MI	Susan McGraw	313-845-6477	
L38	College-Marygrove College Advising & Career Services	8425 W McNichols Detroit, MI	Harry McLaughlin	313-927-1479	

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L39	College-Marygrove College	8425 W McNichols Detroit, MI 48221	Ce'An Manuel	313-927-1200	
L40	College-Oakland Community College	739 S. Washington Royal Oak, MI	Lori Linden	248-246-2400	
L41	College-Oakland Community College	2900 Featherstone Rd Aubrn Hills, MI	Willie Lloyd	248-232-4142	
L42	College-Schoolcraft College	18600 Haggerty Rd. Livonia, MI	Juan Taylor	734-462-4400	
L43	College-Schoolcraft College-McDowell Center	18600 Haggerty Rd. Livonia, MI	Donna Nordman	734-462-4421	
L44	College-Schoolcraft College-Radcliff Center	1751 Radcliff St. Garden City, MI	Marlene Kershaw	737-462-4400	
L45	College-Walsh College	3838 Livernois Rd. Troy, MI	Laurie Siebert	248-823-1625	
L46	College-Wayne County Community College	8551 Greenfield Detroit, MI	Shashi Sharma	313-943-4071	
L47	College-Wayne County Community College	801 W. Fort St. Detroit, MI	Kaukab Usman	313-496-2500	
L48	College-Wayne County Community College-Career Planning and Placement	1001 W. Fort St. Detroit, MI	Hettie Brown	313-496-2758	
L49	College-William Tyndale College	35700 W. 12 Mile Rd. Farmington Hills, MI	Gary Oster	248-553-7200	
L50	Communal Jobs	24777 Greenfield Southfield, MI	Henchie Greenfield	248-569-4482	
L51	Community Foundation for Southeastern Michigan	333 W. Fort St. Detroit, MI	Mariam Noland	313-961-6675	
L52	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-7174	
L53	Community Services of Oakland County, MI	345 E. Nine Mile Rd. Ferndale, MI	John Erich	248-542-5860	
L54	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-1692	
L55	Crossroads Social Services	92 East Forest Ave. Detroit, MI	Placement Svcs.	313-831-2000	

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L56	Dept. of Social Services Unit	2300 E Grand River Howell, MI	Susan Fulton	517-548-0200	
L57	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-1764	
L58	Detroit Area Film and Television	P.O. Box 1443 Royal Oak, MI	Placement Svcs.	248-547-0847	
L59	Detroit Assoc of Black Organizations	12048 Grand River Detroit, MI 48204	Kathryn Sheffield	313-491-0003 313-491-0616 fax	
L60	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-6343	
L61	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-0330	
L62	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-2940	
L63	Detroit Free Press	6200 W. Fort St. Detroit, MI	Lois Turner	586-977-7500	
L64	Detroit Hispanic Development Corp.	1211 Trumbull Detroit, MI 48216	Angie Reyes, MPH	313-967-4880	
L65	Detroit Unity Temple	17505 Second Avenue Detroit, MI	Dorothy Jones	313-345-4848	
L66	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-2264 313-682-2275 fax	
L67	Detroit's Work Place	707 W. Milwaukee Detroit, MI	Cynthia Bell	313-876-0674	
L68	Detroit Public Schools	3031 West Grand Blvd Detroit, MI 48202	Doris Moore	313-852-0772 313-873-7397 fax	
L69	Detroit Public Schools Adult Educations	14111 Puritan Detroit, MI 48227	Doris Moore	313-866-9328 313-862-0640	
L70	District Offices of Social Services	5131 Grandriver Detroit, MI	Career Services	313-361-7300	
L71	Dorsey Business Schools	30821 Barrington Madison Heights, MI	Elayne/Career Svcs	248-585-4150	
L72	Drake Beam Morin, Inc	101 W Big Beaver Troy, MI 48084	Charles Kalmbach	248-524-2416 248-524-0216 fax	

