

WCSG
ANNUAL EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019

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. 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.

Employment Unit: WCSG, Grand Rapids, Michigan

Unit Members (Stations and Communities of License):

- WCSG Grand Rapids, Michigan FID # 13935
- WCXK Kalamazoo, Michigan FID # 24786
- WCFG Springfield, Michigan FID # 91422
- WCXB Benton Harbor, Michigan FID 91618

EEO Contact Information for Unit Member:

WCSG
1159 E Beltline Ave NE
Grand Rapids MI 49525

Contact: Chris Lemke, 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 Vacancy	RS Referring Hiree
	[For each recruitment source used for this vacancy, insert the number on the following page associated with that recruitment source.]	
Operations Manager	1-7	1
Director of Donor Development	1-7	7

Operations Manager position posted 11/13/18 – 01/14/19

- 7 applicants. Two interviews. Position filled 01/21/19.

Development Director position posted 01/14/19 – 02/21/19,

- 12 applicants. Two interviews. Position filled 03/01/19.

MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Cornerstone University 1001 E Beltline Ave NE Grand Rapids MI 49525 https://www.cornerstone.edu/why-cornerstone-university/campus-locations/university-offices/human-resources/employment-applications/	Y	3
2	Indeed.com (www.indeed.com)	Y	
3	Christian Music Broadcasters (http://cmbonline.org/jobs/)	Y	
4	All Access (https://www.allaccess.com/forum/viewforum.php?f=10)	Y	
5	HisAir.Net http://www.hisair.net/job/	Y	
6	Industry Referrals	Y	
7	Internal Candidates	Y	1
8			
9			
10			
11			
12			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			4