

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2012 to May 31, 2013.

Cornerstone University of Grand Rapids, Michigan, the licensee of Stations WCSG, WAYK, WAYG, WCFG and WAYO, 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, WAYK, WAYG, WCFG and WAYO. 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

WAYK Kalamazoo, Michigan FID # 24786

WAYG Grand Rapids, Michigan FID # 24772

WCFG Springfield, Michigan FID # 91422

WAYO 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 Date Job Filled	Recruitment Sources notified to Fill Vacancy	Recruitment Source used to supply Hiree	Date Opening Posted
1. CU Radio Underwriter 4-8-2013	1-4	# 2	5-14-2013

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	1
2. Cornerstone University Web Site	HR	www.cornerstone.edu	6	n	1
3. Cornerstone University Career Services		www.cornerstone.edu	0	n	1
4. Employee Referral			0		1

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6) Total # of Interviewees Referred: For the period from June 1, 2012 to May 31, 2013 this Employment Unit interviewed 20 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participate in job fairs

The MABF Broadcast Media Career & Networking Fair at GLBC on March 13, 2013. 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.

