



Annual FCC – EEO Public File Report
May 21, 2022 through May 20, 2023
Employment Unit consists of WTVS
And WRCJ-FM (Operated Under Management Agreement)

I. Recruitment for All Full-time Vacancies

Detroit Public Television (DPTV) shares each full time vacancy within the station via email and during weekly staff meetings. Vacancy information is also widely disseminated (as noted in II below) and all position vacancies are posted to the DPTV Website www.dptv.org except in exigent circumstances.

II. Notification to Community Groups

A. Routine Recruitment Outreach – As a regular practice, notices are sent to local organizations that have requested vacancy information for each full-time permanent opening. All such job announcements encourage those seeking information to refer to DPTV’s Website for additional information.

B. Job Specific Recruitment – For each vacant position, Human Resources, along with the department head, identify what paid advertisements, Websites or trade publications will be used in addition to the sources listed in the Recruitment Sources.

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

A. Attendance at Career and Job Fairs

During the reporting period, Detroit Public Television has participated in the following career fair:

- December 7, 2022 – Michigan Association of Broadcasters (MAB) career fair at Ford Field, Detroit, MI. Aisha Tattan and Tracy Duda of Human Resources; Jessica Fidler, Producer; and Elaine Danielian, Sr. Technician attended the fair.

B. Internship Program

The Detroit Educational Television Foundation (WTVS) internship program is designed to give qualified students, volunteers and members of the community an opportunity to gain an enhanced understanding of television production and station operations through meaningful and challenging work assignments and allows WTVS to participate in the educational process by providing a practical, first-hand television work experience.

Internships are administered on a quarterly basis. The rotation of interns aids WTVS in providing exposure of the television medium to a greater number of communications and journalism students and others.

Our internships were administered on the following basis:

Quarter	Number of Interns (based on internship start date)
Fiscal Year 2022 – 4 th Quarter (April 2022 – June 2022)	4 (same interns in 1 st quarter) TH 5/16/22-8/26/2022 PH 5/16/22-9/30/22 ZW 6/21/22-8/26/22 HJ 6/6/22-9/6/2022
Fiscal Year 2023 – 1 st Quarter (July 2022 – Sept 2022)	4 (same interns in 4 th quarter) TH 5/16/22-8/26/2022 PH 5/16/22-9/30/22 ZW 6/21/22-8/26/22 HJ 6/6/22-9/6/2022
Fiscal Year 2023 – 2 nd Quarter (Oct 2022 – Dec 2022)	4 RL 9/27/22-1/13/23 CP 10/4/22-4/19/23 JF 10/4/22-12/20/22 MA 10/4/22-1/23/2023
Fiscal Year 2023 – 3 rd Quarter (Jan 2023 – March 2023)	1 CP 10/4/22-4/19/23

Information regarding internships is available on the station website and has been distributed to area universities.

During the reporting period, a total of 3 students interned in the Production Department, 2 students in the Great Lakes Now Department, 1 student interned in the Michigan Learning Channel Department, and 2 students interned in the PBS Books Department. All the students who interned came from a variety of local universities and colleges, such as, University of Michigan - Ann Arbor, University of Michigan - Dearborn, Gwen Ifill Fellowship, Michigan State University.

C. Employee Training Programs

- Detroit Public Television offers several benefits that encourage employees to advance their education and careers, including training that may qualify employees for promotion and tuition reimbursement.

- Employees reported the following training:

Class	Date	Number of Employees
PMWC -Leadership Training	05/24/2022-06/16/2023	1
PMWC Leadership Academy (Part 1) <ul style="list-style-type: none"> • May: Session One: Cultural Humility: The Intersection of Identity & Inclusion • June: Session Two: Emotional Intelligence • July: Session Three: Coaching for Better Performance • August: Session Four: Effective Delegation & Time Management • September: Session Five: Adaptive Leadership Management as a Catalyst of Change • October: Session Six: Communicating for Success 	05/2022-10/2022	1
PMBA Virtual Conference	06/01/2022-06/02/2022	1
KnowBe4: <ul style="list-style-type: none"> • Security Culture Survey (SCS) • Security Awareness Proficiency Assessment 	06/03/2022	All staff
Innovation Culture E-book webinar- Baker Tilly	06/08/2022	1
Taxes & Specialized knowledge of accounting & Finance - Group internet based webinar - hosted by Baker Tilly US, LLP	06/08/2022-06/09/2022	1
Unclaimed property: basic principles and current updates	06/14/2022	1

