

## **WCSG ANNUAL EEO PUBLIC FILE REPORT**

**June 1, 2021 – May 21, 2022**

Cornerstone University of Grand Rapids, Michigan, the licensee of Stations WCSG, WCXK, WCXB, and WCFG, 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, 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.

This report provides information on the full-time vacancies filled during this reporting period and a list of recruitment sources used during the period to solicit applicants.

Employment Unit: WCSG, Grand Rapids, Michigan

Co-owned satellite stations located outside the Grand Rapids market, none of which have any full-time employees:

- WCXK Kalamazoo, Michigan FID # 24786
- WCFG Springfield, Michigan FID # 91422
- WCXB Benton Harbor, Michigan FID # 91618

EEO Contact Information for Unit Member:

WCSG

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### VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill	RS Referring Hiree
Executive Director	1-2	1
Marketing & Events Coordinator	1-2	2
Promotions & Events Assistant	1-2	1
Traffic & Accounts Receivable Coordinator	1-2	1
Assistant Program Director & Overnight Host	1-2	1
Promotions & Events Assistant	1-2	1

Executive Director. Position posted 08/18/21 - 11/04/21.

- Seventeen applicants. Three interviews. Position filled 11/04/21.

Marketing & Events Coordinator. Position posted 08/20/21 - 09/20/21.

- Eleven applicants. Four interviews. Position filled 09/20/21.

Promotions & Events Assistant. Position posted 11/15/21 - 01/12/22.

- Seven applicants. Three interviews. Position filled 01/12/22.

Traffic & Accounts Receivable Coordinator. Position posted 09/20/21 - 01/18/22.

- Eleven applicants. Eight interviews. Position filled 01/18/22.

Assistant Program Director & Overnight Host. Position posted 02/11/22 - 03/07/22.

- Two applicants. Two interviews. Position filled 03/07/22.
- Promotions & Events Assistant. Position posted 04/13/22 - 05/11/22.
- Ten applicants. Five interviews. Position filled 05/11/22.

### MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification	# of interviews referred to by RS over 12
1	Cornerstone University 1001 E Beltline Ave NE Grand Rapids MI 49525 <a href="https://www.cornerstone.edu">https://www.cornerstone.edu</a>	N	20
2	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	N	5
3	Christian Music Broadcasters <a href="http://cmbonline.org/jobs/">http://cmbonline.org/jobs/</a>	N	0
4	HisAir.net <a href="http://www.hisair.net/job-openings">http://www.hisair.net/job-openings</a>	N	0
5	All Access.com <a href="https://www.allaccess.com/forum/viewforum.php?f=1">https://www.allaccess.com/forum/viewforum.php?f=1</a>	N	0
6	Industry Referrals	N	0
7	Internal Candidates	N	0
	<b>Total Interviews over 12 months</b>		<b>25</b>