

**Annual EEO Public File Report
June 1, 2012 – May 31, 2013**

WDET-FM, Detroit

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared by WDET and is required to be placed in the stations’ public inspection file and posted to its website. The information covered in this Report cover the time period beginning June 1, 2012 and extending through May 31, 2013(“the Applicable Period.”).

The FCC’s EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

A. Full-Time Vacancies Filled During This Period

There were no full-time vacancies filled during this period.

B. Recruitment/ Referral Source used to Seek candidates for Each Vacancy

WDET posts all full time vacancies within the station on the WDET website, WDET newsletters and social media channels. They are also posted on the Wayne State University job board. *Journalistic jobs are also posted on the CPB job site, JournalismJobs.com, the Michigan Association of Broadcasters website, and the with the Illinois News Broadcasters Association (inba.net).*

Total number of interviewees for all full-time vacancies filled during the past year per recruitment/ referral sources:

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center	Hr.wayne.edu	
Station			

Website			
IT in the D	Founder	itinthed.com	
Adcraft Club of Detroit	Melanie Davis	Adcraft.org	
Greater Public	Jeannie Erickson	Greaterpublic.org	
Current	N/A	Current.org	
Higher Ed Recruitment Consortium	N/A	Hercjobs.org	
Indeed	N/A	Indeed.com	
MI Radio Buzzboard	N/A	www.mibuzzboard.com/	

Total number of persons interviewed for all full-time vacancies in the past year: 0

C. Outreach and Recruitment Efforts

- a. *Job Fairs*
- b. *WDET regularly provides tours for groups or individuals who are interested in a career in radio broadcasting. The station has also hosted the National Association of Black Journalist – Detroit Chapter.*
- c. *WDET staff frequently speak to high-school and college students about career opportunities in radio (Plymouth Canton High School November 2012, Broadcast Communications Class at WSU – Jan 2013, Broadcast Management Class – Jan 2013)*

D. Internships

- a. *WDET maintained an internship program targeted to WSU students through its news department, which provided 23 interns with substantial, real world journalism experience that would improve their ability to compete for full-time employment.*
- b. *WDET also provided hands-on internship opportunities in it’s Digital (1), Programming (11) and Production (4) departments.*

E. Employee Training

WDET offers training to employees through a variety of on-site and off-site programs:

- a. Attendance at the following professional training seminars and conferences:

- i. Public Media Development Conference (July 2012) – *General Manager, Digital Manager, Membership Manager, Underwriting Sales Manager*
 - ii. DPTV Social Media Seminar (May 2013) – *News Director*
- b. Tuition reimbursement is available to all full-time staff members at all levels of the organization through Wayne State University.
- c. Wayne State University offers free professional training and workplace development courses and webinars for faculty and staff that are available to all full-time employees.
- d. Webinars provided by NPR Digital Services and The Development Exchange (*Fresh Air Digital Webinar – June 2012, DEI Webinar on Fundraising – Oct 2012, NPR Diversity Tumbler Webinar – December 2012, Code Switch Webinar – April 2013*)