WLBY(AM), WQKL(FM), WWWW-FM, WTKA(AM)
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022

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
No Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, *Conversations of Race & Allyship in the Workplace*. During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, "Harassment Prevention." The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled "Working Well With Others," which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, *Managing Unconscious Bias*. This session focused on managing teams without a bias.
5	Internship Program, Fall 2021	Between August 2021 and December 2021, our SEU hosted three (3) student interns as follows: ▪ One (1) from Washtenaw Community College; ▪ One (1) from Concordia University of Ann Arbor; ▪ One (1) from Wayne State University. 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.
6	Participate in and Media Sponsor of Career/ Internship Fair	On October 1, 2021, our SEU participated in and was a media sponsor of the Washtenaw Community College Career Fair, which took place both on its campus in Ypsilanti, Michigan and through a virtual portal. Our Market Manager, Promotions Director, and Creative Director attended this event, which attracted 60+ 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, a live on-site broadcast was conducted, interviewing employers and highlighting hiring opportunities. At this time, our representatives also shared information about the SEU's job openings and internship programs.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in event/program for on behalf of an educational institution relating to careers in broadcasting	On October 6, 2021, our Program Director and Promotions Director addressed the Broadcast Media Arts and Liberal Arts class at Washtenaw Community College, during which they talked about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business. At this time, they also shared information about the SEU's job openings and internship programs.
8	Participate in event/program for on behalf of an educational institution relating to careers in broadcasting	On March 3, 2022, our SEU's Promotions Director and Air Talent addressed the Broadcast Media Arts and Liberal Arts class at Washtenaw Community College, during which they talked about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business. At this time, they also shared information about the SEU's job openings and internship programs.
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.