

WWW(FM), WQKL(FM), WTKA(AM) and WLBY(AM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020

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
Business Manager	1-4, 9-11, 14-17, 20-34, 40-43, 46	46

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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 Posting	N	2
2	Cumulus Job Board www.cumulus.hrdirect.com (www.com, wqkl.com, wtka.com, wlby.com- links to Cumulus.com/Careers-same job board)	N	0
3	SEU Open House (N/A this reporting period)	N	0
4	Indeed Website www.indeed.com	N	0
5	All Access Website Email: pcolbert@allaccess.com www.allaccess.com	N	0
6	SEU Facebook Pages www.facebook.com/www www.facebook.com/annarbors107one www.facebook.com/sportstalk1050wtka www.facebook.com/annarbortalkradio1290wlby	N	0
7	Craigslist http://annarbor.craigslist.org/	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Michigan Association of Broadcasters Email: jobbank@michmab.com www.michmab.com	N	0
13	Association for Women in Communications Detroit Chapter Email: info@womcomdetroit.org	N	0
14	Wayne State University Email: Kimberly.streeter@wayne.edu	N	0
15	Eastern Michigan University Email: Mary.jones@emich.edu	N	0
16	Michigan State University Email: jaques@msu.edu	N	0
17	Central Michigan University Email: careers@umich.edu	N	0
18	Specs Howard School of Media Arts Email: kburns@specshoward.edu	N	0
19	University of Michigan Dearborn Email: kcordon@umd.umnich.edu	N	0
20	Davenport University Email: Warren.cs@davenport.edu	N	0
21	Walsh College Email: careerservices@walshcollege.edu	N	0
22	Detroit Business Institute Fax: 248 552-7300	N	0
23	Michigan Talent Bank www.michworks.org	N	0
24	Association of Hispanic Journalists Fax: 202 662-7144	N	0
25	Madonna University Email: ikroeger@madonna.edu	N	0
26	Monroe County Community College Email: workforce@monroeccc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Schoolcraft College Email: kcox@schoolcraft.edu	N	0
28	University of Phoenix Email: karyn.goit@phoenix.edu	N	0
29	Washtenaw Community College Email: dwildfon@wccnet.edu	N	0
30	Adrian College Email: careerplanning@adrian.edu	N	0
31	Albion College Email: Careers.albion.edu	N	0
32	Bakers College Fax: 313 425-3777	N	0
33	Oakland Community College (OCC) www.oaklandcc.hiretouch.com	N	0
34	Oakland University www.oucareerlink.com	N	0
35	Linked In Website www.linkedin.com	N	0
36	TV and Radio Jobs Website (online classifieds) www.tvandradiojobs.com	N	0
37	Inside Radio Classifieds Fax: 877 270-3998	N	0
38	Ann Arbor Area Chamber of Commerce Email:katie@a2ychamber.org	N	0
39	RAMP.COM Email: kcarter@mydamnchannel.com	N	0
40	Monster.com www.monster.com	N	0
41	Jewish News www.thejewishnews.com	N	0
42	Zip Recruiter www.ziprecruiter.com/post-a-job.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Glass Door www.glassdoor.com	N	0
44	Link Up www.linkup.com	N	0
45	University of Detroit – Mercy Placement Services Fax: 313 993-1029	N	0
46	Referral	N	1
47	On-Air Announcements	N	0
48	Walk/Self-Referral	N	0
49	Internal Transfer/Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in and Media Sponsor of Career/ Internship Fair	On September 10, 2019, our SEU participated in and was a media sponsor of the Washtenaw Community College Career Fair, which took place on its campus in Ypsilanti, Michigan. Our Sales Manager, Promotions Director, and Air-Talent attended this event, which attracted 50+ potential employers, and talked with interested students and other attendees about career opportunities in broadcasting, job openings within our SEU, and our internship programs. All of our stations pre-promoted this event and, on the day of the Fair, conducted a live, on-site broadcast, interviewing employers and highlighting hiring opportunities.
2	Participate in event/program for on behalf of an educational institution relating to careers in broadcasting	On October 17, 2019, our Market Manager was welcomed as a guest speaker to address the Radio/Broadcasting/Mass Communication class at Concordia University in Ann Arbor, Michigan. He spoke with the class about career opportunities in broadcasting and the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry. He also shared information about the SEU's job openings and internship programs.
3	Participate in event/program for on behalf of an educational institution relating to careers in broadcasting	On February 18, 2020, our Promotions Director and Creative Services Director addressed a broadcast media arts class at Washtenaw Community College about career opportunities in broadcasting and the education/skill sets necessary for success in the radio business. He also shared information about the SEU's job openings and internship programs.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program, Summer 2019	<p>Between June, 2019 and August 2019, our SEU hosted five (5) student interns as follows:</p> <ul style="list-style-type: none"> ▪ Two (2) from Washtenaw Community College; ▪ One (1) from University of Michigan Ann Arbor; ▪ One (1) from Butler University; ▪ One (1) from Columbia College. <p>These interns were supervised by our Market Manager, Programming Directors, and Promotions Director and received consistent instruction in the areas of broadcasting. Learning programs included; Promotions, Marketing, Production, Board Operations, and advertising by working closely with personnel in each department. The students were also able to seek career advice from station management/hiring personnel.</p>
5	Internship Program, Fall 2019	<p>Between September, 2019 and December 2019, our SEU hosted one (1) from Washtenaw Community College. This intern was supervised by our Market Manager, Programming Directors, and Promotions Director, and received consistent instruction in the areas of broadcasting. Learning programs included; Promotions, Marketing, Production, Board Operations, and advertising by working closely with personnel in each department. This intern was also able to seek career advice from station management/hiring personnel.</p>