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L73	Emma L. Bowen Foundation for Minority Interests in Media	524 West 57th St. New York, NY	Sandra Dorsey-Rice	212-975-2545	
L74	Empowerment Zone	One Ford Place Detroit, MI 48202	Elaine Carter	313-872-8050 313-872-8002	
L75	Exodus Missionary Baptist Church	8173 Kenney Detroit, MI	Angela Hughes	248-298-6108	
L76	Family Independence Agency-Oakland	2100 N. Woodward Bloomfield Hills, MI	Dorothy Butler	248-975-4829	
L77	Fellowship Chapel	7707 W. Outer Dr. Detroit, MI	Sandra Harris	313-347-2820	
L78	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale, MI	John Almstadt	248-545-0222	
L79	Focus Hope	1355 Oakman Blvd Detroit, MI	Eleanor Josaitis	313-494-4775	
L80	Focus Hope	1355 Oakman Blvd Detroit, MI	Debbie Fisher	313-494-4567	
L81	Finish Cultural Center	35200 West 8 Mile Rd Farmington Hills, MI	Eva Koskimaki	248-478-5671	
L82	Goodwill Industries of Greater Detroit	3111 Grand River Ave Detroit, MI	Pataricia Chatman	313-557-8635	
L83	Goodwill Industries, Madison Heights	31115 Dequindre Madison Hgts, MI	Marilyn Hawthorne	248-307-1772	
L84	Goodwill Industries, Oak Park	13200 Oak Park Blvd Oak Park, MI	Joyce Rupp	248-547-7712	
L85	Greater Detroit Chamber of Commerce	600 W. Lafayette Blvd Detroit, MI	Michelle Hansel	313-964-4000	
L86	Hannan Foundation/House	4750 Woodward Ave. Detroit, MI	Denise Williams	313-833-1300	
L87	Hispanic Business Alliance	1500 Penobscot Bldg 645 Griswold St Detroit, MI	Dolores Sanchez	313-962-6422	
L88	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-6498	
L89	Inroads Metropolitan Detroit, Incorporated	535 Griswold Detroit, MI	Cassandra Sanders	313-961-6464	

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L90	Japan American Society of Greater Detroit & Windsor	One Woodward Ave Detroit, MI	Liseann Gouin	313-596-0484	
L91	Jewish Vocational Center	4250 Woodward Ave Detroit, MI	Laura Panoff	313-833-8100	
L92	Jewish Vocational Services	29699 Southfield R Southfield, MI 48076	Teresa Schwartz	248-559-5000 248-559-0773 fax	
L93	Junior Achievement of Southeastern Michigan, Inc	577 E Larned St. Detroit, MI	Lynn Feldhouse	313-962-2550	
L94	Junior League of Birmingham	460 N Old Woodward Birmingham, AL 48009	Pat Swistak	248-203-9841 248-203-9347	
L95	JVS Employment	4250 Woodward Ave Detroit, MI	Kathy Sirois	313-233-8100	
L96	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield, MI	Gary Shifflet	248-799-0099 248-799-0088 fax	
L97	Lawrence Technological University - Office of Career Services	21000 W. Ten Mile Rd Southfield, MI	Career Services	248-204-3063	
L98	LDS Employment Svcs.	37634 Enterprise Ct. Farmington Hills, MI	Bret/Career Serv.	248-553-0902	
L99	Livingston County Job Training	1255 E Grand River Howell, MI 48843	Patty Sudbay	517-552-2106 517-546-2353 fax	
L100	Lutheran Social Services of Michigan	21700 Northwestern Hwy #801 Southfield, MI	Vladimir Vandalov	248-423-2790	
L101	Matrix Human Services Center-Head Start Family Service Center	13560 E McNichols Detroit, MI 48205	Scott Gifford	313-894-3311 313-894-3364	
L102	Matrix Human Services	120 Parsons St. Detroit, MI	Dr. Marcella Wilson	313-831-1000	
L103	Metropolitan Retiree Service	2441 W Grand Blvd Detroit, MI 48208	Kathy Hoard	313-894-3311 313-894-3364 fax	
L104	Michigan Associaton of Broadcasters (MAB)	819 N. Washington Ave Lansing, MI	Denise Weston	1-800-968-7622	
L105	Michigan Catholic	305 Michigan Ave. Detroit, MI	Michelle Agius	313-224-8003	
L106	Michigan Indian Child Welfare	4880 Lawndale St. Detroit, MI	Career Services	906-632-6896	



