

WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(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
Account Executive	1-3, 5-6, 8-19	5
Account Executive	1-3, 5-6, 8-19	5

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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	0
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	2
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	0

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	3
16	Facebook (www.facebook.com)	N	0
17	Career/Internship Fairs (<i>see Section III</i>)	N	0
18	Cumulus Job Board (www.cumulus.hrmdirect.com)	N	0
19	Monster (www.monster.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Business Expo	On October 18, 2019, our Station Employment Unit 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 22, 2019, our SEU participated in the University of Michigan–Flint Career Fair held on its campus. 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.
3	Participate in Internship Fair	On January 31, 2020, 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.
4	Participate in Career Fair	On March 27, 2020, our SEU’s Market, Operations, and Sales Managers were planning to participate in the 2020 Spring University-Wide Employment and Networking Fair, held on the Saginaw Valley State University campus. Unfortunately, this event was cancelled due to the Coronavirus pandemic.