

**WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3, 5-6, 8-18	5

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
2	<b>Internal Posting</b>	N	0
3	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
4	<b>Open House</b> ( <i>see Section III</i> )	N	0
5	<b>Word-of-Mouth Referral</b>	N	1
6	<b>Michigan Association of Broadcasters</b> www.michmab.com 819 N. Washington Avenue Lansing, MI 48906-5815 517.484.7444	N	0
7	<b>All Access</b> www.allaccess.com 289 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616	N	0
8	<b>Delta College</b> 4605 Webber Street Saginaw, MI 48601 989.752.7500	N	0
9	<b>Northwood University</b> 4000 Whiting Drive Midland, MI 48640-2398 989.837.4200	N	0
10	<b>Saginaw Valley State University</b> 7400 Bay Road University Center, MI 48710 989.964.4000	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	<b>Specs Howard School of Media Arts</b> Contact: Brent Carey 19900 W. Nine Mile Road Southfield, MI 48075 248.358.9000	N	0
12	<b>ZipRecruiter:</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	0
13	<b>Glassdoor:</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
14	<b>Indeed:</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
15	<b>NAACP (Flint chapter)</b> 3455 Lippincott Blvd. Flint, MI 48507	N	0
16	<b>NAACP (Saginaw chapter)</b> 515 N Washington Ave., #400, Saginaw, MI 48607	N	0
17	<b>Job Fair(s)</b> ( <i>see Section III</i> )	N	0
18	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Career Fair	On March 26, 2021, our SEU 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 Sales Manager spoke with interested participants about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within our SEU. Resumes were provided by interested participants.
<b>2</b>	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.