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L107	Michigan Hispanic Center	24445 Northwestern Hwy Southfield, MI 48075	Raymond Lozano	248-208-9915 248-208-9936 fax	
L108	Michigan Jewish Institute	25401 Coolidge Oak Park, MI	Paul Levine	248-414-6900	
L109	Michigan Rehabilitation Serv	707 W Milwaukee Detroit, MI 48202	Ken Hollie	313-871-3800 313-871-3284 fax	
L110	Michigan Works-Oakland County-Pontiac	1200 N. Telegraph Pontiac, MI	John Almstadt	248-858-5520	
L111	Michigan Works-Job Link Career Center	1839 N. Perry Pontiac, MI	Roland Hill	248-276-9470	
L112	Michigan Works-Livingston County, Howell	1240 Packard Dr. Howell, MI	William Sleight	517-546-7450	
L113	Michigan Works-Novis Service Center	31186 Beck Rd. Novi, MI	Bernadine Bennett	248-926-1820	
L114	Michigan Works-Oakland County Service Center	1370 S. Lapeer Rd. Oxford, MI	Venita King	248-969-2399	
L115	Michigan Works-Oakland County-City of Southfield	21030 Indian Southfield, MI	D. VanHee	248-796-4550	
L116	Michigan Works-Oakland County-Oak Park Career Center	22180 Parklawn Oak Park, MI	Kay Mizell	248-691-8437	
L117	Michigan Works-Oakland County-Southfieldfield Service Center	26000 Evergreen Rd Southfield, MI	Randall Cripe		
L118	Michigan Works-Oakland County-Troy Satellite	550 Stephenson Hwy Troy, MI	Anahita Lord	248-825-5101	
L119	Michigan Works-Oakland County-Waterford Career Center	5195 Pontiac Lk Rd Waterford, MI	Venita King	248-682-3417	
L120	Michigan Works-Wayne County-Dearborn Service Center	6451 Schaefer Rd Dearborn, MI 48126	Gregory Pitoniak	313-945-8159	
L121	Michigan Works-Wayne County-Detroit's Work Place South	455 W. Fort St. Detroit, MI	Anita Baylis	313-962-9675	
L122	Michigan Works-Wayne County-Highland Park Job Center	13700 Woodward Ave Highland Park, MI	Fatima Anthony	313-826-0299	
L123	Michigan Works-Wayne County-Highland Park Service Center	144 E. Manchester St. Highland Park, MI	Gregory Pitoniak	313-826-0299	

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L124	Michigan Career Development & Rehabilitation Services	455 W. Fort St. Detroit, MI	Anita Baylis	313-965-5705	
L125	National Academy of Television Arts & Sciences	24903 Lois lane Southfield, MI 48075	Stacie Mottley	888-430-3669 248-592-0087 fax	
L126	National Black MBA Association-Detroit	180 N Michigan Ave Detroit, MI	Valencia Parker	313-972-4832	
L127	National Council of Jewish Women-Detroit	26400 Lasher Rd Ste 100 Southfield, MI 48034	Susan Gertner	248-355-3300	
L128	National Welfare Rights Union	13220 Woodward Highland Park, MI	Marian Kramer	313-831-1040	
L129	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-5282	
L130	New Center Community Mental Health	2051 W. Grand Blvd. Detroit, MI	Roberta Sanders	313-961-3200	
L131	New Detroit	645 Griswold St. Detroit, MI	Bobbie Smith	313-664-2041	
L132	Oakland & Macomb Center for Independent Living	3765 East 15 Mile Rd Sterling Heights, MI	Stephanie Brown	810-268-4160	
L133	Oakland County Welfare Rights	132 Franklin Blvd Suite 202 Pontiac, MI 48341	Kathy Slay	248-334-8117 248-474-4029 fax	
L134	Oakland Family Services	114 Orchard Lake Rd. Pontiac, MI	Kathleen Lynd	248-858-7766 248-858-8227 fax	
L135	Ohio & Illinois Center Broadcasting	9000 Sweet Valley Dr Valley View, OH 44125	Gary James	216-447-9117 216-642-9232 fax	
L136	Ohr Somayach Detroit	26877 Northwestern Hwy Suite 308 Southfield, MI 48034	Rabbi David Shapero	248-352-4870	
L137	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-3739	
L138	One Stop Career Center	35209 Gratiot Clinton Twp., MI 48305	Placement Svcs.	810-982-4271	
L139	Operation Able of Michigan	16250 Northland Dr. Southfield, MI	Shirley Sutton	248-443-1960	

