

EEO PUBLIC FILE REPORT

2013

This Report covers full-time vacancy recruitment data for the period June 1, 2013 to May 31, 2014.

Cornerstone University of Grand Rapids, Michigan, the licensee of Stations WCSG, WCXK, WCXG, WCFG and WCXB, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Cornerstone University has established a religious qualification for all employee positions at WCSG, WCXK, WCXG, WCFG and WCXB. In accordance with the FCC's rules, Cornerstone University makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by the list of recruitment sources used during the period to solicit applicants.

1) Employment Unit: Cornerstone University Radio— Grand Rapids, Michigan

2) Unit Members (Stations and Communities of License):

WCSG Grand Rapids, Michigan FID # 13935

WCXK Kalamazoo, Michigan FID # 24786

WCXG Grand Rapids, Michigan FID # 24772

WCFG Springfield, Michigan FID # 91422

WCXB Benton Harbor, Michigan FID 91618

3) EEO Contact Information for Unit Member:

| | |
|---|---|
| Mailing Address: Cornerstone University 1159 East Beltline N.E. Grand Rapids, MI 49525 | Telephone Number: (616)942-1500 |
| | Contact Person: Tom Bosscher |
| | E-mail Address: tom.bosscher@cornerstone.edu |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

| Job Title | Recruitment Sources | Recruitment Source | Date Opening Posted |
|------------------------|---------------------------------|-----------------------------|----------------------------|
| Date Job Filled | notified to Fill Vacancy | used to supply Hiree | |

There were no full time job openings in the period from Jun 1, 2013 to May 31, 2014.

Stations WCSG, WAYK, WAYG, WCFG and WAYO are Equal Opportunity Employers.

5) Recruitment Source List

| Name of Organization Notified of Job Vacancy: | Contact Person | Address and Phone Number: | # of Interviewees Referred by This Source | Did Source Request Notification? (Yes or No) | Full Time Positions for Which This Source Was Utilized |
|---|----------------|--|--|---|--|
| 1. Indeed.com | Online | www.indeed.com | 0 | n | 0 |
| 2. Cornerstone University Web Site | HR | www.cornerstone.edu | 0 | n | 0 |
| 3. Cornerstone University Career Services | | www.cornerstone.edu | 0 | n | 0 |
| 4. Employee Referral | | | 0 | | 0 |
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6) Total # of Interviewees Referred: For the period from June 1, 2013 to May 31, 2014 this Employment Unit interviewed 0 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participate in job fairs

The MAB Foundation Career Fair at GLBC on March 12, 2014.
Participants include Dodd Morris, operations Manager and Chris Lemke, Executive Director of Cornerstone University Radio, at least one of which has substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions and returning non-traditional students.

(b) Initiative: Establishment of training program

We offer higher education to employees in their chosen field by attending classes at Cornerstone University.