



ANDREW S. KERSTING
REGULATORY COUNSEL

(404) 260-6761
ANDY.KERSTING@CUMULUS.COM

May 1, 2018

Lewis C. Pulley
Assistant Division Chief, Policy Division
Media Bureau/EEO Staff
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Re: Response to Broadcast EEO Audit Letter
Radio License Holding CBC, LLC
WWSN(FM), Whitehall, MI
Facility ID 53960

Dear Mr. Pulley:

Radio License Holding CBC, LLC (“RLH”), licensee of radio station WWSN(FM), Whitehall, Michigan and the commonly-owned stations in the Muskegon, Michigan station employment unit (“SEU”), pursuant to an extension request granted April 10, 2018 and the procedures set forth in paragraph 5 of your letter dated February 26, 2018, RLH hereby is providing the SEU’s response to your letter concerning compliance with the FCC’s Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission includes a declaration under penalty of perjury by Richard S. Denning, Esquire, Senior Vice President and General Counsel of the licensee.

Should any questions arise concerning this matter, please contact the undersigned.

Sincerely,

A handwritten signature in blue ink that reads "Andy".

Andrew S. Kersting
Regulatory Counsel

Enclosure

DECLARATION OF RICHARD S. DENNING

I, Richard S. Denning, hereby declare as follows:

1. I am Senior Vice President and General Counsel of Radio License Holding CBC, LLC, licensee of radio station WWSN(FM), Whitehall, Michigan (Facility ID 53960), which is part of a station employment unit based in Muskegon, Michigan, and which includes stations WLCS(FM), WVIB(FM), WKLQ(AM), and WLAW(FM) (collectively, the “SEU”). The stations in the SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, “Cumulus”). This Declaration and the attachments annexed hereto are being submitted in response to a letter dated February 26, 2018 (the “Audit Letter”) from Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau, Federal Communications Commission (“FCC”), concerning a random audit of the SEU’s compliance with the FCC’s equal employment opportunity (“EEO”) rule, 47 C.F.R. § 73.2080.

2. The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1), 47 C.F.R. § 73.2080(e)(1), of the FCC’s rules.

3. In response to Question 3(a) of the Audit Letter, copies of the SEU’s two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are annexed hereto as Appendix A.

The web address of each of the stations in the SEU is as follows: www.sunny975.com; www.983wlcs.com; www.v100fm.com; www.bigtalk1490.com; www.muskegonnashicon.com.

A copy of the current EEO public file report is on or linked to each of the above websites.

4. In response to Question 3(b) of the Audit Letter, documentation concerning the recruitment sources used to fill the sole full-time position during the period covered by the above EEO public file reports is annexed hereto in Appendix B. Those recruitment sources that have notified the SEU that they want to be alerted to job openings at the SEU, as described in §73.2080(c)(1)(ii), are reflected in Section II of each public file report. The SEU’s standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources.

Cumulus retains logs in electronic format for commercials aired on all of its stations, and, thus, generally has the ability to produce log sheets for those ads aired on its stations. Appendix B hereto contains a log of the job vacancy announcements that were aired on the SEU’s stations.¹

5. In response to Question 3(c) of the Audit Letter, the EEO public file reports annexed hereto in Appendix A contain data regarding (a) the total number of interviewees for the sole full-time vacancy, and (b) the referral source for each interviewee for the sole full-time vacancy filled during the period covered by the EEO public file reports.

¹ References in the program logs to “recruitment streaming” indicates that the same advertisement that was aired on the stations was aired on the stations’ online stream.

6. In response to Question 3(d) of the Audit Letter, documentation of the SEU's performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is annexed hereto as Appendix C. Station personnel involved in the recruitment initiatives are identified in Appendix C as well. The SEU employs a total of nine (9) full-time employees. The stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two (2) recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the Audit Letter, the licensee affirms that it is not aware of any pending or resolved discrimination complaints against the licensee of the stations in the SEU during the current license term.

8. In response to Question 3(f) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional and local personnel. Cumulus previously engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each SEU who have recruitment and hiring responsibility. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover.

On March 22, 2016, Cumulus conducted another comprehensive FCC EEO training session for all market and business managers. As part of that training session, those personnel involved in the recruitment and hiring at Cumulus's various stations were given an opportunity to ask questions concerning compliance with the FCC's EEO rule.

The management personnel of the SEU participated in the FCC EEO training session held on March 22, 2016. The SEU's compliance efforts also include identifying Cumulus's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

The SEU's Business Manager has primary responsibility for implementing and overseeing the EEO program at the local level with input from both the Market Manager and the General Sales Manager. The Business Manager maintains the EEO program and is responsible for the EEO training of those managers in the market who have hiring authority. The SEU has few employees so it does not often hire full-time employees. When a decision is made to hire a new employee in the market, the Business Manager obtains the information necessary to post the job vacancy announcement with the various recruitment sources and provides the application deadlines to those recruitment sources. A recruitment file is created and notices are forwarded to the various recruitment sources. The recruitment file is then transferred to the manager responsible for hiring the full-time position for his/her use during the interview process. After a

hiring decision has been made and the full-time position has been filled, the hiring manager returns the completed recruitment file to the Business Manager.