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L140	Operation Able Detroit	4750 Woodward Ave. Detroit, MI	Mary McDougall	313-832-0922	
L141	Parole Dept	4240 Cass Ave. Detroit, MI	Placement Svcs.	313-963-4710	
L142	Payne Pulliam School	2345 Cass Detroit, MI	Freddie Lindsay-Payne	313-963-4710	
L143	Probation Dept	16820 James Couzens Fwy Detroit, MI	Placement Svcs.	313-927-6400	
L144	Resource Network	9349 Telegraph Redford, MI	Lawrence Barnes	313-533-5900	
L145	Salvation Army-Howell	503 Lake St. Howell, MI	Nyla or Helen	517-546-4705	
L146	Salvation Army-Pontiac	118 W. Lawrence Pontiac, MI	Job Placement	248-338-9601	
L147	Salvation Army-Farmington	27500 Shiawassee Farmington, MI	Marlys Anderson	248-477-1153	
L148	Salvation Army-Detroit	20775 Pembroke Detroit, MI	Katherine Clausell	313-537-2130	
L149	Salvation Army-Detroit	15133 Burgess Detroit, MI	Tom & Cindy Brockway	313-532-1500	
L150	Salvation Army-Dbn Hts	26700 W. Warren DbnHts, MI	Caleb Senn	313-563-4457	
L151	Salvation Army-Southfield	16130 Northland Dr. Southfield, MI	Yaneth Fuqua	248-443-5500	
L152	Salvation Army-Detroit	11311-25 Montrose Detroit, MI	Terry Gaster	313-835-3736	
L153	Salvation Army-Detroit	3737 Lawton St. Detroit, MI	Jamie Winkler	313-361-6136	
L154	Salvation Army-Royal Oak	3015 N. Main St. Royal Oak, MI	Monty Wanding	248-585-5600	
L155	Salvation Army-Detroit	3729 W Chicago Detroit, MI	Elmer Gamble	313-897-2914	
L156	Salvation Army-Warren	24140 Mound Rd Warren, MI	Kevin VanZee	586-754-7400	

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L157	Salvation Army-Brighton	7000 Grand River Brighton, MI	Aaron Ortman	810-534-5060	
L158	Salvation Army-White Lake	9434 Highland Rd. White Lake, MI	Amber Pedraja	248-698-4449	
L159	Service Employment and Redevelopment-Metro Detroit	9301 Michigan Ave Detroit, MI	Veronica Sanchez Peavy	313-846-2240 313-962-8203 fax	
L160	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave Detroit, MI	Eva Garza Dewailsche	313-846-2240 313-846-2247 fax	
L161	Services to Enhance Potential-Northwest Resource Center	32229 Schoolcraft Rd Livonia, MI	Ronald Kresniak	734-261-7530	
L162	Social Service Dept	1960 W Lafayette Detroit, MI 48037	Placement Svcs.	313-963-6028 fax 313-963-6002	
L163	Society of Broadcast Engineers-Detroit	WKBD-TV 26905 W. 11 Mile Rd. Southfield, MI 48037	Frank Maynard	248-355-7129	
L164	Society of Women Engineers of Detroit	P.O. Box 2978 Detroit, MI 48037	Jennifer Morikawa	248-576-9703	
L165	South Asian Journalists Association	2590 Broadway New York, NY	Sreenath Sreenivasan	212-854-0191	
L166	Synergy Partners, LLC	3031 W. Grand Blvd. Detroit, MI	Ronald Ostroff	866-724-7544	
L167	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-2200	
L168	Troy Career Center	210 W. Square Lake Rd Troy, MI 48098	Resource Center	248-879-7586	
L169	TV Spy-Media Bistro	475 Park Avenue S. Ste 4 New York, NY	Dave Arganbright	212-547-7931	
L170	United Way of Southeastern Michigan	1212 Griswold Detroit, MI	Ron Carr	313-226-9376	
L171	University-Central Michigan University	215 University Center Mt. Pleasant, MI	Jeff Hyames	989-774-3068	
L172	University-Davenport- Oxford	1366 S Lapeer Oxford, MI 48371	Kathy Weber	248-628-7070	
L173	University-Davenport- Livonia	19499 Victor Parkway Livonia, MI	Heather Fowler or Svetiana Maksimchux	734-943-2800	

