



Annual FCC – EEO Public File Report
May 21, 2021 through May 20, 2022
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 not participated in any career fairs

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 2021 – 4 th Quarter (May 2021 – June 2021)	2
Fiscal Year 2022 – 1 st Quarter (July 2021 – Sept 2021)	3
Fiscal Year 2022 – 2 nd Quarter (Oct 2021 – Dec 2021)	3
Fiscal Year 2022 – 3 rd Quarter (Jan 2022 – March 2022)	1

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

During the reporting period, a total of 2 students interned in the Production Department, 4 students in the Great Lakes Now Department, 1 student interned in the Education/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.

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
Planned Giving Roundtable Asking for a Planned Gift Workshop	5/18/2021	1
Project Communication & Stakeholder Management	6/1/2021-6/2/2021	1
PMBA Virtual Conference	6/1/2021-6/4/2021	2
Critical Thinking and Decision-Making Leadership training	6/7/2021-6/8/2021	1
AFP – Keeping up with the times: Digital Fundraising	6/10/2021	1
Local Economic Reporting Workshop at Ravitch Fiscal Reporting Program at the Craig Newmark Graduate	6/16/2021-6/18/2021	1

School of Journalism at the City University of New York		
Solutions Journalism	6/22/2021	2
Microsoft Excel for Office 365 Pt.1	6/22/2021	1
AFP – The big fish: Creating an end-year fundraising program	7/1/2021	1
PMDC	7/13/2021	1
Performance Management	7/15/2021	3
Organizational Skills	7/16/2021	1
EIDR	07/26/2021-07/30/2021; 8/2/2021; 8/4/2021; 8/6/2021; 8/17/2021	1
ProTrack sIX	8/20/2021	1
Cross-Discipline Fundraising: Promote & Sell Planned Giving Campaigns	8/24/2021	1
Cross-Discipline Fundraising: Promote & Sell Planned Giving Campaigns A CSPI Lunch & Learn	8/24/2021	1
Planning Giving Roundtable – Case Studies	8/24/2021	1
CSG Requirements & Resources	9/9/2021	1
How to Accept Your Station’s Community Service Grant Award Offer	9/16/2021	1
AFP – Creating your future through strategic planning	10/5/2021	1
CPB – Intro to Financial Reporting; What is NSSF; Completing the FSR	9/29/2021; 10/6/2021; 10/13/2021	1
MASA SWOT Analysis	10/15/2021	1
donorCentrics Overall Program Assessment Report Review	11/2/2021	1
APTS Leadership Council Call – PBS Warn	11/10/2021	1
Butzel 2021 Labor Seminar – Workshop	11/17/2021	2
Digital Marketing	11/10/2021-12/10/2021	1
AFP Mentorship Program	4/21/2022-12/22/2021	1
Science Teaching Strategies for Family Child Care Educators-PBS KIDS Self-Paced	12/28/2021	1
Learning for All: Inclusive & Equitable Facilitation-Ready to Learn PD	12/28/2021	1
Pledge Practicum	1/6/2022	1
NETA Conference – Virtual	1/24/2022-1/26/2022	1

