

Annual EEO Public File Report June 1, 2017– May 31, 2018

**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, 2017 and extending through May 31, 2018 (“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
Administrative Assistant II – 6/30/2017	Wayne State University job board WDET website WDET newsletters and social media channels Indeed	[4] [] []	[1] [] []
WDET Underwriting Representative- August 14, 2017	Wayne State University job board WDET website WDET newsletters and social media channels Greater Public CPA MAB Indeed	[6] [] []	[1] [] []

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: **10**

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	5
Station Website	Michelle Srbinovich	Wdet.org	3
Indeed	WSU HR	Indeed.com	2

C. Supplemental Outreach and Recruitment Efforts

June 1, 2017– May 31, 2018

1. Participation in Joint Recruitment Efforts

WDET participated in Public Media Village, a coalition of 30 public media organizations to recruit under the unifying banner “Think Public Media.” The Public Media Village was brought to three minority journalism conferences at five events: National Association of Black Journalists—August 2017 New Orleans, Excellence in Journalism (National Association of Hispanic Journalists/Native American Journalists Association) – September 2017 Anaheim, Asian American Journalists Association – July 2017 Philadelphia, and Online News Association – September 2017 Washington, DC.

2. Participation in Job Fairs

- Michigan Association of Broadcasting (MAB)/Specs Howard job fair in Southfield – February 2018
- MAB/Specs Howard job fair in Southfield – October 2017
- MAB Mentoring Job Fair in Lansing – November 2017
- WSU Journalism Day Internship Fair – October 2017
- Career Day at Detroit School for Fine and Performing Arts – May 2018

3. 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:

- WDET General Manager spoke with Opportunity Detroit fellows about public media and leadership – June 2017
- Senior News Editor hosted a visit at the station for a group of student requested by the Greater Detroit Agency for the Blind and Visually Impaired, on how a person with vision problems can still be a productive worker – August 2017
- WDET's Homeroom team hosted a discussion with Detroit students as a part of the Community foundation of Southeast Michigan's On the Table - October 2017
- Senior News Editor speaks to broadcasting students at Wayne State University – October 2017
- Senior News Editor gave lecture at Wayne State's COM 2230 Broadcast News Writing class on radio, journalism, and writing for radio/TV – January 2018
- Special Assignments Manager presents “Overview of Gimme Some Truth” to School of Information Sciences faculty and administration – February 2018
- WDET's Homeroom team hosted a discussion with Detroit students at the Congress of Communities – February 2018
- News Director speaks with students from Buxton School (Massachusetts) about the 1967 rebellion (at WDET) – March 2018
- Producer/Writer meets with students and faculty at Detroit School of Digital Technology regarding working with WDET – March 2018
- Special Assignments Manager participates in Career Fair with Wayne State University, School of Information Sciences – April 2018

4. Internship Program

WDET maintained an internship program targeted to journalism students through its news department which provided 18 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

5. 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 and participated in professional development opportunities including:

- Punch Sulzberger Executive Leadership Program/Fellowship (January 2017 – January 2018) – General Manager
- NPR Fellowship Training in Washington, D.C (2016 – 2017) - Producer/Writer, Associate News Producer, Reporter
- Independent Women’s Forum Women in Media Brunch (June 2017) - Producer/Writer
- SRCCON Conference (June 2017) – General Manager
- Association of Healthcare Training on Rural Journalism (June 2017) – Producer/Writer
- Allied Media Conference (June 2017) – Associate Director Product Development & Business Operations
- Public Media Development & Marketing conference in San Francisco (July 2017) – Associate Director of Philanthropy, Membership Director, Marketing & Engagement Manager, Digital Content and Communities Assistant
- Tour of KBIA in Columbia, MO and meeting with news staff (July 2017) – News Director
- Solutions Journalism On-Site Training and Workshop (July 2017) - General Manager, Special Assignments Manager, Program Director, Manager Marketing and Engagement,

News Director, Producer/Writer, Research Associate, Operations Manager – Digital, Community Reporter, Multimedia Producer, Associate News Producer, Reporter, Senior Editor & Producer

- Human Centered Design & Focus Group Training (August 2017) – Producer/Writer, AD of Philanthropy, AD of Product Development & Business Operations
- Moderated discussion of film at Wright Museum, presented by Detroiters Working for Environmental Justice (October 2017) - Special Assignments Manager
- German Marshall Fellowship (October 2017) – Associate Director Product Development & Business Operations
- Newsgeist Conference (November 2017) – General Manager
- Morning Edition Hosts Conference (November 2017)
- Tour of City Bureau and participation in bureau events in Chicago (December 2017) – News Director
- Graduate courses in Financial Management of Nonprofits and in Project Management at Wayne State University (Winter 2018) – Special Assignments Manager
- “Gimme Some Truth” with the Ferndale Area District Library (January 2018) Special Assignments Manager
- Knight Media Funders Forum (February 2018) – General Manager, Associate Director Product Development & Business Operations, Manager Marketing and Engagement
- Great Lakes Media Show/Conference (February 2018) General Manager, News Director, Digital Content and Communities Assistant
- Poynter Leadership Academy for Women in Digital Media (March 2018) – Marketing & Engagement Manager
- “Understanding Michigan’s Freedom of Information Act,” sponsored by the Michigan Press Association (March 2018) - Special Assignments Manager
- “About the Media,” as part of Global Ties Detroit-organized, U.S. State Department-sponsored International Visitor Leadership Program for 10 private sector and government officials from Mongolia examining how to combat government corruption (March 2018) - Special Assignments Manager
- Agile Project Management Training (March 2018) – Special Assignments Manager
- Democracy Fund Engaged Journalism Summit (March 2018) – Associate Director Product Development & Business Operations
- Troy Area Alliance Against Hate Crimes Unity Forum (April 2018) - Special Assignments Manager
- Product Thinking for News (April 2018) – Digital Operations Manager
- Public Media Business Association Annual Conference (May 2018) – Business Manager
- Collaborative Journalism Summit (May 2018) – General Manager, News Director, Senior News Editor
- ONA Insights: Revenue and Engagement (May 2018) – Associate Director Product Development & Business Operations, Manager Marketing and Engagement