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L174	University-Davenport- Dearborn	4801 Oakman Blvd Dearborn, MI	Lisa Merz	989-673-5857	
L175	University-Davenport- Grand Rapids	415 East Fulton Grand Rapids, MI	Helen Pike-Shafer	616-732-1210	
L176	University of Detroit Mercy	4001 W McNichols Detroit, MI 48221	Tracey Knowles	313-993-1017	
L177	University of Detroit Mercy School of Law	651 E. Jefferson Detroit, MI	Marjorie Lang	313-596-0260	
L178	University-Eastern Michigan University	200 McKenny Hall Ypsilanti, MI	Sarah Kersey Otto	737-487-0400	
L179	University-Lawerence Technilogical University	21000 W. Ten Mile Rd Southfield, MI	Jing Sellers	248-204-3140	
L180	University-Lawerence Technilogical University-A. Alfred Taubman Student Services Center	21000 W. Ten Mile Rd Southfield, MI	Margaret Pierce	248-204-3140	
L181	University of Michigan Dearborn	4901 Evergreen Dearborn, MI	Lorissa McKay	313-593-5439	
L182	University of Michigan Dearborn-Career Center	2149 University Center Dearborn, MI	Mai Qazzaz	313-593-5020	
L183	University of Michigan Career Center Division of Student Affairs	515 East Jefferson 3200 Student Activities Bldg. Ann Arbor, MI	Kevin Borland	734-764-7460	
L184	University-Michigan State University	113 Student Servs. E. Lansing, MI	Kelley Bishop	517-355-9510	
L185	University-Madonna University	36600 Schoolcraft Livonia, MI	Christine Brant	734-432-5620	
L186	University-Oakland University-Communications Dept.	316 Wilson Hall Rochester, MI	Career Services	248-370-4120	
L187	University-Oakland University-Career Services	2200 N. Squirrel Rd. Rochester, MI	Wayne Thibodeau	248-370-3250	
L188	University-Oakland University-School of Marketing	2200 N. Squirrel Rd. Rochester, MI	Sheila R. Carpenter	248-370-3685	
L189	University-Oakland University-WXOU FM	2200 N. Squirrel Rd. Rochester, MI	Kirk Van Husen	248-370-4273	
L190	University-Wayne State University	656 Reuter Hall 1001 Faculty/Administration Building Detroit, MI	Arlinda Pringle	313-577-3390	

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L191	University-Wayne State University-Dept. of Journalism	199 Manoogian Detroit, MI	Jack Lessenberry or Alicia Nails	313-577-2627	
L192	University-Wayne State University-WDET	4600 Cass Ave. Detroit, MI	Yolanda Dunn	313-577-4146	
L193	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI	Cassandra Nelson-Pruitt/Lisa Taylor	313-832-3222	
L194	Vista Marie-Village of Hope	20651 W. Warren Dearborn, MI	Cameron Hosner	313-271-3050	
L195	Walled Lake Western HS	600 Beck Rd Walled Lake, MI 48390	Jenny Griffith	248-956-4902	
L196	Wayne County Education and Training Division	18600 Randolph St. Detroit, MI	Niema Hill	313-224-0815	
L197	Women in Communications	2744 Ellwood Berkleym, MI 48072	Rose Ann Nicolai	248-582-8465 248-582-8464 fax	
L198	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-4946	
L199	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnicky	517-227-4868 x109	
L200	WDTR 90.9	9345 Lawton Detroit, MI 48206	Mary Ann Langevin	313-596-3507	
L201	WSHJ-FM	24675 Lahser Rd. Southfield, MI	Human Resources	248-746-8630	
L202	WTVS-Channel 56	7441 Second Ave Detroit, MI 48202	Darlene Greenbird	313-876-8356 313-876-8198 fax	
L203	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield, MI	Debbie Suminski	248-827-9277	
L204	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-8402	
L205	Rick Gevers & Associates	Box 577 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com		
L206	SmithGeiger	31365 Oak Crest Dr. Westlake Village, CA	Andrew Finlayson andrew@smithgeiger.com		
L208	602 Communications/Graeme Newell	1011 Lyndhurst Falls Knightdale, NC 27545	Graeme Newell gnewell@602communications.com		

