

# Federal Communications Commission

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**Account number: 472475**

**Description: WMYD EEO MID-TERM REPORT 2009**  
**Application Reference Number: 20090601AIS**  
**Successfully filed at Jun 1 2009 10:10AM**

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Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 397</b></p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY
<p><b>BROADCAST MID-TERM REPORT</b></p>		FOR COMMISSION USE ONLY FILE NO. - 20090601AIS

Legal Name of the Licensee  
 WXON LICENSE, INC.

Mailing Address  
 C/O GRANITE BROADCASTING CORPORATION  
 767 THIRD AVENUE, 34TH FLOOR

City NEW YORK	State or Country (if foreign address) NY	Zip Code 10017 -
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Telephone Number (include area code) 2128262530	E-Mail Address (if available)
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FCC Registration Number 0015905631	Facility ID Number 74211	Call Sign WMYD
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<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input type="radio"/> Radio	<input type="radio"/> Educational Radio
	<input checked="" type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
	<input type="radio"/> International	

**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

**Station List**

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WMYD	74211	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	DETROIT, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name CHRISTINA H. BURROW, ESQ.	Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800
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City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000
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**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?  Yes  No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

**CERTIFICATION**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent SARAH NORAT-PHILLIPS
Title PRESIDENT & GENERAL MANAGER	Telephone No. ( include area code) 2483552020
Date 5/29/2009	

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**Section II**

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: SARAH NORAT-PHILLIPS	Title: PRESIDENT & GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

**Section III**

**MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Exhibit 1**  
**Description:** EXHIBIT 1

**Attachment 1**

Description
<a href="#">2007-2008 Public File Report</a>
<a href="#">2008-2009 Public File Report</a>

**Attachment 6**

**PUBLIC FILE REPORT**

**June 1, 2007 to May 31, 2008**

**STATION WMYD**

**Licensee: WXON, Inc dba WMYD**

Address: 27777 Franklin Road, Ste 1220, Southfield, MI 48034

Community of License: Detroit, Michigan

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. The following are all full-time job vacancies filled between June 1, 2007 and May 31, 2008, identified by job title.

<b>Position Description</b>	<b>Date Posted</b>	<b>Date Filled</b>
<b>Operations Tech</b>	<b>10/24/07</b>	<b>1/7/08</b>
<b>Sales Assistant</b>	<b>12/12/07</b>	<b>1/18/08</b>
<b>Account Executive</b>	<b>2/14/08</b>	<b>4/14/08</b>

<b>Job Title: Operations Tech</b>	<b>Date Filled: 1/7/08</b>
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<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone</b>	<b>Referred Person Hired?</b>	<b>Requesting Notification?</b>
Association for Women in Communications Detroit	Renee Prewitt	8425 West McNichols, Detroit, MI 48221		NO	NO
Career Development Center	Kyatonna Avery	237 French Hall, Flint, MI 48502	(810)762-3250	NO	NO
Central Michigan University	Kathy Jussila	340 Moore Hall/CMU, Mt Pleasant, MI 48859		NO	NO
Davenport University	Doreen Wozmick	1801 Oakman Blvd, Dearborn, MI 48126	(313)581-4400 #25	NO	NO

Detroit's Employment Connection	Job Placement Director	9301 Michigan Ave, Detroit, MI 48210	(313)846-2240	NO	NO
Eastern Michigan University	Mary E. Jones	Goodison Hall, 4th Floor, Ypsilanti, MI 48197	(734)564-0514	NO	NO
Macomb Community College	Judie Dzierbicki	44575 Garfield Rd G102, Clinton Twp, MI 48038	(586)286-2209	NO	NO
Macomb Community College	Lisa Spagnuolo	14500 12 Mile Rd, Warren, MI 48093	(586)445-7993	NO	NO
Media Communications Association Detroit	Elizabeth Aiken	227 Iron Street, Suite 321, Detroit, MI 48207	(248)799-0099	NO	NO
MESC	Employment Central	707 W. Milwaukee, Detroit, MI 48202		NO	NO
Michigan Association of Broadcasters	Sarah Beeskow	819 N. Washington Lansing, MI	517-484-7444	YES	NO
Oakland University	Career Services	275 W. Vanderberg Hall, Rochester, MI 48309	(248)370-3250	NO	NO
Specs Howard School of Broadcast Arts		19900 W. 9 Mile, Southfield, MI 48075	(248)358-9000	NO	NO
WMYD-TV Website	Human Resources	27777 Franklin Rd #1220, Southfield, MI 48034	(248)355-2020#234	NO	NO
Broadcast Engineering	Julie Dahlstrom		(312)840-8436	NO	NO
Active Employee Referral				NO	NO
Active Employee Interco Transfer/Job Posting				NO	NO

