



Annual FCC – EEO Public File Report  
May 21, 2024 through May 20, 2025  
Employment Unit consists of WTVS  
And 90.9 WRCJ-FM (Operated Under Management Agreement)

I. Recruitment for All Full-time Vacancies

Detroit PBS (DPBS) shares each full-time vacancy within the station via email. Vacancy information is also widely disseminated (as noted in II below) and all position vacancies are posted to the Detroit PBS Website [www.detroitpbs.org/](http://www.detroitpbs.org/).

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 Detroit PBS’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. Internship Program

The Detroit Public Media (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, based on department capacity. 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 2024 – 4 <sup>th</sup> Quarter (April 2024 – June 2024)	4 CD 5/14/2024 - 8/27/2024 EB 5/14/2024 - 8/27/2024 MW 6/18/2024 - 8/28/2024 ML 5/20/2024 - 8/26/2024
Fiscal Year 2025 – 3 <sup>rd</sup> Quarter (Jan 2025 – March 2025)	1 AN 1/13/25-4/25/25

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

During the reporting period, there were a total of 2 students who interned in the Great Lakes Now Department, 1 student interned in the One Detroit Department, and 2 students interned in the Multiplatform Marketing Department. All the students who interned came from a variety of local and national universities and colleges, such as, University of Michigan - Ann Arbor, Oakland University 2024 Gwen Ifill Fellowship, and Knight Center for Environmental Journalism, Michigan State University.

#### B. Employee Training Programs

- Detroit PBS 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
PMBA	5/27/2024-5/31/2024	2
Physical Security Training	June 2024	All Employees
Webinar: Major Gift Asks	5/30/2024	1
Art Pride w/Carlene VanVoorhees	6/5/2024	All Employees
APARRI Conference	6/10/2024-6/14/2024	1
DEI at Detroit PBS	6/18/2024	All Employees
SHRM	6/24/2024-6/26/2024	1
All Things Airtable Lunch & Learn	7/10/2024	All Employees
Detroit PBS – WRCJ 90.9 FM   MMA DE&I Assessment Findings	7/31/2024	All Employees
Secure Your Home Wi-Fi Training	August 2024	All Employees

AAJA	8/6/2024- 8/12/2024	1
PMDMC	8/11/2024- 8/16/2024	2
PMDMC	8/12/2024- 8/16/2024	1
Online Course: Newsletters 2.0: Strategies to Delight Audiences and Grow Revenue	September 2024	1
NETA	9/14/2024- 9/18/2024	1
NETA	9/15/2024- 9/19/2024	6
DEC Young Leaders Conference	9/26/2024	1
2024 MI Climate Summit	9/26/2024	1
DEC Young Leaders Conference	9/26/2024	1
Preventing Harassment & Discrimination: Gateway	9/30/2024	All Employees
The Dark Web Training	October 2024	All Employees
Fresh Coast Film Festival	10/18/2024- 10/20/2024	1
DonorSearch Webinar	10/24/24	1
Indie Lens Pop-Up 101 Training	10/29/2024	1
Teamwork Onboarding	11/4/2024	1
ProTrack Training for Underwriting Spots	11/6/2024	1
Teamwork Webinar: Setting you up for success	11/12/2024	1
STOP THE BLEED AN-FBI National Citizens Academy Networking event	11/13/2024	1
Add MiAble to ProTrack	11/13/2024	1
Spot Check Training	11/13/2024	1
Onboard Training for the Affidavit Process	11/20/2024	1
What to do in the Event of a Cyber Incident Training	December 2024	All Employees
Affidavit Training (Full Day)	12/3/2024	1
Teamwork SUPER USER	12/16/2024	1
Rev CRM	12/18/24	1
Teamwork Webinar: How to simplify your daily work with Teamwork	11/19/2024	1
Indie Lens Pop-Up Training: Keeping it 9:16	11/21/2024	1
Virtual PFAS Summit	12/3/2024- 12/5/2024	1
PBS: Virtual Project Management Training	12/24/2024	1
TRAC	1/8/2025- 1/11/2025	1
Jobs Explained Lunch & Learn	1/14/2025	All Employees
Estate Planning 101: Wills, Trusts and More	1/21/2025	All Employees
DonorSearch Prospecting	1/28/2025	1
Protect Yourself and Your Family Training	February 2025	All Employees
DonorSearch 2.0 Webinar	2/11/2025	1

