

2021 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): **June 1, 2020** through **May 31, 2021**
Stations comprising the reporting Station Employment Unit: WDCQ-TV

I. Full-time vacancy filled during period

1. Broadcast IT Engineer (11/23/2020) - Hiree referred by [Indeed]
2. Broadcast Pledge Coordinator (3/1/2021) - Hiree referred by [Delta College Web Site]
3. Station Engagement Coordinator (5/10/2021) - Hiree referred by [Indeed]

II. Recruitment or referral sources ("source") used to seek candidates for vacancies should they occur.

All sources were used for each vacancy: Delta College Internet; Mlive.com; three (3) local newspapers (Midland Daly News, Saginaw News, Bay City Times), Michigan Association of Broadcasting Jobs web site, Indeed.com.

- careerarc: <https://www.careerarc.com/> - Contact: Jessica DaSilva jdasilva@careerarc.com (Facebook, LinkedIn, Twitter)
- HERConnect: <https://member.hercjobs.org/recruitment/jobs/jobs-distribution> - Contact: Maranda Holtsclaw, mholtscl@msu.edu
- Higher Ed: <https://www.higheredjobs.com/Default.cfm> - Contact: Kevin Varner, kevinv@higheredjobs.com
- Pure Michigan Talent Connect: <https://jobs.mitalent.org/> Contact: Customer Contact Center, phone: 1-888-522-0103.

III. Total number of persons interviewed for the full-time vacancy filled during period:

1. Broadcast IT Engineer - 4 Interviewed; 2 (Indeed), 1 (Delta Website), 1 (LinkedIn)
2. Broadcasting Pledge Coordinator - 4 Interviewed; 3 (Delta Website), 1(Family member referred)
3. Station Engagement Coordinator - 3 Interviewed; 1 (Indeed), 2 (Delta Website)
 - <https://delta.peopleadmin.com/>
 - <http://www.linkedin.com/>
 - <https://www.indeed.com/>

IV. Total number of interviewees for all full-time vacancy filled during period per source: 11 Candidates Interviewed:

- Indeed.com – 3 interviewees
- Delta Website – 6 interviewees
- LinkedIn – 1 interviewee
- Family member referral – 1 interviewee

V. Outreach Activities during period

Please note: WDCQ-TV in Bad Axe, MI is located in a smaller market (outside of metropolitan areas of 250,000 population or more) and therefore is required to engage in 2 initiatives during each 2 year period pursuant to 47 CFR 73.2080(c)(2).

(1) **Job Fairs:**

- Due to the Covid Pandemic, Delta College did not participate in any job fairs.

(2) **Delta College's Electronic Media/Broadcasting ("EMB") course program:**

- EMB provides students with a broad range of traditional classroom, laboratory, and real life hands-on learning opportunities, which can lead to broadcast internships and future broadcast job opportunities.

(a) **EMB course curriculum in conjunction with WDCQ-TV:**

The EMB curriculum is designed to provide well balanced instruction in the fields of broadcasting and multimedia production. Beginning with an exploration of the history of radio and television, students then study audio and video production, through which they gain hands-on experience in laboratory and real time operating conditions. The program then concentrates on the growing and ever-changing fields of digital media productions and their practical applications. Students utilize TV production studios and computer labs to produce individual and group productions.

(b) **EMB internship and practicum program in conjunction with WDCQ-TV**

The EMB program offers students a chance to acquire professional experience through internships with commercial Radio and TV stations and practicum credit through the College's PBS station, WDCQ-TV. Students participate during the academic year in the producing and production of a weekly prime time public affairs program, The Follow-Up. Students also earn credit toward graduation producing their own monthly program, individual news and/or mini-documentary segments, and the annual Delta College Commencement program on WDCQ-TV. All students in the EMB program are invited to participate as crew members during WDCQ's membership drives and other locally produced programs. Several broadcasting students in the Electronic Media program participate in WDCQ productions each academic year.