

Annual EEO Public File Report June 1, 2016– May 31, 2017

WDET-FM, Detroit Wayne State University

The purpose of this EEO Public File Report (‘Report’) is to comply with Section 73.2080(c)(6) of the FFC’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, 2015 and extending through May 31, 2016 (“the Applicable Period.”).

The FFC’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 hire 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

POSITIONS DATE FILLED

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
WDET Senior Technical Operations Manager- June 20, 2016	Wayne State University job board WDET website WDET newsletters and social media channels	[1] [] []	[1] [] []
Producer/Writer- July 25, 2016	Wayne State University job board WDET website WDET newsletters and social media channels	[3] [] []	[1] [] []
WDET Underwriting Associate- August 4, 2016 and August 29, 2016	Wayne State University job board WDET website WDET newsletters and social media channels	[4] [] []	[2] [] []
Associate Director, Philanthropy- November 23, 2016	Wayne State University job board WDET website	[1] []	[1] []

	WDET newsletters and social media channels	<input type="checkbox"/>	<input type="checkbox"/>
Digital Content and Communities Assistant- January 9, 2017	Wayne State University job board WDET website WDET newsletters and social media channels Greater Public Opportunity Detroit Young Non-Profit Professionals	<input type="checkbox"/> 31 <input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>
Associate Director, Programming & Production, WDET- February 13, 2017	Wayne State University job board WDET website WDET newsletters and social media channels CPB Greater Pubic Current	<input type="checkbox"/> 7 <input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>
Manager, Business Affairs, WDET- May 25, 2017	Wayne State University job board WDET website	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>

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 with the Illinois News Broadcasters Association (inba.net).

Total number of persons interviewed for all full-time vacancies in the past year: **53**

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	1
Station Website	Michelle Srbinovich	Wdet.org	8

C. Supplemental Outreach and Recruitment Efforts

June 1, 2016 – May 31, 2017

1. Participation in Job Fairs

- WSU Communication Internship Fair – October 2016
- Michigan Association of Broadcasting job fair in Lansing – March 2017

2. Events with Educational Institutions Relating to Careers in Broadcasting

WDET regularly provides tours for groups or individuals who are interested in a career in radio broadcasting and WDET staff frequently speak to high-school and college students about career opportunities in radio, including:

- News Director speaks to Kim Piper-Aiken's class at WSU – September 2016
- News Director co-moderates Detroit school board candidate forum – October 2016
- Special Assignments Manager made educational presentation to Detroit Revitalization Fellows, – January 2017
- News Director gives station tour to Wayne State Society for Professional Journalists students – March 2017
- News Director speaks to Kim Piper-Aiken's Broadcast class at Wayne State – September 2017
- News Director staffs WDET booth at Wayne State University Journalism Fair – October 2017
- News Director gives WDET station tour to WSU PRSSA students – October 2017
- News Director speaks to University of Michigan alums about North Rosedale Park and WDET during Semester in Detroit bus tour and panel discussion – October 2017
- News Director speaks to Jack Lessenberry's News Management class at Wayne State – November 2017
- News Director speaks with Bill Keith's class at Plymouth Canton HS – December 2017
- Producer/Writer participated in Career Day at Burton International School – April 2017
- Senior Sales Representatives hosted a group of high school students interested in careers in broadcasting – March 2017

3. Internship Program

WDET maintained an internship program targeted to journalism students through its news department which provided 22 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

4. Training for Station Personnel

WDET offers training to employees through a variety of on-site and off-site programs including conferences, seminars, and tuition reimbursement through Wayne State University. WDET staff attended various training seminars including:

- InsideOut Literary Arts Workshop (November 2016) - Special Assignments Manager
- Digital Media Class at WSU (October 2016) - Special Assignments Manager
- Media law and history class at WSU (September 2016) - Special Assignments Manager
- Anchor training (June 2016) - News Director, Producer and Special Projects Reporter

- Employee assessment training with WSU HR (June 2016) – News Director
- Online News Association Conference in Denver (September 2016) – General Manager, News Director, Technical Operations Manager, Special Assignments Manager, Manager Marketing & Engagement
- ENCO system training (September 2016) – News Director
- Media Landscape Workshop (October 2016) – News Director
- Ford Foundation's Equity Matters Symposium in New York, NY (June 2016) - Producer/Writer
- National Association of Black Journalists National Conference in Washington, D.C. (August 2016) - Producer/Writer
- Education Writers Association Higher Ed Seminar in Arizona (September 2016) - Producer/Writer
- Third Coast International Audio Festival in Chicago (November 2016) - Producer/Writer
- Public Radio Super-Regional Meeting (October 2016) – General Manager, Associate Director Product Strategy & Operations
- People Powered-Publishing Conference (November 2016) - Associate Director Product Strategy & Operations
- Public Media Development Conference (July 2016) General Manager, Membership Director, Associate Director Product Strategy & Operations, Manager Marketing & Engagement
- Poynter Engaged Newsrooms Workshop (November 2016) – General Manager
- “Covering Disaster” at Michigan Press Association Annual Convention (January 2017) - Special Assignments Manager
- Elevate Engagement conference and tour of Oregon Public Broadcasting studios in Portland (May 2017) – News Director
- Tour of KUOW in Seattle and meeting with news staff (March 2017) – News Director
- Education Writers Association Charters Seminar in Los Angeles (January 2017) - Producer/Writer
- Poynter Institute Education Writers Association Seminar "Separate -- And Still Unequal" in St. Petersburg, FL (February 2017) - Producer/Writer
- NPR StoryLab Training in Washington, D.C. (February – March 2017) - Producer/Writer, Associate News Producer, Reporter
- NPR Fellowship Training in Washington, D.C (2016 – 2017) - Producer/Writer, Associate News Producer, Reporter
- Knight Media Learning Seminar (February 2017) - Associate Director Product Strategy & Operations, General Manager
- Punch Sulzberger Executive Leadership Program/Fellowship (January 2017 – January 2018) - General Manager
- Collaborative Journalism Summit (May 2017) – General Manager, Special Assignments Manager, Program Director, Associate Director Product Strategy & Operations
- Public Radio Mid-America Conference (May 2017) – General Manager
- Future of Local Media Seminar – NYC (February 2017) – General Manger