Demystifying DAFs	2/20/2025	1
Cybersecurity Refresher Training	April 2025	All Employees
Detroit PBS: In-Person Project Management Training PART 1	3/14/2025	12
Lawo Academy – SMPTE 2110 Standards and Environment Management	03/20/25-4/15/25	1
Teamwork 1:1 training: Planned Vs Actuals	3/21/2025	1
NAB	4/6/2025-4/9/2025	1
Detroit PBS: In-Person Project Management Training PART 2	4/18/2025	12
MSB Leadership Summit	4/28/2025-5/1/2025	1
PBS Annual Meeting	5/18/2025-5/21/2025	1
PBS Annual Meeting & Techcon	5/19/2025-5/22/2025	1
Teamwork Software Training	various	All Employees
Teamwork Software Training - Phase 2	various	All Employees

C. 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, 2024. All new personnel, hired before November 2024, were assigned training and completed within a week of their hire date.

Section 1: Full time Job Openings Filled

Time Period Covered: May 21, 2024 to May 20, 2025

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Development Operations Coordinator Hired: 9/16/2024 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-48, 50-51	Zip Recruiter <sup>1</sup>	14
On-Air Classical Music Host & Producer Hired: 9/30/2024 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-43, 46-48, 50-51	Referral/Word of Mouth	10

Individual Giving Officer Hired: 9/30/2024 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-48, 50-51	Indeed	7
Business Development Executive Hired: 11/4/2024 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-48, 50-51	Referral	5
Producer and Station Relations Coordinator Hired: 1/7/2025 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-48, 50-51	Referral	13
Generalist, Digital Platforms Hired: 2/24/2025 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-48, 50-51	Culture Source	16
Director, IT Hired: 3/10/2025 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-47, 50-51	Indeed	11
Institutional Giving Officer Hired: 3/31/2025 Recruitment Sources: 1-4, 6-10, 12-13, 15-18, 20-27, 30-31, 42-47, 50-51	Indeed	3

Time Period covered: May 21, 2024 to May 20, 2025  
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
1.	Station Website Postings Detroit PBS <a href="http://www.detroitpbs.org">www.detroitpbs.org</a>	9 <sup>3</sup>

2.	Internal Station Postings/Emails Detroit PBS <a href="mailto:atattan@dptv.org">atattan@dptv.org</a>	2
3.	Detroit PBS Social Media (LinkedIn, Facebook, Twitter) Detroit PBS  Facebook: <a href="https://www.facebook.com/detroitpbs/">https://www.facebook.com/detroitpbs/</a> X/Twitter: <a href="https://twitter.com/Detroit_PBS">https://twitter.com/Detroit_PBS</a> Threads: <a href="https://www.threads.net/@detroitpbs">https://www.threads.net/@detroitpbs</a> LinkedIn: <a href="https://www.linkedin.com/company/detroitpbs/">https://www.linkedin.com/company/detroitpbs/</a>	LinkedIn: 8
4.	Aquinas College <a href="mailto:saintsforhire@aquinas.edu">saintsforhire@aquinas.edu</a>	
5.	Central Michigan University <a href="mailto:careers@cmich.edu">careers@cmich.edu</a> ; <a href="mailto:jimwoj@gmail.com">jimwoj@gmail.com</a>	
6.	Davenport University <a href="mailto:livonia.cs@davenport.edu">livonia.cs@davenport.edu</a>	
7.	Detroit Hispanic Development <a href="mailto:info@dhdcl.org">info@dhdcl.org</a>	
8.	Detroit Urban League <a href="mailto:shelita.richmond@deturbanleague.org">shelita.richmond@deturbanleague.org</a>	
9.	Eastern Michigan University <a href="mailto:sbooth1@emich.edu">sbooth1@emich.edu</a> ; <a href="mailto:emu_cmta@emich.edu">emu_cmta@emich.edu</a>	
10.	Henry Ford Community College <a href="mailto:careers@hfcc.edu">careers@hfcc.edu</a>	
11.	Hillsdale College <a href="mailto:careerservices@hillsdale.edu">careerservices@hillsdale.edu</a>	
12.	JVS Employment Angela Bevak < <a href="mailto:abevak@jvsdet.org">abevak@jvsdet.org</a> >	
13.	Lawrence Tech <a href="mailto:jgaber@ltu.edu">jgaber@ltu.edu</a>	
14.	Oakland University <a href="mailto:careers@oakland.edu">careers@oakland.edu</a> ; <a href="mailto:sideling@oakland.edu">sideling@oakland.edu</a>	
15.	Marygrove College <a href="mailto:careerservices@marygrove.edu">careerservices@marygrove.edu</a>	
16.	MSU <a href="mailto:morrisvi@vps.msu.edu">morrisvi@vps.msu.edu</a> <a href="mailto:hanson39@msu.edu">hanson39@msu.edu</a>	

