

**WDFN(AM), WDTW-FM, WJLB(FM), WKQI(FM), WMXD(FM),
WNIC(FM)**

EEO PUBLIC FILE REPORT

June 1, 2014 – May 31, 2015¹

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
Director of Urban Programming	1-3, 5-6, 11-13, 15, 17	2
APD/MD/ON-AIR TALENT	1-2, 5-7, 10-15, 17	10
RF/Studio Staff Engineer	3-7, 13, 17	4
Outside Account Executive	3, 6-7, 13, 16-17	3
Outside Account Executive	3, 6-7, 13, 16-17	16
Outside Account Executive	3, 6-7, 13, 16-17	3
Integrated Media Assistant	2, 5-8, 12-14, 17	8
Assistant Production Director	5-8, 12-14, 17	2
Sales Assistant	1-3, 5-9, 12-14, 17	2
Sales Assistant	1-3, 5-9, 12-14, 17	8

¹ This Report was revised in May 2016 to address reporting and formatting 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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 http://www.allaccess.com	No	0
2	Current Employee – Transfer/Promotion	No	3
3	Employee Referral	No	17
4	Former Employee (Rehire)	No	1
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 http://www.glassdoor.com	No	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.iheartmedia.jobs	No	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.iheartmediacareers.com	No	0
8	Indeed http://www.indeed.com	No	7
9	Job Fair (as described in Section III)	No	1
10	Non-Employee Referral	No	1
11	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 http://www.recruit.net	No	0
13	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 http://www.simplyhired.com	No	0
14	Station Website Posting (<i>one or more SEU stations</i>)	No	4
15	Unknown (<i>upon inquiry from the SEU, the interviewee was unable to adequately identify a referral source</i>)	No	4
16	Wilson HCG 400N. Ashley Drive. Ste 3000 Tampa, Florida 33602 Phone : 813-337-0195 Email : Erica.Potts@wilsonHCG.com	No	13
17	DirectEmployers.org (<i>association distributing job postings to state workforce agencies throughout the US and diversity-oriented job boards</i>)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establish Internship Program/Summer 2014	<p>Our internship program provides educational work experience to students interested in broadcasting. From June through August 2014, the following students interned at our SEU:</p> <p>1 student from Oakland University 1 student from Michigan State University 1 student from Eastern Michigan University 1 student from Bowling Green University 1 student from The University of Phoenix 1 student from Belmont University</p> <p>The students were supervised by our Morning Show Producer and exposed to all aspects of our business.</p>
2	Establish Internship Program/Fall 2014	<p>Our internship program provides educational work experience to students interested in broadcasting. From August through October 2014, the following students interned at our SEU:</p> <p>1 student from the University of Michigan, Dearborn 1 student from Macomb Community College 1 student from Oakland University 4 students from Specs Howard School of Media Arts</p> <p>The students were supervised by our Morning Show Producer and exposed to all aspects of our business.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in a Job Fair	<p>Our SEU participated in a career fair held at Wager Middle School on March 26, 2015. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. We also answered questions about our stations and broadcast careers. SEU participants included our Production Director.</p>
4	Host a Job Fair	<p>Our SEU hosted a Job Fair and Open House at our Farmington Hills location on May 13, 2015 to promote job openings at the stations. Participants could apply for jobs at our stations and learned about careers in broadcasting, including the academic credentials required to work in the field. Participants were also given a station tour. SEU participants included our General Sales Manager and VP of Sales.</p>