

**WJR (AM), WDVD (FM) & WDRQ (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2015 - May 31, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer-Detroit Lions	1-2, 4-5,11,13-20,26-30,34-35,37,53	2
Major Market Promotions-WDRQ/WDVD	1-2,4-5,11,13-20, 26-30,34-35, 37	37
Account Executive-WJR	2,4, 37, 47-49,51	2
Account Executive-WJR	2, 4, 37, 47-49, 51	2
Account Executive-WDRQ	2, 4, 37, 47-49,51	37
Account Executive-WDRQ	2, 4, 37, 47-49, 51	37
Sales Assistant-WDRQ/WDVD	1-2, 4-5, 11, 13-14, 20, 26-30, 34-35, 37, 53	1
Receptionist/Continuity	1-2, 4-5, 11, 13-20, 26-30, 34-35, 37	4
Traffic Manager-WJR	1-2, 4-5, 11, 13-20, 26-30, 34-35, 37	4
Morning On Air Talent-WDRQ	1-2, 4-5, 11, 13-20, 26-30, 34-35, 37	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<b>Internal Transfer/Promotion</b>	N	5
2	<b>Cumulus Job Board</b> www.cumulus.hrmdirect.com (wjv.com, 963wdvd.com, nashfm931.com - links to Cumulus.com/Careers-same job board)	N	25
3	<b>SEU Open House</b> (N/A this reporting period)	N	0
4	<b>Indeed Website</b> www.indeed.com	N	7
5	<b>All Access Website</b> Email: pcolbert@allaccess.com www.allaccess.com	N	0
6	<b>SEU Facebook Pages</b> <a href="http://www.facebook.com/963WDVD">http://www.facebook.com/963WDVD</a> <a href="http://www.facebook.com/nashfm931">http://www.facebook.com/nashfm931</a> <a href="http://www.facebook.com/newstalk760wjv">http://www.facebook.com/newstalk760wjv</a>	N	0
7	<b>Craigslist</b> <a href="http://detroit.craigslist.org/">http://detroit.craigslist.org/</a>	N	0
8	<b>CareerBuilder Website</b> www.careerbuilder.com	N	0
9	<b>Detroit Urban League</b> Fax: 313-822-3222 www.detroiturbanleague.org	N	0
10	<b>Detroit NAACP</b> Fax: 313-835-9673 www.detroitnaacp.org	N	0
11	<b>Michigan Association of Broadcasters</b> Email: jobbank@michmab.com www.michmab.com	N	0
12	<b>Association for Women in Communications – Detroit Chapter</b> Email: info@womcomdetroit.org	N	0
13	<b>Wayne State University</b> Email: Kimberly.streeter@wayne.edu	N	0
14	<b>Eastern Michigan University</b> Email: mary.jones@emich.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
15	<b>Michigan State University</b> Email: jaques@msu.edu	N	0
16	<b>Central Michigan University</b> Email: careers@cmich.edu	N	0
17	<b>Specs Howard School of Media Arts</b> Email: kscollins@specshoward.edu	N	0
18	<b>University of Michigan Dearborn</b> Email: kcordon@umd.umich.edu	N	0
19	<b>Davenport University</b> Email: warren.cs@davenport.edu	N	0
20	<b>Walsh College</b> Email: careerservices@walshcollege.edu	N	0
21	<b>Detroit Business Institute</b> Fax: 248-552-7300	N	0
22	<b>Society of St. Vincent de Paul</b> Email: alove-berkley@svdpdet.org	N	0
23	<b>YWCA of Detroit</b> Phone: 313-259-7701	N	0
24	<b>Michigan Talent Bank</b> michworks.org	N	0
25	<b>Association of Hispanic Journalists</b> Fax: 202-662-7144	N	0
26	<b>Madonna University</b> Email: ikroeger@madonna.edu	N	0
27	<b>Monroe County Community College</b> Email: workforce@monroecc.edu	N	0
28	<b>Schoolcraft College</b> Email: kcox@schoolcraft.edu	N	0
29	<b>University of Phoenix</b> Email: karyn.goit@phoenix.edu	N	0
30	<b>Washtenaw Community College</b> Email: dwildfon@wccnet.edu	N	0
31	<b>Southfield Career Center</b> Fax: 248-945-5115	N	0
32	<b>Dorsey Staffing</b> Fax: 248-585-1195	N	0
33	<b>New Lawton School</b> Fax: 248-569-6974	N	0
34	<b>Adrian College</b> Email: careerplanning@adrian.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
35	<b>Albion College</b> Email: careers@albion.edu	N	0
36	<b>Baker College</b> Fax: 313-425-3777	N	0
37	<b>Word-of-Mouth Referral</b>	N	21
38	<b>On-Air Announcements</b> (one or more SEU stations)	N	0
39	<b>TV and Radio Jobs Website</b> (Online classifieds) www.tvandradiojobs.com	N	0
40	<b>Macomb Community College</b> www.experience.com/emp/login	N	0
41	<b>Oakland Community College</b> www.oaklandcc.hiretouch.com/	N	0
42	<b>Oakland University</b> www.oucareerlink.com	N	0
43	<b>Job Fair Giant Website</b> www.jobfairgiant.com	N	0
44	<b>Linked In Website</b> www.linkedin.com	N	0
45	<b>Job Spider Website</b> www.jobspider.com	N	0
46	<b>Lucky Dog Jobs Website</b> www.luckydogs.com	N	0
47	<b>Simply Hired Website</b> www.simplyhired.com	N	0
48	<b>Glass Door Website</b> www.glassdoor.com	N	0
49	<b>Inside Radio Classifieds</b> Fax: 877-270-3998	N	0
50	<b>RAMP.com</b> Email: kcarter@mydamnchannel.com	N	0
51	<b>Link Up Website</b> www.linkup.com	N	0
52	<b>Jewish News</b> www.the.jewishnews.com, 800-542-8733	N	0
53	<b>Internal Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>58</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program	<p>Our SEU hosts an on-going and robust internship program. During this reporting period, our SEU hosted twenty (31) student interns from the following schools: Specs Howard School of Broadcast Arts (13), Michigan State (1), University of Michigan-Dearborn (5), Oakland University (7), Albion (1), Oakland Community College (1), Central Michigan University (1), Rochester College (1) and Wayne State (1) as follows:</p> <p>17 interns in the WDVD Programming department under the supervision of our On-Air Talent;</p> <p>10 interns in the WJR Programming department under the supervision of our Producers;</p> <p>3 interns in the WDVD/WDRQ Promotions department under the supervision of our Promotions Director.</p> <p>6 Interns were hired as part-time promotions assistants during this reporting period.</p> <p>Two employees attended the Spec Howard Internship Fair on March 11, 2016. The employee's positions are Asst. Promotions Director and Producer. They do not have hiring authority.</p>
2	Job Bank Participation	<p>All full-time openings are posted on the Michigan Association of Broadcasters Job Bank via email <a href="mailto:jobbank@michmab.com">jobbank@michmab.com</a>; recruitment source 11 and the Cumulus Job Board recruitment source 2.</p>