17.	Public Media Business Association <a href="mailto:info@pmbaonline.org">info@pmbaonline.org</a>	
18.	Schoolcraft College <a href="mailto:jstadnic@schoolcraft.edu">jstadnic@schoolcraft.edu</a>	
19.	PRNDI Chris Diers < <a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a> >	
20.	Southeastern Michigan Indians Inc. <a href="mailto:semii1975@yahoo.com">semii1975@yahoo.com</a>	
21.	The Fitness Fellowship International <a href="mailto:emufitnessfellowship@gmail.com">emufitnessfellowship@gmail.com</a>	
22.	Young Nonprofit Professionals Network <a href="mailto:ynpndetroit@gmail.com">ynpndetroit@gmail.com</a>	
23.	Michigan Rehabilitation Services Hargrave, Terry (DHS) < <a href="mailto:hargravet1@michigan.gov">hargravet1@michigan.gov</a> >	
24.	American Indian Services Inc <a href="mailto:amerinserv@ameritech.net">amerinserv@ameritech.net</a>	
25.	The Association of LGBTQ Journalists <a href="mailto:info@nlgja.org">info@nlgja.org</a>	
26.	Specs Howard <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a>	
27.	Wayne State <a href="mailto:perry.farrell@wayne.edu">perry.farrell@wayne.edu</a>	
28.	<b>Ideastream/WNED:</b>	
29.	Ideastream Amira Nasrallah <a href="mailto:Amira.Nasrallah@ideastream.org">Amira.Nasrallah@ideastream.org</a>	
30.	WQED Jason Argenas <a href="mailto:jargenas@wqed.org">jargenas@wqed.org</a>	
31.	WNED Jenna Williams <a href="mailto:jwilliams@wned.org">jwilliams@wned.org</a>	
32.	WNED Lisa Welling <a href="mailto:lwelling@wned.org">lwelling@wned.org</a>	

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.	<b>Free Online Sources:</b>	
42.	Michigan Talent Bank <a href="https://jobs.mitalent.org/signin/">https://jobs.mitalent.org/signin/</a>	1
43.	Culture Source <a href="https://culturesource.org/post-job-members/">https://culturesource.org/post-job-members/</a>	3
44.	Michigan Assc. Broadcasters <a href="http://www.Michmab.com">www.Michmab.com</a>	1
45.	TV Jobs <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi">http://www.tvjobs.com/cgi-bin/jobs2/employers/postjob.cgi</a>	
46.	CPB Jobline: Public media employment <a href="http://cpb.org/jobline/submit.php">http://cpb.org/jobline/submit.php</a>	1
47.	Greater Public Jobline <a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>	
48.	Michigan Diversity Council <a href="http://www.diversityfirstjobs.com">http://www.diversityfirstjobs.com</a>	
49.	Internships.com <a href="http://www.internships.com/employer">http://www.internships.com/employer</a>	
50.	Society Broadcast Engineers <a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>	
51.	INDEED <a href="https://employers.indeed.com/m#post-job">https://employers.indeed.com/m#post-job</a>	35
52.	Handshake (internships) <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	



