

EEO PUBLIC FILE REPORT 2014-2015

This Report covers full-time vacancy recruitment data for the period June 1, 2014 to May 31, 2015.

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 notified to fill vacancy	Recruitment source used to supply hiree	Date opening posted	Date job filled
1. WCSG Morning Announcer	1-11	#10	7/14/14	10/14/14
2. Promotions Assistant	1-11	#10	1/5/15	2/12/15

Stations WCSG, WCXK, WCXG, WCFG and WCXB 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. Michigan Assoc. of Broadcasters	Careers	819 N. Washington Lansing, MI 48906 800.968.7622	6	n	2
2. Michigan Higher Education Recruitment Consortium	Careers	c/o University of Michigan 2072 Administrative Services 1009 Greene Street Ann Arbor, MI 48109-1432		n	2
3. Grand Rapids Urban League	Careers	745 Eastern Ave SE Grand Rapids, MI 49503		n	2
4. NAACP of Grand Rapids	Job Postings	640 Easter Ave SE Grand Rapids, MI 49503		n	2
5. Women's Resource Center	Careers	678 Front Ave Suite 1806, Grand Rapids, MI 49504		n	2
6. City of Grand Rapids Equal Opportunity	Patti Caudell	300 Monroe, Grand Rapids, MI 49503		n	2
7. Hispanic Center of West Michigan	Careers	1204 Grandville, SW Grand Rapids, MI		n	2
8. Michigan Works Association	Careers	1560 Leonard ST NE Grand Rapids, MI 40505		n	2
9. Indeed.com	Online	www.indeed.com	2	n	2
10. Cornerstone University Web Site	HR	www.cornerstone.edu	8	n	2
11. Cornerstone University Career Services		www.cornerstone.edu		n	2
12. Employee Referral			2		2

6) Total # of Interviewees Referred: For the period from June 1, 2014 to May 31, 2015, this Employment Unit interviewed 9 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.**(a) Initiative: Establishment of training program**

We offer higher education to employees in their chosen field by attending classes at Cornerstone University. Between June 2010 and May 2011 we had five employees take advantage of this educational opportunity enabling them to acquire skills that could qualify them for higher level positions.