

WRJW(AM), WLAV-FM, WHTS(FM), WTNR(FM), WKLQ(FM)
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
Chief Engineer	1-8, 10-11, 13-14, 18-22	1
Sales Assistant	1-8, 10-11, 13-16, 18-22	15
Account Executive	1-8, 10-14, 16, 18-22	1
Account Executive	1-8, 10-14, 16, 18-22	1
Account Executive	1-8, 10-16, 18-22	15
Account Executive	1-8, 10-14, 16, 18-22	1
Account Executive	1-8, 10-14, 16, 18-22	12

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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	Word-of-Mouth Referral	No	7
2	Womens Resource Center Contact: Marcia Van Poolen 678 Front Street, Suite 180 Grand Rapids, MI 49504	No	0
3	Hispanic Center of West Michigan Contact: Salvatore Lopez 1204 Grandville Ave SW Grand Rapids, MI 49503	No	0
4	Hispanic Ministries Community Bulletin Board 671 Davis Ave NW Grand Rapids, MI 49504	No	0
5	Grand Rapids Urban League Placement Office 745 Eastern Ave SE Grand Rapids, MI 49503	No	0
6	Michigan Employment Security Commission Job Orders PO Box 169 Grand Rapids, MI 49501	No	0
7	Job Corps of Grand Rapids Placement Office 110 Hall Street SE Grand Rapids, MI 49507	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Calvary Church Contact: Regina Scovill 777 E Beltline NE Grand Rapids, MI 49525	No	0
9	Specs Howard School of Media Arts Placement Office 19900 W 9 Mile Road Southfield, MI 48075	No	0
10	Cumulus Business Managers bm@cumulus.com	No	0
11	Michigan Association of Broadcasters www.mab.com	No	0
12	On-Air Announcements (<i>one or more SEU stations</i>)	No	17
13	Station Website Posting (<i>one or more SEU stations</i>)	No	0
14	Clear Company / Career Builder Cumulus.com/workhere	No	2
15	Internal Transfer/Promotion	No	2
16	Job Fairs (<i>see Section III</i>)	No	1
17	Walk-in/Self-Referral	No	0
18	Glass Door	No	0
19	Indeed	No	3
20	LinkUp	No	0
21	Monster	No	0
22	ZipRecruiter	No	0
23	SEU Facebook Page	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			32

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 23, 2019, our SEU participated in the 2019 Michigan Association of Broadcasters Job Fair which took place on the campus of Grand Valley State University..Our Sales Manager attended this event and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, and job openings within the SEU.
2	Participate in Job Fair	On March 4, 2020, our SEU participated in the Michigan Association of Broadcasters Foundation's 2020 Media Career Fair, held at the Lansing Center. Our Sales Manager attended this event and spoke with interested attendees about career opportunities in radio, with an empasis on sales, and job openings within the SEU.
3	Participate in Job Fair	On April 9, 2020, our SEU planned to participate in the 2020 Michigan Association of Broadcasters Fair Western Michigan University Career. Unfortunatley, this event was cancelled due to the COVID-19 pandemic.
4	Participate in event/program sponsored by a professional organization relating to career opportunities in broadcasting	On November 13, 2019, our SEU's Sales Manager was invited to speak to members of the Grand Rapids Area of Specialized Professionals about radio/media sales, the skills necessary for success as an account executive in the radio business, and the ever-increasing role technology plays in the industry.
5	Participate in event/program sponsored by a professional organization relating to career opportunities in broadcasting	On November 20, 2019, our SEU's Sales Manager was invited to speack to memembrs of the Grand Rapids Area of Specialized Professionals about radio/media sales, the skills necessary for success as an account executive in the radio business, and the ever-increasing role technology plays in the industry.