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L209	National Press Photographers Association (NPPA)	120 Hooper Street Athens, GA 30602	Akili Ramsess aramsess@nppa.org <a href="https://nppa.org">https://nppa.org</a>	706-542-2506	
L210	National Association of Hispanic Journalists (NAHJ)	1050 Connecticut Ave NW 5th Floor Washington, DC 20036	<a href="http://www.nahj.org">www.nahj.org</a>		
L211	National Association of Black Journalists (NABJ)	1100 Knight Hall Suite 3100 College Park, MD 20742	<a href="http://www.nabj.org">www.nabj.org</a>	301-405-0248	
L212	NAB Education Foundation (NABEF)	1771 N St. NW Washington, DC 20005	<a href="http://www.nabef.org">www.nabef.org</a>		
L213	Asian American Journalists Association (AAJA)	5 3rd Street San Francisco, CA 94103		415-346-2051	
L214	Community Resource Center	PO Box 433 122 West Main Street Manchester, MI 48158	Chris Kanta	734-428-7722	
L215	Council for Employment and Training	110 South Superior Albion, MI 49224	Mike Gagnon	517-629-5852	
L216	Department of Social Services	2300 East Grand River Suite 1 Howell, MI 48843	Susan Fulton	517-548-0200	
L217	Gateway Community Services - East Lansing	910 Abbott Road Suite 100 East Lansing, MI 48823	Barbara Wronski Morton	517-351-4000	
L218	Job Service	555 West Woodland Avenue Hasting, MI 49058		616-962-5411	
L219	Lansing State Journal	120 E. Lenawee Lansing, MI 48919	Melissa Alford	517-377-1030	
L220	Michigan Department of Career Development	1048 Pierpoint Drive Suite 1 Lansing, MI 48913	Judy Valley	517-335-4295	
L221	Michigan Department of Civil Rights	110 West Michigan Suite 800 Lansing, MI 48933	Wanda Saxson	517-335-3165	
L222	Michigan Nonprofit Association	1048 Pierpont Drive Suite 3 Lansing, MI 48911	Brandon Seng	517-492-2400	

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L223	Michigan Works Lansing Michigan Department of Career Development	201 North Washington Square 5th Floor Office of Workforce Development Lansing, MI 48913	Liza Olson	517-335-5858	
L224	Salvation Army - Michigan in Jackson	Commonwealth Commerce Center 209 East Washington Avenue Suite 100 Jackson, MI 49201	Alice Britton	517-841-5627	
L225	Workforce Development	904 Oak Drive, Turk Lake PO Box 386 Greenville, MI 48838	Ralph Loeschner	616-754-9310	
L226	Lansing Community College	419 North Washington Square Lansing, MI 48901		517-483-1172	
L227	DMG Maximus	935 North Washington Square Lansing, MI 48906		517-484-4240	
L228	Goodwill Industries of Central Michigans Heartland	617 North Mechanic Street Jackson, MI 49202		517-787-0570	
L229	League of Woman Voters of Michigan - Lansing	200 Muesum Drive Lansing, MI 48933		517-484-5383	
L230	Michigan Department of Career Development	210 North Washington Square Lansing, MI 48913		517-241-3227	
L231	Michigan Department of Cival Rights	East Lansing, MI 48823		517-333-2677	
L232	Michigan Works - Lansing	201 North Washington Square Lansing, MI 48913		517-335-5858	
L233	NOW East Lansing	PO Box 1392 East Lansing, MI 48826		517-485-9687	
L234	Volunteer Center of Mid Michigan	1111 Michigan Avenue East Lansing, MI 48823		517-203-5010	
L235	Lutheral Social Services - Lansing	766 Michigan Avenue Jackson, MI 49201		517-789-6444	
L236	Michigan Non Profit Association - Lansing	1048 Pierpoint Drive Lansing, MI 48911		517-492-2400	
L237	Minority Program Services - Albion	Albion, MI 49224		517-629-2113	
L238	United Way and Volunteer Center of Barry County	450 Meadow Run Hasting, MI 48098		269-945-4010	



