

WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(FM)
EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019¹

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
Account Executive	1-3, 5-6, 8-19	5
Account Executive	1-3, 5-6, 8-19	5
Sales/Promotions/Digital Support-Fulltime	1-3, 5-6, 8-19	2

¹ This Report was revised in May 2020 to address formatting and reporting issues.

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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	Station Website Postings (<i>all SEU stations</i>)	N	0
2	Internal Posting	N	2
3	On-Air Announcements (<i>all SEU stations</i>)	N	0
4	Open House (<i>see Section III</i>)	N	0
5	Word-of-Mouth Referral	N	4
6	Michigan Association of Broadcasters www.michmab.com 819 N. Washington Avenue Lansing, MI 48906-5815 517.484.7444	N	0
7	All Access www.allaccess.com 289 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616	N	0
8	Delta College 4605 Webber Street Saginaw, MI 48601 989.752.7500	N	0
9	Northwood University 4000 Whiting Drive Midland, MI 48640-2398 989.837.4200	N	0
10	Saginaw Valley State University 7400 Bay Road University Center, MI 48710 989.964.4000	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Specs Howard School of Media Arts Contact: Brent Carey 19900 W. Nine Mile Road Southfield, MI 48075 248.358.9000	N	0
12	ZipRecruiter (www.ziprecruiter.com)	N	0
13	Glass Door (www.glassdoor.com)	N	0
14	Link Up (www.linkup.com)	N	0
15	Indeed (www.indeed.com)	N	0
16	Facebook (www.facebook.com)	N	0
17	SEU Job Fairs (<i>see Section III</i>)	N	0
18	Cumulus Job Board (www.cumulus.hrmdirect.com)	N	5
19	Monster (www.monster.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Business Expo	On October 12, 2018, our Station Employment Unit (“SEU”) participated in the Networking Night held on the campus of Saginaw Valley State University. An SEU representative spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Operations Manager.
2	Participate in Career Fair	On October 24, 2018, our SEU participated in the University of Michigan–Flint Career Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Local Sales Manager and Promotions Director.
3	Participate in Career Fair	On November 30, 2018, our SEU participated in the NAACP Community Empowerment Career and Health Fair, which took place at Mott Community College (RTC Building) in Flint, Michigan. An SEU representative spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Digital Sales Manager.
4	Participate in Career Fair	On January 30, 2019, our SEU participated in the Saginaw Valley State University Internship Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Promotions Director and Operations Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Career Fair	On March 29, 2019, our SEU participated in the 2019 Spring University Wide Employment and Networking Fair held on the Saginaw Valley State University campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Sales Manager, Market Manager and Promotions Director.
6	Internship Program	During the Winter semester (January-March 2019) of this reporting period, our SEU hosted one student intern from Saginaw Valley State University. This intern was supervised by our Promotions and Program Directors and learned about promotions, marketing, advertising and programming by both working closely with SEU personnel and assisting with Station events and promotions. This student was also able to seek career advice from station personnel.
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of this tutorial.