A Closer Look at Document Approach-PBS KIDS Self Paced	2/1/2022	1
Development Workshop	2/8/2022	1
Major Giving Refresh Webinar	2/8/2022	1
Major Giving Refresh Webinar	2/8/2022	1
Mobile Device Security Training	2/10/22	5
Adult Mental Health First Aid	2/16/2022	8
Welcome to Document with Elinor Wonders Why- PBS KIDS Self Paced	2/16/2022	1
Mid-Level Giving Program Webinar	2/17/2022	2
Early Science with Elinor Wonders Why- PBS KIDS Self Paced	2/22/2022	1
ApPARENTly This Is Not Going Well: Difficult Conversations with Parents	2/26/2022	1
Early Learning with Media- PBS KIDS Self Paced	3/1/2022	1
ProTrack training	03/01/2022-03/03/2022	6
Advancing Racial Justice	10/4/2021-3/7/2022	1
MASA Workshop	3/7/2022	1
Major Giving Series: Donor Advised Funds	3/9/2022	2
Major Giving Series: Donor Advised Funds	3/9/2022	1
AFP: What can arts & Culture fundraising teach us	3/9/2022	1
Major Giving Series: Managing & Creating MGO Portfolios	3/30/2022	1
Major Giving Series: Managing & Creating MGO Portfolios	3/30/2022	2
Play is FUNdamental	4/20/2022	1
Facilitating First Verbs Through Shared Book Reading	4/22/2022	1
The Pyramid Model: Positive Behavior Support Intervention	4/23/2022	1
UKG e-symposium	5/4/2022	1
CEO/COO Boot Camp	10/1/2021-05/11/2022	1
Leadership 101	2/8/2021-5/17/2021	1
Embedding Intervention Strategies into Everyday Activities of Infants/Toddlers and Their Families	5/22/2022	1
Managerial Accounting course at Oakland Community College	01/2022-05/2022	1
Microsoft Excel for Office 365 Pt2	6/25/2022	1
PMWC Human Centered Design	1/31/2022-In Progress	4

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, 2021. 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, 2021 to May 20, 2022

Full Time Position Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
Digital Audience Coordinator Hired: 9/13/2021 Recruitment Sources: 1, 2, 4-13, 15-27, 29, 30, 32, 43, 44, 46, 48, 51	Internal Hire	9
Director, Digital & Marketing Hired: 9/15/2021 Recruitment Sources: 1- 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Employee Referral	7
Human Resources Coordinator Hired: 9/23/2021 Recruitment Sources: 1- 13, 15-27, 29, 30, 32, 42, 43 , 46, 48, 51	Internal Hire	8
Radio Engineer Hired: 9/27/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 50-51	Society Broadcast Engineers	5
Promotions Producer Hired: 10/4/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42, 46, 48, 51	DPTV Social Media (LinkedIn)	6
Digital Content Coordinator, GLN Hired: 10/6/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	4
Producer, GLN Hired: 10/11/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Employee Referral	4
Building Maintenance Technician Hired: 10/18/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42, 43, 46, 48, 51	Indeed	4
Marketing Generalist Hired: 10/25/2021 Recruitment Sources: 1, 2, 4-13, 15-27, 29, 30, 32, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	15
Manager, Marketing Hired: 11/1/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	8

Broadcast Operations Coordinator, MLC Hired: 11/8/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	5
Producer Hired: 11/8/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Website	11
Accounts Payable Coordinator Hired: 11/10/2021 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	DPTV Social Media (LinkedIn)	23
Digital Content Coordinator, Journalism Hired: 11/15/2021 Recruitment Sources: 1-13, 15-27, 29, 30, 32, 42-44, 46, 48, 51	Indeed	16
Community Education Specialist Hired: 1/30/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Website	8
Digital Platforms Generalist Hired: 2/14/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Employee Referral	3
Programming Specialist Hired: 3/1/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Indeed	8
Manager, Digital Platforms Hired: 3/21/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51, 57	LinkedIn	7
Program Director, MLC Hired: 4/4/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 43, 46, 48, 51	Employee Referral	10
Producer, Local & National Projects Hired: 4/12/2022 Recruitment Sources: 1-4, 6-10, 12, 13, 15-27, 29-31, 42, 43, 46, 48, 51	Employee Referral	9

Time Period covered: May 21, 2021 to May 20, 2022
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 Public Television www.dptv.org	47
2. Internal Station Postings/Emails Detroit Public Television hresources@dptv.org	
3. DPTV Social Media Detroit Public Television https://www.linkedin.com/company/detroit-public-television	29
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/WNED Amira Nasrallah – WNED Amira.Nasrallah@ideastream.org	
30.	Ideastream/WNED Jason Argenas jargenas@wqed.org	

31.	Ideastream/WNED Jenna Williams jwilliams@wned.org	
32.	Ideastream/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/	2
43.	Culture Source https://culturesource.org/post-job-members/	1
44.	Michigan Assc. Broadcasters www.Michmab.com	2
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	1
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	2
51.	INDEED https://employers.indeed.com/m#post-job	79
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	7
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?siteid=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	