ASC 842	06/16/2022	2
PBS Funder Spot Forum	06/28/2022	1
KnowBe4: Security Awareness Training	07/01/2022 07/18/2022	All staff
MiDC: LGBTQ+ Unity Summit	08/31/2022	9
CSG Requirements & Resources	09/08/2022	1
How to manage Cyber Risk when Cyber Insurance costs rise	10/06/2022	1
KnowBe4: The Inside Man Season 1	10/10/2022	All staff
DEI training: Bias, Racism and Discrimination	10/11/2022	88
CPB: Completing The FSR	10/12/2022	1
Teamwork Project Management	10/13/2022	1
Microsoft 265 Security: Is your organization's data safe?	10/13/2022	1
User Experience / User Interface (UX/UI) Best Practices with Digital Detroit LLC	10/31/2022- 11/11/2022	1
MiDC: The Power of Disability Inclusion Summit	11/10/2022	4
TruPay Webinar: YE Pre	11/17/2022	1
TruPay Webinar: YE Afd's & ACA Reporting	12/1/2022	1
2022 NFP Accounting & Tax update	12/8/2022	1
Trypay Webinar: Year End Balancing	12/15/2022	1
KnowBe4: The Inside Man Season 2	12/19/2022	All staff
PMWC Leadership Academy (Part 2) <ul style="list-style-type: none"> • January: Managing Multiple Fast-paced Projects • February: The Changing Face of Workplace Culture & Leadership 	01/2023-04/2023	1

<ul style="list-style-type: none"> • March: Emotional Intelligence & Agility • April: Effective Communication 		
FY2023 Q1 UPDATES- Sage Intacct	01/17/2023	1
Trupay Webinar: ACA YE Prep & MFA	01/19/2023	1
DEI training: Allyship	01/24/2023	23
	01/31/2023	25
	02/07/2023	43
What is NFFS	02/02/2023	1
Trupay Webinar: New UI Dashboard Review	02/16/2023	1
PMBA: Diversification of Revenue in Public Media	02/22/2023	2
How your NFP can manage cyber risks when cyber insurance costs rise	03/01/2023	1
MIDC: Chapter Meeting- Native Americans in the Workplace: Beyond Land Acknowledgements	03/07/2023	4
FY2023 updates - Custom reporting- Sage intacct	03/08/2023	1
NFP Compensation Bootcamp 2023 Spring Session	03/15/2023-05/17/2023	1
Trupay Webinar: Tax Settings/Qtr End Prep	03/16/2023	1
Canadian Online Streaming Act	03/17/2023	1
CPB/WNET Jobs Explained project	03/20/2023-05/03/2023	2
MIDC: Southeast Michigan Women in Leadership Symposium	03/21/2023	5
Trupay Webinar: Compliance Reporting	04/20/2023	1

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

- All station personnel completed an anti-harassment training, which was conducted by the Corporation for Public Broadcasting. Current personnel completed the training by September 30, 2022. All new personnel were assigned training and completed within a week of their hire date.

Section 1: Full time Job Openings Filled
 Time Period Covered: May 21, 2022 to May 20, 2023

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Traffic Coordinator, MLC Hired: 9/19/2022 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	Indeed	2
Engagement Specialist, MLC Hired: 10/4/2022 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	Employee Referral	12
Engineering Coordinator Hired: 10/10/2022 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	Indeed	11
Education Coordinator Originally part time position and then promoted to full time. Hired (PT): 11/15/2022 Hired (FT): 4/17/2023 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	Indeed (PT position) Internal Promotion (FT position)	8 interviews for the PT position
Radio & Production Engineer Hired: 12/12/2022 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	Internal Hire	4
Systems Administrator 1 st Hired: 2/13/2023 – Separation: 4/18/2023	1 st hire: Indeed	4

2 nd Hired 5/22/2023 Recruitment Sources: 1-2, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 50-51	2 nd hire: Employee Referral	
Social Video Specialist Hired: 3/20/2023 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 51	Employee Referral	10
Product Development Specialist Hired: 3/27/2023 Recruitment Sources: 1-3, 4, 6-10, 12-13, 15-27, 29-31, 42-48, 51	Indeed	9

Time Period covered: May 21, 2022 to May 20, 2023
Stations in Employment Unit: WTVS/WRCJ

Recruitment Source (Name, Address, Telephone Number, Contact Name, Web/E-mail address)	Total Number of Interviewees This source has provided during this period
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1.	Station Website Postings Detroit Public Television www.dptv.org	15
2.	Internal Station Postings/Emails Detroit Public Television hresources@dptv.org	4
3.	DPTV Social Media (LinkedIn, Facebook, Twitter) Detroit Public Television Facebook: https://www.facebook.com/detroitpublictv/ Twitter: https://twitter.com/detroitpublictv LinkedIn: https://www.linkedin.com/company/detroit-public-television/	LinkedIn: 5 Facebook: 3
4.	Aquinas College saintsforhire@aquinas.edu	
5.	Central Michigan University careers@cmich.edu ; jimwoj@gmail.com	