**Job Title: Sales Assistant****Date Filled: 1/18/08**

<b>Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone</b>	<b>Referred Person Hired?</b>	<b>Requesting Notification?</b>
American Women In Radio & Television Grand Rapids	TCI Media Services	965 Century SW, Grand Rapids, MI 48503		NO	NO
Association for Women in Communications Detroit	Renee Prewitt	8425 West McNichols, Detroit, MI 48221		NO	NO
Davenport University	Doreen Wozmick	1801 Oakman Blvd, Dearborn, MI 48126	(313)581-4400 #25	NO	NO
Detroit's Employment Connection	Job Placement Director	9301 Michigan Ave, Detroit, MI 48210	(313)846-2240	NO	NO
Henry Ford Community College	Richard Brown	5101 Evergreen Room T112, Dearborn, MI 48128	(313)845-9618	NO	NO
Macomb Community College	Judie Dzierbicki	44575 Garfield Rd G102, Clinton Twp, MI 48038	(586)286-2209	NO	NO
Macomb Community College	Lisa Spagnuolo	14500 12 Mile Rd, Warren, MI 48093	(586)445-7993	NO	NO
Madonna University	Ingra Kroger	36600 Schoolcraft Rd, Livonia, MI 48150	(734)432-5621	NO	NO
Media Communications Association Detroit	Elizabeth Aiken	227 Iron Street, Suite 321, Detroit, MI 48207	(248)799-0099	NO	NO
MESC	Employment Central	707 W. Milwaukee, Detroit, MI 48202		NO	NO
Michigan Association of Broadcasters	Sarah Beeskow	819 N. Washington Lansing, MI	517-484-7444	NO	NO
Michigan Works Oakland County	Southfield Career Center	21030 Indian, Southfield, MI 48034		NO	NO

Oakland Community College	Alicia Jackson	739 Washington, Royal Oak, MI 48067	(248)340-6760	NO	NO
Oakland Community College	Career & Placement Services	2900 Featherstone Rd, Building G Room 206, Auburn Hills, MI 48326		NO	NO
Southfield Career Center	Denise Van Hee	26000 Evergreen, P O Box 2055, Southfield, MI 48037	(248)796-4550#4573	NO	NO
University of Michigan	LaVerne Cotham	Dept. of Communication Studies, 2020 Frieze, 105 S. State St, Ann Arbor, MI 48109-1285	(313)593-5020	NO	NO
Wayne State University	Arlinda J Pringle	656 W. Kirby, Room 1001 Detroit, MI 48202	(313)577-3390	NO	NO
WMYD-TV Website	Human Resources	27777 Franklin Rd #1220, Southfield, MI 48034	(248)355-2020	NO	NO
Active Employee Referral	Karen Ostalecki		(248)355-2020	YES	NO
Active Employee Interco Transfer/Job Posting				NO	NO

<b>Job Title: Account Executive</b>	<b>Date Filled: 4/14/08</b>
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Recruitment Source	Contact Person	Address	Telephone	Referred Person Hired?	Requesting Notification?
American Women In Radio & Television Grand Rapids	TCI Media Services	965 Century SW, Grand Rapids, MI 48503		NO	NO
Association for Women in Communications Detroit	Renee Prewitt	8425 West McNichols, Detroit, MI 48221		NO	NO
Career Development Center	Kyatonna Avery	237 French Hall, Flint, MI 48502	(810)762-3250		

