

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2023 - May 31, 2024

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				7
C2	Internal Candidate / WorkLife				13
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			19
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		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		45
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				5
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		9
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	

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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	
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	

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C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
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	

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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	
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@barrisd.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	

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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	
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 (steltej@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 Mikaelsen - 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.gov)	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	

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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	
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	

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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	
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	

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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 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/Scripps/local station	3117 Plaza Drive NE Grand Rapids, MI 49525	Pauline Retty www.scripps.com/careers	248-827-9424	
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	
L28	Handshake		www.handshake.com		
L29	Michigan Association of Broadcasters		www.michmab.com		

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L30	True Jobs	1327 Jones Drive Suite 106 Ann Arbor, MI 48105	talent@annarborusa.org www.truejobs.com		
L31	Pure Michigan Talent Connect		mitalent.org		
L32					
L33	College Central Network - Michigan		www.collegecentral.com		
Total Number of Interviewees Referred:					109

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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]
Account Exec, Local [JR031625]	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: 2023-07-10
Account Exec, Local [JR032558]	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, L18, L28, L29, L30, L31, L33	Code Number: C3 Start Date: 2024-02-19
Director II [JR031659]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L5, L6, L7, L9, L10, L14, L21, L24	Code Number: C130 Start Date: 2023-07-31
Exec Reporter [JR032563]	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, L18, L28, L29, L30, L31, L33	Code Number: C1 Start Date: 2024-01-22

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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]
Photographer II [JR031722]	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	Code Number: C134 Start Date: 2023-07-17
Photographer II [JR032916]	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, L21, L28, L30, L31, L33	Code Number: C3 Start Date: 2024-03-25
Producer [JR031439]	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, L5, L6, L7, L9, L10, L14, L21, L24	Code Number: C1 Start Date: 2023-07-10

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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]
Producer [JR033350]	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, L21, L28, L29, L30, L31, L33	Code Number: C130 Start Date: 2024-05-20
Sales Support Asst II [JR031587]	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, L27	Code Number: C3 Start Date: 2023-07-24

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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>September 2023 - Career fair at Ferris State University. The Assistant News Director/Karla Vanderhorst and Master Control Tech/Mike Boles participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities as well as network with people working in broadcast media.</p>
	<p>October 12, 2023 - Career fair at Grand Valley State University. The News Director/Dan Boers and Chief Photographer/Brian Farber participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities as well as network with people working in broadcast media.</p>
	<p>November 2, 2023 - 2023 MAB Foundation Media Career Fair the Great Lakes Broadcast & Sports Media Academy at Ford Field. News Director and Assistant News Director participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities as well as network with people working in broadcast media.</p>
	<p>March 18, 2024- Career Fair hosted by the Michigan Association of Broadcasters. The News Director/Dan Boers and Assistant News Director/Karla Vanderhorst participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities as well as network with people working in broadcast media.</p>
	<p>March 26, 2024- Career fair at Grand Valley State University. News Director/Dan Boers and Executive Reporter/Brent Ashcroft participated in this opportunity for job seekers to learn more about broadcast media and employment opportunities as well as network with people working in broadcast media.</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 \$4000.00 a year.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WXMI employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations, and sales. Another on-line learning tool for managers is Axcel5 which offers business essentials, managing others and managing self. The company recently introduced a new learning platform for all employees, "Leading at any Distance: Resources for Managing Employees". In this program employees can select learning courses from psychological safety, empathy, team culture, and trust.</p>
	<p>The company provides a program called Manager Essentials; this is a focused manager development program that builds essential management and leadership skills. WXMI had their Executive Producer (Kuhne) attend this program 5/15/2023 - 7/24/2023. WXMI had their Creative Services Director (Henkalin), Assistant News Director (Vanderhorst) and Assignment Desk Manager (Harmon) attend this program 9/7/2023 - 11/16/2023.</p>
	<p>April 2024 - May 2024 Scripps Sales Process Training Q2: 1 Account Executive from WXMI completed the Scripps Sales Process training in this reporting year. This is an intensive program for sales staff to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in selling/negotiating process.</p>