

**WWW-FM, WQKL-FM, WTKA-AM, WLBY-AM
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019**

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	Internal Posting/Transfer/Promotion	N	1
2	Cumulus Job Board www.cumulus.hrdirect.com (www.com, wqkl.com, wtka.com, wlby.com- links to Cumulus.com/Careers-same job board)	N	0
3	SEU Open House (N/A this reporting period)	N	0
4	Indeed Website www.indeed.com	N	4
5	All Access Website Email: pcolbert@allaccess.com www.allaccess.com	N	0
6	SEU Facebook Pages www.facebook.com/www www.facebook.com/annarbors107one www.facebook.com/sportstalk1050wtka www.facebook.com/annarbortalkradio1290wlby	N	0
7	Craigslist http://annarbor.craigslist.org/	N	0
8	MLive – Ann Arbor News www.mlive.com – Job Bank	N	0
9	CareerBuilder Website www.careerbuilder.com	N	0
10	Detroit Urban League Fax: 313 822-3222 www.detroiturbanleague.org	N	0
11	Detroit NAACP Fax: 313 835-9673 www.detroitnaacp.org	N	0
12	Michigan Association of Broadcasters Email: jobbank@michmab.com www.michmab.com	N	0
13	Association for Women in Communications Detroit Chapter Email: info@womcomdetroit.org	N	0
14	Wayne State University Email: Kimberly.streeter@wayne.edu	N	0
15	Eastern Michigan University Email: Mary.jones@emich.edu	N	0
16	Michigan State University Email: jaques@msu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Central Michigan University Email: careers@umich.edu	N	0
18	Specs Howard School of Media Arts Email: kburns@specshoward.edu	N	0
19	University of Michigan Dearborn Email: kcordon@umd.umich.edu	N	0
20	Davenport University Email: Warren.cs@davenport.edu	N	0
21	Walsh College Email: careerservices@walshcollege.edu	N	0
22	Detroit Business Institute Fax: 248 552-7300	N	0
23	Michigan Talent Bank www.michworks.org	N	0
24	Association of Hispanic Journalists Fax: 202 662-7144	N	0
25	Madonna University Email: ikroeger@madonna.edu	N	0
26	Monroe County Community College Email: workforce@monroeccc.edu	N	0
27	Schoolcraft College Email: kcox@schoolcraft.edu	N	0
28	University of Phoenix Email: karyn.goit@phoenix.edu	N	0
29	Washtenaw Community College Email: dwildfon@wccnet.edu	N	0
30	Adrian College Email: careerplanning@adrian.edu	N	0
31	Albion College Email: Careers.albion.edu	N	0
32	Bakers College Fax: 313 425-3777	N	0
33	Oakland Community College (OCC) www.oaklandcc.hiretouch.com	N	0
34	Oakland University www.oucareerlink.com	N	0
35	Linked In Website www.linkedin.com	N	0
36	TV and Radio Jobs Website (<i>online classifieds</i>) www.tvandradijobs.com	N	0
37	Inside Radio Classifieds Fax: 877 270-3998	N	0
38	Ann Arbor Area Chamber of Commerce Email: katie@a2ychamber.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	RAMP.COM Email: kcarter@mydamnchannel.com	N	0
40	Monster.com www.monster.com	N	0
41	Jewish News www.thejewishnews.com	N	0
42	Zip Recruiter www.ziprecruiter.com/post-a-job.com	N	0
43	Glass Door www.glassdoor.com	N	0
44	Link Up www.linkup.com	N	0
45	University of Detroit – Mercy Placement Services Fax: 313 993-1029	N	0
46	Referral	N	1
47	On-Air Announcements	N	0
48	WALK IN	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship	<p>Our SEU maintains an active internship program for college and university students. During this reporting period, students from but not limited to University of Michigan-Dearborn, Eastern Michigan University, Washtenaw Community College, Western Michigan University, Ferris State College and Syracuse University have enrolled in our program. Under the leadership of Madison Rally – Promotions Director/Morning On-Air Host for the Ann Arbor Market (WWW-FM, WQKL-FM, WTKA-AM & WLBY-AM) students learn skills involved in Programming, Marketing, Sales and Business operations while job shadowing regular employees. This allows the Intern a well-rounded experience that can be used in multiple employment opportunities.</p>
2	In-House Training Programs	<p>Cumulus Ann Arbor has a staged training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. Entry level promotions assistants are training consistently on items not related to promotions activity, including radio station board operations, production, and technical to provide understanding and advancement into openings, as available, in other departments.</p>
3	Mentoring Program	<p>As internships are completed, by department, high performing interns that have learned and earned credits in their field are offered the opportunity to become part-time paid employees in their area of study with an assigned Department Head Manager to further develop their skills and prepare each for further opportunities in the market or with the company as these opening become available. Five of our student interns were hired as part-time employees and one hired as an Account Executive during this term.</p>

4	Job Bank Participation	Our SEU is a member of the Michigan Associate of Broadcasters (MAB). All full-time openings are posted on the MAB Job Bank; recruitment source #12. The SEU's air up to 25 PSA's each week – per station, for the MAB on behalf of Michigan non-profit charitable organizations. The MAB membership includes substantial participation by women and minorities.