

**WJR (AM), WDVD (FM) & WDRQ (FM)
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017**

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
Promotions Manager-WDRQ/WDVD	1-2,4-5,11,13-20, 26-30,34-35, 37	37
Account Executive-WJR	2,4, 37, 47-49.51	37
Account Executive-WDVD	2, 4, 37, 47-49,51	37
Broadcast IT & Engineer	1-2, 4-5, 11, 13-14, 20, 26-30, 34-35, 37, 53	2
On Air Talent/Talk Host-WJR	37	37

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Internal Transfer/Promotion	N	0
2	Cumulus Job Board www.cumulus.hrmdirect.com (wjr.com, 963wdvd.com, nashfm931.com - links to Cumulus.com/Careers-same job board)	N	7
3	SEU Open House (N/A this reporting period)	N	0
4	Indeed Website www.indeed.com	N	4
5	All Access Website Email: pcolbert@allaccess.com www.allaccess.com	N	0
6	SEU Facebook Pages http://www.facebook.com/963WDVD http://www.facebook.com/nashfm931 http://www.facebook.com/newstalk760wjr	N	0
7	Craigslist http://detroit.craigslist.org/	N	0
8	CareerBuilder Website www.careerbuilder.com	N	0
9	Detroit Urban League Fax: 313-822-3222 www.detroiturbanleague.org	N	0
10	Detroit NAACP Fax: 313-835-9673 www.detroitnaacp.org	N	0
11	Michigan Association of Broadcasters Email: jobbank@michmab.com www.michmab.com	N	0
12	Association for Women in Communications – Detroit Chapter Email: info@womcomdetroit.org	N	0
13	Wayne State University Email: Kimberly.streeter@wayne.edu	N	0
14	Eastern Michigan University Email: mary.jones@emich.edu	N	0

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
36	Baker College Fax: 313-425-3777	N	0
37	Word-of-Mouth Referral	N	16
38	On-Air Announcements (<i>n/a this reporting period - one or more SEU stations</i>)	N	0
39	TV and Radio Jobs Website (<i>Online classifieds</i>) www.tvandradiojobs.com	N	0
40	Macomb Community College www.experience.com/emp/login	N	0
41	Oakland Community College www.oaklandcc.hiretouch.com/	N	0
42	Oakland University www.oucareerlink.com	N	0
43	Job Fair Giant Website www.jobfairgiant.com	N	0
44	Linked In Website www.linkedin.com	N	0
45	Job Spider Website www.jobspider.com	N	0
46	Lucky Dog Jobs Website www.luckydogs.com	N	0
47	Simply Hired Website www.simplyhired.com	N	0
48	Glass Door Website www.glassdoor.com	N	0
49	Inside Radio Classifieds Fax: 877-270-3998	N	0
50	RAMP.com Email: kcarter@mydamnchannel.com	N	0
51	Link Up Website www.linkup.com	N	0
52	Jewish News www.the.jewishnews.com, 800-542-8733	N	0
53	Internal Posting	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts an on-going and robust internship program. During this reporting period, our SEU hosted twenty-six (26) student interns from the following schools: Specs Howard School of Broadcast Arts (13), Michigan State (2), University of Michigan-Dearborn (2), Oakland University (4), Lynn University (1), Central Michigan University (2), University of Dayton (1) and Washtenaw Community (1) as follows:</p> <p>16 interns in the WDVD/WDRQ Programming department under the supervision of our On-Air Talent;</p> <p>4 interns in the WJR Programming department under the supervision of our Producers;</p> <p>6 interns in the WDVD/WDRQ Promotions department under the supervision of our Promotions Director. Four of these interns were hired as part-time promotions assistants during this reporting period.</p>
2	Job Bank Participation	<p>Our SEU is a member of the Michigan Associate of Broadcasters (MAB). All full-time openings are posted on MAB Job Bank; recruitment source 11. The SEU's air up to 26 PSA's every week for the MAB on behalf of Michigan non-profit charitable organizations. The MAB provides "guidance which enables members to serve their communities of License in a manner, which meets or exceeds the spirit and in-light of FCC rules through education, representation and advocacy".</p>
3	Co-Sponsor Career Fair	<p>SEU ran PSA's to promote MABF Broadcast Media Career & Networking Fair at GLBC which was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. Our Chief Engineer participated in the event held in Lansing, MI on March 8, 2017. In addition, he attended seminars at the Great Lakes Broadcasting Conference (GLBC) on Network Security for Radio and IP Workflow.</p>

4	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, VP/Director of Sales, General Sales Manager, Operations Director, Program Director and Business Manager were active attendees in that seminar.