

**WWW-FM, WQKL-FM, WTKA-AM, WLBY-AM
EEO PUBLIC FILE REPORT**

June 1, 2017 - May 31, 2018

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 Posting/Transfer/Promotion	N	0
2	Station Website Postings: (www.com, wqkl.com, wtka.com, wlby.com- link to Cumulus.com)	N	0
3	SEU Open House	N	0
4	Ann Arbor Area Chamber of Commerce (734) 665-4433 Contact: Katie Jones katie@a2ychamber.org	N	0
5	Referral	N	0
6	All Access Website pcolbert@allaccess.com www.allaccess.com	N	0
7	SEU Facebook Pages www.facebook.com/www www.facebook.com/annarbors107one www.facebook.com/sportstalk1050wtka www.facebook.com/annarbortalkradio1290wlby	N	0
8	MLive – Ann Arbor News www.mlive.com – Job Bank	N	0
9	CareerBuilder Website www.careerbuilder.com	N	0
10	Detroit Urban League Fax: 313 822-3222 www.detroiturbanleague.org	N	0
11	Detroit NAACP Fax: 313 835-9673 www.detroitnaacp.org	N	0
12	Michigan Association of Broadcasters jobbank@michmab.com www.michmab.com	N	0
13	Association for Women in Communications Detroit Chapter info@womcomdetroit.org	N	0
14	Wayne State University Kimberly.streeter@wayne.edu	N	0
15	Eastern Michigan University Mary.jones@emich.edu	N	0
16	Michigan State University jaques@msu.edu	N	0
17	Central Michigan University careers@umich.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Specs Howard School of Media Arts kscollins@specshoward.edu	N	0
19	University of Michigan Dearborn kcordon@umd.umnich.edu	N	0
20	Davenport University Warren.cs@davenport.edu	N	0
21	Walsh College careerservices@walshcollege.edu	N	0
22	Detroit Business Institute Fax: 248 552-7300	N	0
23	Michigan Talent Bank Michworks.org	N	0
24	Association of Hispanic Journalists Fax: 202 662-7144	N	0
25	Madonna University ikroeger@madonna.edu	N	0
26	Monroe County Community College workforce@monroeccc.edu	N	0
27	Schoolcraft College kcox@schoolcraft.edu	N	0
28	University of Detroit – Mercy Placement Services Fax: 313 993-1029	N	0
29	Washtenaw Community College kcox@schoolcraft.edu	N	0
30	Adrian College careerplanning@adrian.edu	N	0
31	Albion College Careers.albion.edu	N	0
32	Bakers College 313 425-3777	N	0
33	Oakland Community College (OCC) 248 522-3400 Oaklandcc.edu/placement	N	0
34	Oakland University 248 370-3250 Fax: 248 370-4602 Oaklandrecruiting.com	N	0
35	Linked In Website linkedin.com	N	0
36	TV and Radio Jobs Website (<i>online classifieds</i>) www.tvandradiojobs.com	N	0
37	Inside Radio Classifieds Fax: 877 270-3998	N	0
38	Indeed Website www.indeed.com	N	0
39	Cumulus Media Website www.cumulus.com/careers	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Simply Hired www.simplyhired.com	N	0
41	Jewish News www.thejewishnews.com	N	0
42	Zip Recruiter www.ziprecruiter.com/post-a-job.com	N	0
43	On-Air Announcements	N	0
44	WALK IN	N	0
45	Glass Door www.glassdoor.com	N	0
46	Link Up www.linkup.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship	<p>The SEU maintains an active internship program for college and university students. The past year, students from but not limited to University of Michigan-Dearborn, Eastern Michigan University, Washtenaw Community College, Western Michigan University, Ferris State College and Harding University have enrolled in our program. Under the leadership of Madison Rally – Promotions Director/Morning On-Air Host for the Ann Arbor Market (WWW-FM, WQKL-FM, WTKA-AM & WLBY-AM) students learn skills involved in Marketing, Sales and Business operations while job shadowing regular employees. This allows the Intern a well-rounded experience that can be used in multiple employment opportunities.</p>
2	In-House Training Programs	<p>Cumulus Ann Arbor has a staged training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. Entry level promotions assistants are training consistently on items not related to promotions activity, including radio station board operations, production, and technical to provide understanding and advancement into openings, as available, in other departments.</p>
3	Mentoring Program	<p>As internships are completed, by department, high performing interns that have learned and earned credits in their field are offered the opportunity to become part-time paid employees in their area of study with an assigned Department Head Manager to further develop their skills and prepare each for further opportunities in the market or with the company as these opening become available. Three of our student interns were hired as part-time employees during this term.</p>
4	Management Personnel Training	<p>Our SEU participates in ongoing training seminars, 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, Sales Manager and Business Manager were active attendees in that seminar.</p>
5	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 12. The SEU’s air up to 20 PSA’s each week – per station, 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>

6 Company Recruitment Referral Program	SEU provides a monetary referral bonus to any employee who refers a candidate for an open, full-time position and is ultimately hired as a result of that referral. Referrals may be for any permanent, full-time position across any department or location, but must be identified at the outset of the hiring process. Referrals should be made via the Cumulus Talent Network portal of Workday.
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