				NO	NO
Central Michigan University	Kathy Jussila	340 Moore Hall/CMU, Mt Pleasant, MI 48859		NO	NO
Davenport University	Doreen Wozmick	1801 Oakman Blvd, Dearborn, MI 48126	(313)581-4400 #25	NO	NO
Detroit Urban League	Joyce Jennings	9048 Linwood, Detroit, MI 48206	(313)895-2500#311	NO	NO
Detroit's Employment Connection	Job Placement Director	9301 Michigan Ave, Detroit, MI 48210	(313)846-2240	NO	NO
Eastern Michigan College	Mary E. Jones	Goodison Hall, 4th Floor, Ypsilanti, MI 48197	(734)564-0514	NO	NO
Henry Ford Community College	Richard Brown	5101 Evergreen Room T112, Dearborn, MI 48128	(313)845-9618	NO	NO
Latin Americans for Social & Economic Development	Job Placement Director	4138 W. Vernor Hwy, Detroit, MI 48209		NO	NO
Lewis College of Business		17370 Meyers, Detroit, MI 48235		NO	NO
Macomb Community College	Judie Dzierbicki	44575 Garfield Rd G102, Clinton Twp, MI 48038	(586)286-2209	NO	NO
Macomb Community College	Lisa Spagnuolo	14500 12 Mile Rd, Warren, MI 48093	(586)445-7993	NO	NO
Madonna University	Ingra Kroger	36600 Schoolcraft Rd, Livonia, MI 48150	(734)432-5621	NO	NO
Marygrove College	Jeffrey W. Edwards	Student Employment Coordinator, 8425 W. McNichols Rd, Detroit, MI 48221	(313)927-1475	NO	NO
Media Communications	Elizabeth Aiken	227 Iron Street, Suite 321, Detroit, MI 48207	(248)799-0099		

Association Detroit				NO	NO
MESC	Employment Central	707 W. Milwaukee, Detroit, MI 48202		NO	NO
Michigan Association of Broadcasters	Sarah Beeskow	819 N. Washington Lansing, MI	517-484-7444	YES	NO
Michigan Dept. of Social Services Urban Indian Affairs	Job Placement Director	1200 Sixth Ave St M-160, Detroit, MI 48226		NO	NO
Michigan Hispanic Chamber of Commerce	Armando Ojeda	24445 Northwestern Hwy. Ste 206, Southfield, MI 48075	(248)208-9915	NO	NO
Michigan Works	Serena Garrett	Employment Central, 707 W. Milwaukee, 1st floor, Detroit, MI 48221	(313)872-3391	NO	NO
Michigan Works Oakland County	Southfield Career Center	21030 Indian, Southfield, MI 48034		NO	NO
Mid-Michigan Assoc. of Black Journalists	Michells Lott	200 East First Street, Flint, MI 48502	(810)766-6307	NO	NO
NAACP-Detroit Branch	Laurie Moore-Swain	2920 E. Grand Blvd, Detroit, MI 48202	(313)871-2087#21	NO	NO
National Association of Broadcasters		1771 N. St NW, Washington, DC 20036-2800		NO	NO
National Association of Minority Media Executives		1921 Gallows Rd, Ste 600, Vienna, VA 22182	(703)893-2410	NO	NO
Northwestern Michigan College	WNMC-FM	1701 E. Front St, Traverse City, MI 48686		NO	NO
Oakland Community College	Alicia Jackson	739 Washington, Royal Oak, MI 48067	(248)340-6760	NO	NO
Oakland Community College	Career & Placement Services	2900 Featherstone Rd, Building G Room 206, Auburn Hills, MI 48326		NO	NO

Oakland University	Career Services	275 W. Vanderberg Hall, Rochester, MI 48309	(248)370-3250	NO	NO
Schoolcraft College	JoAnne Stadnicar	18600 Haggerty Rd, McDowell Center, Livonia, MI 48152	(734)462-4421	NO	NO
Southfield Career Center	Denise Van Hee	26000 Evergreen, P O Box 2055, Southfield, MI 48037	(248)796- 4550#4573	NO	NO
Specs Howard School of Broadcast Arts		19900 W. 9 Mile, Southfield, MI 48075	(248)358-9000	NO	NO
TV Jobs.COM		TVJobs.com		NO	NO
University of Detroit Mercy	Career Development	4001 W. McNichols Rd, Detroit, MI 48221		NO	NO
University of Michigan	LaVerne Cotham	Dept. of Communication Studies, 2020 Frieze, 105 S. State St, Ann Arbor, MI 48109-1285	(313)593-5020	NO	NO
Walsh College Career Services	Margo Carlson	Walsh College Career Services, 3838 Livernois, Troy, MI 48007	(248)823-1237	NO	NO
Wayne Community College	Regina Hopkins		(313)496-2879	NO	NO
Wayne State University	Arlinda J Pringle	656 W. Kirby, Room 1001 Detroit, MI 48202	(313)577-3390	NO	NO
WMYD-TV Website	Human Resources	27777 Franklin Rd #1220, Southfield, MI 48034	(248)355-2020	NO	NO
Women in Communications, Inc	Roseann Nicolai	2744 Ellwood, Berkley, MI 48072-1965	(248)582-8465	NO	NO
Observer & Eccentric Newspaper	Cindy O'Neil	36251 Schoolcraft, Livonia, Mi 48150	(734)591-2300	NO	NO
Heritage Newspaper	Lisa	Heritage.com jobs		NO	NO
Michigan Chronicle	Joyce Johnson	Joyce.Johnson@michronicle.c om	(313)963-5522#238	NO	NO