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L239	Spring Arbor University - department of communication and media	106 East Main Street Spring Arbor, MI 49238		517-750-1200	
L240	Council for Employment and Training	110 South Superior Albion, MI 49224	Mike Gagnon 517-629-5852		
L241	Family Independence Department of Human Services - Jackson	301 East Louis Glick Highway Jackson, MI 49204	Jerome Colewell	517-780-7400	
L242	Maximus, Inc. - Lansing	215 S. Washington Square Suite 210 Lansing, MI 48933	Lynn Davenport 517-371-2568		
<b>Total Number of Interviewees Referred:</b>					<b>70</b>

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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>
Account Exec, Integrated [13112]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L14, L21, L75, L98, L157, L161, L162, L171, L197, L198, L203, L214, L216, L219, L222, L224, L226, L228, L233, L235, L236, L237	Code Number: C130 Start Date: 2017-07-17
Assoc Account Exec, TV [13153]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C163, L21, L50, L76, L100, L157, L162, L203, L216, L219, L223, L224, L225, L226, L227, L228, L229, L230, L234, L236, L239	Code Number: C1 Start Date: 2017-09-11
Digital Content Producer [13775]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L14, L28, L50, L73, L98, L99, L102, L104, L133, L197, L203, L205, L208, L214, L217, L219, L224, L226, L229, L232, L233, L234, L236, L237	Code Number: C2 Start Date: 2018-02-12
Digital Strategist [13897]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L15, L16, L18, L19, L50, L51, L52, L54, L57, L63, L67, L73, L78, L80, L104, L138, L144, L145, L203, L209, L210, L214, L217, L224, L228, L229, L233, L234, L235, L236, L242	Code Number: C1 Start Date: 2018-02-12
Dir, Creative Services [13660]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L21, L54, L70, L76, L80, L99, L171, L203, L214, L217, L219, L226, L227, L228, L229, L232, L233, L234, L235, L236, L238, L242	Code Number: C3 Start Date: 2018-01-29
Media Prep Technician [14199]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-21
Media Prep Technician [14199]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-21
Sales Support Asst I [13930]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L14, L16, L18, L98, L99, L102, L104, L112, L145, L163, L197, L203, L211, L222, L223, L225, L229, L232, L233, L234, L236, L241, L242	Code Number: C3 Start Date: 2018-04-09
Sales Support Asst I [13968]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L54, L73, L79, L98, L99, L112, L127, L145, L203, L211, L212, L217, L219, L226, L228, L229, L232, L233, L234, L235, L236, L241, L242	Code Number: C1 Start Date: 2018-04-30
Sales Support Asst II [13154]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-07-12
Sales Support Asst II [13337]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L21, L56, L76, L82, L99, L100, L104, L109, L112, L124, L157, L162, L170, L184, L193, L203, L214, L215, L219, L223, L224, L225	Code Number: C97 Start Date: 2017-09-11

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

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	November 10, 2017: Lansing Community College (Michelle Zackay & Gary Baxter in attendance). Michelle and Gary participated in the Broadcasting Career Builder Conference on November 10, 2017. Gary participated in speed networking and both Michelle and Gary participated in the career fair held from 11:45 to 1:15pm. During our time at the event, we were able to engage with both high school and college students who are exploring careers in broadcast journalism, production, editing, and other broadcast-centered careers.
	March 7, 2018: Pauline Retty (HR Generalist) and Gary Baxter (VP/GM) participated in the MAB Career Fair. Discussed opportunities to further broadcast careers with current students and also discussed internship opportunities at WSYM.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Human Resources Business Partner coordinates WSYM's college intern program that allows college broadcasting students the opportunity to get practical hands-on experience in broadcasting employment. During this reporting period, three students attending college participates in an community events, creates written stories for web, identify and produce daily videos for WSYM web, mobile and social medial platforms, an front videos in both a live and recorded capacity. The program runs all year round. WSYM has had 3 interns from 6/1/17-5/31/18.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The stations and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WSYM employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On October 24, 2017 and February 27, 2018, Dana K (sales) participated in panel discussions with students at Michigan State University regarding careers in broadcast/advertising.
	Community Affairs Coordinator, Kevin B, encourages broadcast as a career by having station tours and allows the student to create episodes in the news room that are recorded for TV and web airing. Nine events were produced in 2017 and nine events were produced in 2018.

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

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

July 19, 2017: Lansing managers participated in The Manager and the Law training, led by Scripps internal legal counsel. The training covered EEO policies, anti-harassment policies, how to handle complaints, appropriate interviewing procedures and processes, FMLA, and ADA.