53.	Specs Howard Internships only	
54.	Washtenaw Community College (Internships) <a href="https://washtenaw-csm.symplicity.com/employers/index.php?s=home&amp;PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92">https://washtenaw-csm.symplicity.com/employers/index.php?s=home&amp;PHPSESSID=516c47f5ec19e2f82e4bb419efa38f92</a>	
55.	<b>Fee Based Sources:</b>	
56.	Michigan Nonprofit Association <a href="https://www.mnaonline.org/jobcenterform.aspx">https://www.mnaonline.org/jobcenterform.aspx</a>	
57.	LinkedIn	
58.	Public Relations Society of America <a href="http://www.prsadetroit.org/job-opportunities-2/">http://www.prsadetroit.org/job-opportunities-2/</a>	
59.	Women in Communication <a href="http://jobtarget.womcom.org/employer/pricing/">http://jobtarget.womcom.org/employer/pricing/</a>	
60.	Journalism Jobs <a href="http://journalismjobs.com/post_job_new.cfm">http://journalismjobs.com/post_job_new.cfm</a>	
61.	Simplyhired <a href="http://simplyhired.com">simplyhired.com</a>	
62.	Inforum Center for Leadership Development <a href="https://www.inforummichigan.org/job-postings">https://www.inforummichigan.org/job-postings</a>	
63.	current magazine <a href="http://jobs.current.org">jobs.current.org</a>	
64.	Michigan Graphic Design Association <a href="http://detroit.aiga.org/">http://detroit.aiga.org/</a>	
65.	Associate of Fundraising Professionals <a href="https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item">https://community.afpnet.org/afpmigreaterdetroitchapter/career/new-item</a>	
66.	National Association of African Americans in Human Resources <a href="http://naaahrcareerconnections.org/recruiters">http://naaahrcareerconnections.org/recruiters</a>	
67.	National Black MBA Association <a href="http://my.nbmbaa.org/recruiters">http://my.nbmbaa.org/recruiters</a>	
68.	National Association of Black Journalists	
69.	media Jobs Connection	

	<a href="http://mediajobsconnection.poynter.org/?sslid=MzQ3MbI0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7">http://mediajobsconnection.poynter.org/?sslid=MzQ3MbI0MTUwNzUGAA&amp;sseid=MzY2trA0NbMEAA&amp;jobid=6bb8ff3f-261b-43fe-a048-7c98526142a7</a> <a href="http://michigan.jobing.com/recruiting">http://michigan.jobing.com/recruiting</a>	
71.	Public Media Jobs <a href="http://jobs.current.org/home/index.cfm?site_id=14538">http://jobs.current.org/home/index.cfm?site_id=14538</a>	
73.	Tech jobs <a href="http://www.dice.com/common/content/postJobs/index2.jsp">http://www.dice.com/common/content/postJobs/index2.jsp</a>	
74.	Upwork for freelancers <a href="https://www.upwork.com/">https://www.upwork.com/</a>	
75.	Employee Diversity <a href="http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs">http://www.employdiversity.com/cgi-bin/wc.dll?EEnter~?PostJobs</a>	
76.	The Society of Environmental Journalists	
77.	Planned Giving Roundtable of Southeast Michigan	
78.	Public Media Journalists Association	
79.	NETA	
80.	Glassdoor	2 <sup>2</sup>
81.	Referrals/Word of Mouth	16
82.	Zip Recruiter	1 <sup>1</sup>

<sup>1</sup> New hire listed Zip Recruiter as recruitment source for Development Operations Coordinator even though DPBS had not used that particular recruitment source for this vacancy.

<sup>2</sup> Candidates listed Glassdoor as recruitment source for Development Operations Coordinator & IT Director even though DPBS had not used that particular recruitment source for this vacancy.

<sup>3</sup> Candidate listed Public Media job site; Tracking ID record states Website.