Adcrafter	Bill Jentzen	3011 W Grand Blvd, Ste 561 Detroit, MI 48202	(313)872-7850	NO	NO
Broadcast Engineering	Brian Huber		(800)896-9939	NO	NO
Oakland Press		48 West Huron Pontiac, MI 48342		NO	NO
Electronic Media	Robbie		(312)649-5385	NO	NO
Detroit News/Free Press	Mary Tee	6200 Metropolitan Pkwy, Sterling Heights, MI 48312	(810)977-7624	NO	NO
Toledo Blade	Shelly Curtis		(419)734-6451	NO	NO
Broadcast & Cable	Brent Newmoyer		(212)337-6962	NO	NO
Television Broadcast	Dave Huisman		(212)378-0473	NO	NO
Active Employee Referral				NO	NO
Active Employee Interco Transfer/Job Posting				NO	NO

C. Total number of persons interviewed for all full-time vacancies filled between June 1, 2007 and May 31, 2008 : 14

D. Total number of interviewees for all full time vacancies filled between June 1, 2007 and May 31, 2008 by Recruitment/Referral Source:

Referral Source	Number of Interviewees Referred?
Michigan Association of Broadcasters	3
Current employee referral	2
Other Referral	3
WMYD Website	1
Davenport University	1
Oakland Community College	2
Wayne State University	1
Michworks.org	1

E. Outreach Activities—the following are the long term menu options implemented between June 1, 2007 and May 31, 2008 including a brief description of each:

- A. COLLEGE INTERNSHIP PROGRAM: We had two [2] internships during this reporting season. The first was a non-paid internship program open to college students who will earn college credit for their participation in our program. Our internship is offered in the summer semester. The program is designed for students interested in gaining exposure and experience to the broadcasting industry. Currently we offer intern positions in Sales Marketing, Research, Production, Public Affairs and News and for the first time Graphic Arts. The second internship was supported by a stipend through our state association's EEO program. MAB and WMYD each paid half of the stipend and the student received a check each of the three months. This was a Production/Public Affairs intern with a specific skill set program set for the student. This was our 4<sup>th</sup> year of participation in this program.
- B. CAREERS IN BROADCASTING: This program is designed to inform and educate students on the various careers available in broadcasting. Our station GM & PA Director/Internship Coordinator worked with the MAB to present non-traditional careers to the students. Information was presented via Power point, video, career booklets & through the professionals who worked in those careers. Q&A followed and 1:1 time was provided for students with professionals in attendance. This is an annual one day event that allows students to see who/what's on the other side of the camera that makes the "BIG" picture work & introduces them to other options. It's an opportunity for the station to share our expertise & find qualified candidates for our summer internship program.
- C. SCHOLARSHIP PROGRAM: Participated in scholarship program directed at students desiring to pursue a career in broadcasting via a high school after school program. We serve as guest lecturers; seat a panel of professional television jurors to judge students' works, award a first, second and third place scholarship and monetary award to match the status at a "Hollywood Premiere". Students works are shown at a local movie theatre following a reception. Our PA Director MC's the program with our Radio Partner and announces & distributes the awards. The best PSA's from this program are then added to our rotation. It's community service from the perspective of the next generation.

F. A copy of this Public File Report is posted on our website, [www.tv20detroit.com](http://www.tv20detroit.com)

**PUBLIC FILE REPORT**

**June 1, 2008 to May 31, 2009**

**STATION WMYD**

**Licensee: WXON, Inc dba WMYD**

Address: 27777 Franklin Road, Ste 1220, Southfield, MI 48034

Community of License: Detroit, Michigan

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

**A.** The following are all full-time job vacancies filled between **June 1, 2008** and **May 31, 2009**, identified by job title.