6.	Davenport University livonia.cs@davenport.edu	
7.	Detroit Hispanic Development info@dhdcl.org	
8.	Detroit Urban League shelita.richmond@deturbanleague.org	
9.	Eastern Michigan University sbooth1@emich.edu ; emu_cmta@emich.edu	
10.	Henry Ford Community College careers@hfcc.edu	
11.	Hillsdale College careerservices@hillsdale.edu	
12.	JVS Employment Angela Bevak < abevak@jvsdet.org >	
13.	Lawrence Tech jgaber@ltu.edu	
14.	Oakland University careers@oakland.edu ; sideling@oakland.edu	
15.	Marygrove College careerservices@marygrove.edu	
16.	MSU morrisvi@vps.msu.edu hanson39@msu.edu	
17.	Public Media Business Association info@pmbaonline.org	
18.	Schoolcraft College jstadnic@schoolcraft.edu	
19.	PRNDI Chris Diers < cpaigediers@gmail.com >	
20.	Southeastern Michigan Indians Inc. semii1975@yahoo.com	
21.	The Fitness Fellowship International emufitnessfellowship@gmail.com	
22.	Young Nonprofit Professionals Network ynpndetroit@gmail.com	

23.	Michigan Rehabilitation Services Hargrave, Terry (DHS) <hargravet1@michigan.gov>	
24.	American Indian Services Inc amerinserv@ameritech.net	
25.	The Association of LGBTQ Journalists info@nlgja.org	
26.	Specs Howard nshiner@specshoward.edu	
27.	Wayne State perry.farrell@wayne.edu	
28.	Ideastream/WNED:	
29.	Ideastream Amira Nasrallah Amira.Nasrallah@ideastream.org	
30.	WQED Jason Argenas jargenas@wqed.org	
31.	WNED Jenna Williams jwilliams@wned.org	
32.	WNED Lisa Welling lwelling@wned.org	
33.	Adrian College	
34.	Delta College	
35.	International academy of Design Technology	
36.	U of M	
37.	Madonna University	
38.	Wayne County Community College	

39.	Minority Supplier - Diane Lee	
40.	Art Institute of Michigan	
41.	Free Online Sources:	
42.	Michigan Talent Bank https://jobs.mitalent.org/signin/	
43.	Culture Source https://culturesource.org/post-job-members/	
44.	Michigan Assc. Broadcasters www.Michmab.com	
45.	TV Jobs http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi	
46.	CPB Jobline: Public media employment http://cpb.org/jobline/submit.php	
47.	Greater Public Jobline http://greaterpublic.org/job-line	
48.	Michigan Diversity Council http://www.diversityfirstjobs.com	
49.	Internships.com http://www.internships.com/employer	
50.	Society Broadcast Engineers http://www.sbe.org/sections/jl_submit.php	
51.	INDEED https://employers.indeed.com/m#post-job	33
52.	Handshake (internships) https://app.joinhandshake.com/	
53.	Specs Howard Internships only	
54.	Washtenaw Community College (Internships) https://washtenaw-csm.symplicity.com/employers/index.php?s=home&PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92	

55.	Fee Based Sources:	
56.	Michigan Nonprofit Association https://www.mnaonline.org/jobcenterform.aspx	
57.	LinkedIn	
58.	Public Relations Society of America http://www.prsadetroit.org/job-opportunities-2/	
59.	Women in Communication http://jobtarget.womcom.org/employer/pricing/	
60.	Journalism Jobs http://journalismjobs.com/post_job_new.cfm	
61.	Simplyhired simplyhired.com	
62.	Inforum Center for Leadership Development https://www.inforummichigan.org/job-postings	
63.	current magazine jobs.current.org	
64.	Michigan Graphic Design Association http://detroit.aiga.org/	
65.	Associate of Fundraising Professionals https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item	
66.	National Association of African Americans in Human Resources http://naaahrcareerconnections.org/recruiters	
67.	National Black MBA Association http://my.nbmbaa.org/recruiters	
68.	National Association of Black Journalists	
69.	media Jobs Connection http://mediajobsconnection.poynter.org/?sslid=MzQ3MbI0MTUwNzUGAA&sseid=MzY2trA0NbMEAA&jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7 http://michigan.jobing.com/recruiting	

71.	Public Media Jobs http://jobs.current.org/home/index.cfm?site_id=14538	
73.	Tech jobs http://www.dice.com/common/content/postJobs/index2.jsp	
74.	Upwork for freelancers https://www.upwork.com/	
75.	Employee Diversity http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs	
76.	The Society of Environmental Journalists	
77.	Planned Giving Roundtable of Southeast Michigan	
78.	Public Media Journalists Association	
79.	NETA	