

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

**May 22, 2022 – May 31, 2023**

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

Contact: Alicia Wyant, Executive Director

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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
Development Director	1-2	2
Development Officer	1-2	2
Gifting Officer	1	1
Development Business Rep	1	1

Development Director. Position posted 06/01/22 - 06/14/22.

- Five applicants. Four interviews. Position filled 07/14/22.

Development Officer. Position posted 06/01/22 – 06/14/22.

- Two applicants. One interview. Position filled 06/20/22.

Gifting Officer. Position posted 07/01/22 - 07/14/22.

- Two applicants. One interview. Position filled 10/01/22.

Development Business Rep. Position posted 04/1/23- 04/14/23.

- Two applicants. One interview. Position filled 05/01/23.

### 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	7
2	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	N	2
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	1
	<b>Total Interviews over 12 months</b>		<b>10</b>