

WDZZ-FM, WFBE(FM), WTRX(AM), WWCK(AM) & WWCK-FM
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021

I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRS�”) FOR RECRUITMENT SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	6, 12-14, 16, 20, 22, 29, 33, 36, 44	6

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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	All Access Forum Job Posting 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310.457.6616 P 313.457.8058 F http://www.allaccess.com/forum/viewforum.php?f=10	No	0
2	American Indian Services, Inc. 1110 Southfield Road Lincoln Park, MI 48146 313.388.4100 P 313.388.6566 F	No	0
3	Baker College 1050 W Bristol Road Flint, MI 48507 810.766.7600 P https://baker-csm.symplicity.com/employers/	No	0
4	Central Michigan University Broadcast and Cinematic Arts Department 340 Moore Hall Mt Pleasant, MI 48859 989.774.3851 P 989.774.2426 F https://cmich.experience.com/emp/login	No	0
5	Creative Jobs Central 222 East 34th Street New York, NY 10016 732.996.3224 P http://www.creativejobscentral.com/employer/login.php	No	0
6	Cumulus Careers Website www.cumulusmedia.jobs.net	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Delta College 1961 Delta Road University Center, MI 48710 989.686.9077 P 989.686.1395 F https://myinterfase.com/deltacollege/employer/home.aspx	No	0
8	Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197 734.487.0400 P 734.487.0940 F http://www.emich.edu/uacdc/	No	0
9	Facebook www.facebook.com	No	0
10	Ferris State University 410 Oak Street Alumni Building 113 Big Rapids, MI 49307 231.591.2340 P https://ferris-csm.symplicity.com/employers/	No	0
11	Glassdoor www.glassdoor.com	No	0
12	Grand Valley State University 290 Lake Superior Hall Allendale, MI 49401 616.331.3311 P 616.331.2070 F https://www.myinterfase.com/gvsu/employer/	No	0
13	Indeed http://www.indeed.com/	No	1
14	Internal Transfer/Promotion	No	0
15	<i>Intentionally Omitted</i>	<i>n/a</i>	<i>n/a</i>
16	Kettering University 1700 University Avenue Flint, MI 48504 810.762.9500 P https://www.myinterfase.com/kettering/employer/	No	0
17	LinkUp www.linkup.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Macomb Community College 14500 E. 12 Mile Road Warren, MI 48088 586.445.7999 P https://www.myinterfase.com/macomb/employer/	No	0
19	Michigan Association of Broadcasters 819 N Washington Avenue Lansing, MI 48906 517.484.7444 P 517.484.5810 F http://www.michmab.com/Careers/JobBank/SubmitaJobOpeningtotheMABJobBank	No	0
20	Michigan Back to Work http://www.michiganbacktowork.com/index.php	No	0
21	Michigan State University 290 Spartan Way East Lansing, MI 48824 517.355.9510 P 517.353.2597 F https://msu-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0	No	0
22	Mott Community College 1401 East Court Street Flint, MI 48503 810.762.5620 P 810.232.2042 F http://www.mcc.edu	No	0
23	Northern Michigan University Career Services 1401 Presque Isle Avenue Marquette, MI 49855-5301 906.227.2800 P https://www.myinterfase.com/nmu/employer/home.aspx	No	0
24	Northwood University 4000 Whiting Drive Midland, MI 48540 989.837.4335 P 989.832.9590 F http://www.northwood.edu/forms/careercenter/jobposting/	No	0
25	On-Air Announcements (<i>one or more SEU stations</i>)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Pure Michigan Talent Connect 201 N. Washington Square Lansing, MI 48913 888.522.0103 P https://jobs.mitalent.org/signin/	No	0
27	Saginaw Valley State University 7400 Bay Road University Center Saginaw, MI 48710 989.964.4954 P 989.964.2602 F https://svsu-csm.symplicity.com/employers/	No	0
28	Sienna Heights University 1247 E. Siena Heights Drive Adrian, MI 49221 800.521.0009 P http://www.openop.com/employerlogin.asp	No	0
29	SimplyHired www.simplyhired.com	No	0
30	Specs Howard School of Broadcast Arts 19900 W 9 Mile Road Southfield, MI 48075-3953 248.358.9000 P 248.746.9772 F http://www.collegecentral.com/specshoward	No	0
31	Spring Arbor University 106 E. Main Street Spring Arbor, MI 49283 800.968.0011 P https://arbor-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0	No	0
32	Station Website Postings (<i>all SEU stations</i>)	No	0
33	University of Michigan – Ann Arbor 500 S. State Street Ann Arbor, MI 48109 734.764.1817 P http://careercenter.umich.edu/topic/employers/travel-campus	No	0
34	University of Michigan – Flint 240 University Pavillion 303 E. Kearsley Street Flint, MI 48502 810.762.3250 P https://flint-umich-csm.symplicity.com/employers/	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Urban Insite Email: webmaster@urbaninsite.com	No	0
36	Urban League of Detroit & Southeastern Michigan 208 Mack Avenue Detroit, MI 48201-2418 313.832.4600 P 313.832.3222 F www.detroiturbanleague.org	No	0
37	Walk-In/Self-Referral	No	0
38	Wayne State University Career Services 1001 Faculty/Administration Building Detroit, MI 48202 313.577.3390 P https://www.myinterfase.com/wayne/employer/	No	0
39	Western Michigan University Career and Student Employment Services 1401 Ellsworth Hall Kalamazoo, MI 49008 269.387.2745 https://wmich.experience.com/emp/sblogin	No	0
40	Women in Communications Inc. Email: info@womcomdetroit.org	No	0
41	Word-of-Mouth/Cumulus Employee Referral	No	0
42	Zip Recruiter 877.252.1062 P https://www.ziprecruiter.com/login	No	0
43	SEU Job Fair (<i>see Section III</i>)	No	0
44	Monster www.monster.com	No	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 Networking Fair	On March 26, 2021, our SEU's participated in the virtual 2021 Spring University Wide Employment and Networking Fair held on the Saginaw Valley State University campus. Through the software known as Handshake; our Local Sales Manager spoke with participants about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships. Resumes were provided by interested participants.
2	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On Friday, November 20, 2020, our SEU's Programming Manager attended a virtual advisory board meeting for Specs Howard Broadcast School; Southfield, Michigan. Industry employers representing programming, promotions, and digital were invited to learn about the curriculum that Specs Howard offers and provide feedback so that the training the School provides meets the needs of the broadcasters who may eventually hire its graduates.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our SEU's Market, Operations, and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.