

WNEM-TV5 EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WNEM-TV5 submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WNEM-TV5 website and in the WNEM-TV5 Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from March 10, 2003, through May 31, 2003 entitled the ["Recruitment Sources Report"](#) which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled ["Interviewee Records Report"](#) listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between March 10, 2003, through May 31, 2003.

3. A brief description of [Recruitment Initiatives](#).

WNEM-TV5

Recruitment Sources Report

For the period of March 10, 2003, through May 31, 2003 WNEM-TV5 filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Creative Services			Account			Newscast			Newscast					
	Director			Executive			Webmaster			Producer					
	4/17/03			4/4/03			5/6/03			5/2/03			5/8/03		
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS
Baker College of Flint	X	X		X	X		X	X		X	X		X	X	
Baker College of Owosso	X	X		X	X		X	X		X	X		X	X	
Central Michigan University	X	X		X	X		X	X		X	X		X	X	
Central Michigan University	X	X		X	X		X	X		X	X		X	X	
Columbia University	X	X		X	X		X	X		X	X		X	X	
Delta College	X	X		X	X		X	X		X	X		X	X	
Davenport University	X	X		X	X		X	X		X	X		X	X	
Kellogg Community College	X	X		X	X		X	X		X	X		X	X	
Mid Michigan Community College	X	X		X	X		X	X		X	X		X	X	
Mott Community College	X	X		X	X		X	X		X	X		X	X	
Northwood University	X	X		X	X		X	X		X	X		X	X	
Saginaw Valley State University	X	X		X	X		X	X		X	X		X	X	
Specs Howard School of Broadcast Arts	X	X		X	X		X	X		X	X		X	X	
University of Michigan	X	X		X	X		X	X		X	X		X	X	
University of Michigan/Flint	X	X		X	X		X	X		X	X		X	X	
Action Management Corp.	X	X		X	X		X	X		X	X		X	X	
Bay County Growth Alliance	X	X		X	X		X	X		X	X		X	X	
Community Action Committee	X	X		X	X		X	X		X	X		X	X	
First Ward Community Center	X	X		X	X		X	X		X	X		X	X	
Genesee Valley Indian Association Inc	X	X		X	X		X	X		X	X		X	X	
Human Relations Commission	X	X		X	X		X	X		X	X		X	X	
Human Resources Dept.	X	X		X	X		X	X		X	X		X	X	
Diocese of Saginaw-Hispanic Ministries Cultural Center	X	X		X	X		X	X		X	X		X	X	
MI Indian Employment & Training Services	X	X		X	X		X	X		X	X		X	X	
Michigan Association of Broadcasters	X	X		X	X		X	X		X	X		X	X	
Tri-City SER	X	X		X	X		X	X		X	X		X	X	
NATAS Jobline	X	X		X	X		X	X		X	X		X	X	
NATAS/Emmy	X	X		X	X		X	X		X	X		X	X	
National Association of Black Journalists	X	X		X	X		X	X		X	X		X	X	
National Association of Broadcasters Clearinghouse	X	X		X	X		X	X		X	X		X	X	
National Black Media Coalition	X	X		X	X		X	X		X	X		X	X	
National NOW Action Center	X	X		X	X		X	X		X	X		X	X	
Opportunities Industrialization Center of Saginaw	X	X		X	X		X	X		X	X		X	X	
Spanish Speaking Information Center	X	X		X	X		X	X		X	X		X	X	
The Leadership Institute	X	X		X	X		X	X		X	X		X	X	
Black Broadcasters Alliance	X	X		X	X		X	X		X	X		X	X	
News papers/On-line Ads															
Flint Journal															
Saginaw News															
Bay City Times															
TV Jobs.com															
Medialine.com															
WNEM.com															
Industry/Employee Referral			ER			IR			ER						HS
Internal Promotion										IP					

Key:

RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.

HS= Source referring Hiree. Choose one of the following:

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WNEM-TV5 INTERVIEWEE RECORDS REPORT