<b>Position Description</b>	<b>Date Posted</b>	<b>Date Filled</b>
Multimedia Journalist	May 18, 2008	June 5, 2008
Multimedia Journalist	May 18, 2008	June 16, 2008

Job Title: Multimedia Journalist [2 positions]	Date Filled: June 23, 2008 [began work]
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Recruitment Source	Contact Person	Address	Telephone	Referred Person Hired?	Requesting Notification?
Detroit Newspapers [News & Free Press]	Mary Tee	6200 Metropolitan Hwy; Sterling Hgts, MI 48312	248-977-7624	NO	NO
Michigan Association of Broadcasters	Sarah Beeskow	819 N. Washington Lansing, MI 48906	517-484-7444	NO	NO
Specs Howard School of Broadcast Arts	Dick Kernan	19900 W. 9 Mile, Southfield, MI 48075	(248) 358-9000	NO	YES
Detroit Branch NAACP	Laurie Moore	8220 Second Ave, Detroit, MI 48202	(313) 715-2008	NO	NO
WMYD-TV Website	Human Resources	27777 Franklin Rd Suite #1220, Southfield, MI 48034	(248) 355-2020	NO	NO
CareerBuilder	Career Builder Registration	Careerbuilder.com	On-line service	NO	NO
TV Jobs	TV Jobs Registration	Tvjobs.com	On-line service	NO	NO
Independent News Network	Jeff Lyle	5000 Tremont Ave; Building 100B Davenport, IA 52807	(563) 391-0619 x 213	YES	YES
Referral by Friend	Friend [name NA]	NA	NA	NO	NO
Sister GBC Station referral	Peter Neumann	Indiana's News Ctr 3401 Butler Rd; Ft. Wayne, IN 46808	(260) 483-8111	YES	YES

C. Total number of persons interviewed for all full-time vacancies filled between June 1, 2008 and May 31, 2009: 5

D. Total number of interviewees for all full time vacancies filled between June 1, 2008 and May 31, 2009 by Recruitment/Referral Source:

Referral Source	Number of Interviewees Referred?
Current employee referral [sister station]	1
Independent News Network	1
Referral by Friend	1
Detroit Newspapers	1
Specs Howard School of Broadcast Arts	1
<b>TOTAL:</b>	<b>5</b>

E. Outreach Activities—the following are the long term menu options implemented between June 1, 2008 and May 31, 2009 including a brief description of each:

A. **COLLEGE INTERNSHIP PROGRAM:** We had three [3] internships during this reporting season. The first was a non-paid externship program open to students from the Specs Howard School of Broadcast Arts. The program was developed in partnership with the school for students who have graduated from their program, but may have limited or no hands on experience. A training program was established and students worked in our News Department one served as a news writer; and the other as a news/commercial videographer. We assisted students in preparing their portfolios along with letters of recommendation. This is a new program to go along with our station's new news franchise. **A1.** The second program is a summer internship for students who will earn college credit and is designed for those interested in gaining exposure and experience in the broadcast industry. We currently offer internship positions in Sales Marketing, Research, Production, Public Affairs, News and Graphic Arts. The intern worked in the Production/Public Affairs area in a program developed with a specific skill set to enhance the student's knowledge base and make him job ready. This internship was also supported by a stipend.

B. **CAREERS IN BROADCASTING:** This program is designed to inform and educate students on the various careers available in broadcasting. Our station's PA Director/Internship Coordinator also serves as Education Coordinator for our states' National Academy of Television Arts & Sciences - in partnership with Madonna University & MAB presented 2 workshops on non-traditional careers to the students. This program also included instruction on how to write/develop a PSA, info on the

scholarship program, lunch and conversations with other metro Detroit producers, writers, engineers, directors. Information was also presented via Power point, video, career booklets. Q&A followed and 1:1 time was provided for students with professionals. One event was held in winter at Madonna University, the other in Fall in a community college. **B1.** PA Director/Internship Coordinator participated in MAB's Career Day event and was guest lecturer on producing/writing/story development/voice talent at the Center for Creative Arts [local college] on 4 separate dates. It's an opportunity for the station to share our expertise & find qualified candidates for our summer internship program. Account Executive made five [5] presentations during Career Day at a local school.

C. A copy of this Public File Report is posted on our website, <http://www.tv20detroit.com>