

# 2023 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): **June 1, 2022** through **May 31, 2023**  
Stations comprising the reporting Station Employment Unit: WDCQ-TV

## I. **Full-time vacancy filled during period**

Broadcast IT Engineer (3/29/2023)

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

Generic Sources: Delta College Internet; Mlive.com; three (3) local newspapers, Michigan Association of Broadcasting Jobs web site.

- careerarc: <https://www.careerarc.com/> - Contact: Jessica DaSilva [jdasilva@careerarc.com](mailto:jdasilva@careerarc.com) (Facebook, LinkedIn, Twitter)
- HERConnect: <https://member.hercjobs.org/recruitment/jobs/jobs-distribution> - Contact: Maranda Holtsclaw, [mholtscl@msu.edu](mailto:mholtscl@msu.edu)
- Higher Ed: <https://www.higheredjobs.com/Default.cfm> - Contact: Kevin Varner, [kevinv@higheredjobs.com](mailto: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:**

- Broadcast IT Engineer – 4 Interviewed; 3 (Delta Website), 1 (Indeed)

## IV. **Total number of interviewees for all full-time vacancy filled during period per source:** **(4 Candidates Interviewed)**

## V. **Outreach Activities during period**

*Please note:* WDQC-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:**

- Great Lakes Bay Job Fair – Delta College, University Center, MI – June 9, 2022
- MAB Media Career Fair at the Great Lakes Broadcast & Sports Media Academy - Ford Field, Detroit, MI – December 7, 2022
- 2023 BCA Career Fair – Central Michigan University, Mt. Pleasant, MI – February 24, 2023

### (2) **Establishment of Internship Program:**

#### • **WDCQ-TV internship and practicum 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 year.

Dates: 9/1/2022 – 5/1/2023

Station Personnel Involved:

Delta College Public Media Program Manager, TV Operations Producer, TV Producer Director (2), FM Production Coordinator, FM Content Producer.

(3) **Participation in programs with educational institutions relating to career opportunities in broadcasting:**

- **Delta College's Electronic Media/Broadcasting 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.

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.

Dates: 9/1/2022 – 5/1/2023

Station Personnel Involved:

Delta College Public Media Program Manager, TV Operations Producer, TV Producer Director (2), FM Production Coordinator, FM Content Producer.