Job Vacancies: March 10, 2003, through May 31, 2003

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
.	Baker College of Flint	Career Placement Office	810-766-4211/810-766-4201	laura.donajkowski@baker.edu	Career Placement Office	G-1050 W. Bristol Rd.	Flint	MI	48507
.	Baker College of Owosso	Sara Hull	989-729-3321/989-729-3330	sarah.hull@baker.edu		1020 S. Washington St.	Owosso	MI	48867
.	Central Michigan University	Career Placement Office	989-774-3068/989-774-6608	careers@cmich.edu	Career Placement Office	101 Foust Hall	Mount Pleasant	MI	48859
.	Central Michigan University		989-774-3851/989-774-2426	mcdon1k@cmich.edu	Broadcast & Cinematic Arts	340 Moore Hall	Mount Pleasant	MI	48859
.	Columbia University	Melanie Huff	212-854-3861/212-854-7837	careers@im.columbia.edu		2950 Broadway	New York	NY	10027
.	Delta College	Mary Keyser	989-686-9077/989-686-1395	mkeyser@alpha.delta.edu		Career & Employment Servi	University Center	MI	48710
.	Davenport University	John Jones	989-835-5588/989-835-8363	john.jones@davenport.edu		5300 Bay Road	Saginaw	MI	48604
.	Kellogg Community College	Career Placement Office	269-965-3931/269-962-1099	giqueref@kellogg.edu	Career Placement Office	450 N Avenue	Battle Creek	MI	49017
.	Mid Michigan Community College	Sherry Kerns	989-539-2173	skerns@michworks4u.org		Michigan Works, Harrison	Harrison	MI	48625-9447
.	Mott Community College	Cindy McDaniel/Employment Svs	810-762-5620/810-232-2042	cmcdaniel@mcc.edu		1401 E. Court, LL, Rm 12	Flint	MI	48503
.	Northwood University	Career Placement Office			Career Placement Office	3225 Cook Road	Midland	MI	48640
1	Saginaw Valley State University	Career Placement Office	989-964-4954/989-964-2602	careers@svsu.edu	Career Placement Office	7400 Bay Road	University Center	MI	48710
.	Specs Howard School of Broadcast Arts	Career Placement Office	248-358-9000/248-746-9770	kmcintyre@specshoward.edu	Career Placement Office	19900 West Nine Mile Road	Southfield	MI	48075-3953
.	University of Michigan	Career Placement Office			Career Placement Office	515 E. Jefferson Street	Ann Arbor	MI	48109-1316
.	University of Michigan/Flint	Career Placement Office	810-762-3250/810-762-3024	bmgriffi@umflint.edu	Career Placement Office	237 French Hall	Flint	MI	48502-1950
.	Action Management Corp.	Cheryl Osmun	810-234-2828/810-234-5159	saleslady9@aol.com		915 S. Grand Traverse	Flint	MI	48502
.	Bay County Growth Alliance				PO Box 369		Bay City	MI	48707
.	Community Action Committee		989-753-7741/989-753-2439	vlewis@saginawcac.org	2824 Perkins		Saginaw	MI	48601
.	First Ward Community Center				1410 N. 12th Street		Saginaw	MI	48601
.	Genesee Valley Indian Association Inc				515 Stevens St.		Flint	MI	48502
.	Human Relations Commission				1101 S. Saginaw Street		Flint	MI	48502
.	Human Resources Dept.		989-894-8208/989-894-1070		Office City of Bay City	301 Washington Ave	Bay City	MI	48708
.	Diocese of Saginaw-Hispanic Ministries Cultural Center	Gilberto Guevara				405 Hayes St.	Saginaw	MI	48602
.	MI Indian Employment & Training Services				G-4511 Miller Road		Flint	MI	48507
.	Michigan Association of Broadcasters	Sarah Beeskow	517-484-7444/517-484-5810	beeskow@michmab.com		819 N. Washington Ave	Lansing	MI	48906
.	Tri-City SER		989-497-2070/989-497-2069			2650 McCarty	Saginaw	MI	48603
.	NATAS Jobline				PO Box 50		Southfield	MI	48037
.	NATAS/Emmy	Michelle DeSouza				P.O. Box 251987	West Bloomfield	MI	48325-1987
.	National Association of Black Journalists			www.nabi.org		8701-A Adelphi Rd	Adelphi	MD	20783-1716
.	National Association of Broadcasters Clearinghouse				1771 N. St. NW Ste 708		Washington	DC	20036
.	National Black Media Coalition				38 New York Ave NE		Washington	DC	20002
.	National NOW Action Center				733 15th St NW, 2nd Floor		Washington	DC	20005
.	Opportunities Industrialization Center of Saginaw	Frederick D. Ford		directorofprogramservices@oicofmetrosaginaw.com		1000 Tuscola	Saginaw	MI	48607
.			989-752-4158/989-752-1600						
.	Spanish Speaking Information Center	Maggie Pena/Programs Dir.	810-239-4417/810-239-4419	rich.westfall@cpbm.org		901 Chippewa St.	Flint	MI	48503
.	The Leadership Institute		703-247-4987		Steven P.J. Wood Building	1101 N. Highland St	Arlington	VA	22201
.	Black Broadcasters Alliance					3474 William Penn Hwy	Pittsburgh	PA	15235
2	WNEM.com Website								
1	Saginaw News								
11	Industry/Employee Referral								
1	Internal Candidates								

TOTAL 16

*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

WNEM-TV5 Recruitment Initiatives Report

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	March 10- May 31, 2003	Station has 6 interns working in the news dept. These interns work with the Assignment Manager and News Producers making beat calls; research for new stories; making tape dubs and writing stories. 4 interns from Delta College 1 intern from Michigan State University 1 intern from Grand Valley State University	