9. In response to Question 3(g) of the Audit Letter, the SEU understands that it is required to periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the SEU examines and updates its list of recruitment sources and adjusts its outreach initiatives as needed. Due to the SEU's limited full-time staff (only nine employees), the SEU's management team meets on an as-needed basis in an effort to generate new and different outreach initiatives to better inform the communities served by the SEU's stations about career opportunities in broadcasting and discuss any EEO issues that warrant attention. The SEU's General Sales Manager is out in the Muskegon community on a daily basis and is regularly involved in job fairs in an effort to meet potential qualified employment applicants and stay abreast of any potential changes that may need to be addressed in the SEU's EEO program.

10. In response to Question 3(h) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity, and is not discriminating against employees or job applicants. Accordingly, the SEU's Market Manager, department managers, and Business department, together with Cumulus's corporate Human Resources Department, review the compensation, benefits, promotions and other employment practices of the SEU to ensure that they are fair and are based solely on an employee's experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant's experience to determine whether they are qualified for the position and analyze the candidate's past performance to determine their likelihood for success. The SEU's employment practices are the ultimate responsibility of its Market Manager, Jeff Cartwright, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

[SIGNATURE ON THE FOLLOWING PAGE]

**SIGNATURE PAGE TO
DECLARATION OF RICHARD S. DENNING**

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 30th day of April, 2018.


Richard S. Denning

APPENDIX A

EEO PUBLIC FILE REPORTS

WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 -May 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NONE		

**WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 -May 31, 2017**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	0
2	Womens Resource Center Contact: Marcia Van Poolen 678 Front Street, Suite 180 Grand Rapids, MI 49504 616-458-5443	N	0
3	Hispanic Center of Western Michigan Contact: Salvatore Lopez 1204 Grandville Avenue SW Grand Rapids, MI 49503 616-233-0566	N	0
4	Hispanic Ministries Community Bulletin Board 671 Davis Avenue NW Grand Rapids, MI 49504 616-456-2759	N	0
5	Grand Rapids Urban League Placement Office 745 Eastern Avenue SE Grand Rapids, MI 49503 616-245-2207	N	0
6	Michigan Employment Security Commission Job Orders P. O. Box 169 Grand Rapids, MI 49501-0169	N	0
7	Uptown Assembly of God Congregational Care Ministry 1470 Lake Drive SE Grand Rapids, MI 49506	N	0
8	Job Corps of Grand Rapids Placement Office 110 Hall Street SE Grand Rapids, MI 49507 616-243-2360	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Grand Rapids Community College Chris Allen 143 Bostwick NE Grand Rapids, MI 49503 616-234-2046/fax 616-331-2070 callen@grcc.edu	N	0
10	Grand Valley State University Placement Office 1 Campus Drive Allendale, MI 49401 616-331-5000/fax 616-234-4173 career@gvsu.edu	N	0
11	Calvary Church Contact: Regina Scovill 777 E Beltline NE Grand Rapids, MI 49525 616-956-9377x3672 rscovill@ccmi.org	N	0
12	Baker College of Muskegon Contact: Toni Hamilton 1903 Marquette Avenue Muskegon, MI 49442 231-777-5200 toni.hamilton@baker.edu	N	0
13	Specs Howard School of Media Arts Placement Office 19900 W 9 Mile Road Southfield, MI 48075 248-358-9000	N	0
14	Cumulus Business Managers bm@cumulus.com	N	0
15	All Access www.allaccess.com	N	0
16	Michigan Association of Broadcasters www.mab.com	N	0
17	ZipRecruiter www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	N	0
18	Media Recruiter www.mediarecruiter.com	N	0
19	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
20	Station Website Postings <i>(one or more SEU stations)</i>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Inside Radio www.insideradio.com	N	0
22	Michigan Works www.mitalent.org	N	0
23	HRM Direct talent.hrmdirect.com <i>(Cumulus corporate Internet-based job board and secondary posting service to more than 5 additional on-line job banks, eg. indeed.com and linkedin.com)</i>	N	0
24	Internal Transfer/Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

**WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 -May 31, 2017**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On March 25, 2017 our SEU participated in a job fair held at Central Michigan University. Our Sales Manager spoke with attendees about career opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested attendees were collected.</p> <p>On November 8, 2016 our SEU participated in a job fair held at Western Michigan University's campus for the MABF Broadcast Media Career Fair. Our Sales Manager spoke with attendees about career opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested parties were collected.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Host Job Fair	<p>On October 15, 2016 our SEU hosted a Job Fair at the Delta Plex in Grand Rapids, MI. Our sales manager spoke with attendees about career opportunities in broadcasting with an emphasis on radio sales, as well as any other openings within the SEU. Resumes were collected from interested attendees.</p>

**WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 -May 31, 2016**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-12, 14, 17, 19-20, 22-23	1

**WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 -May 31, 2016**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	5
2	Womens Resource Center Contact: Marcia Van Poolen 678 Front Street, Suite 180 Grand Rapids, MI 49504 616-458-5443	N	0
3	Hispanic Center of Western Michigan Contact: Salvatore Lopez 1204 Grandville Avenue SW Grand Rapids, MI 49503 616-233-0566	N	0
4	Hispanic Ministries Community Bulletin Board 671 Davis Avenue NW Grand Rapids, MI 49504 616-456-2759	N	0
5	Grand Rapids Urban League Placement Office 745 Eastern Avenue SE Grand Rapids, MI 49503 616-245-2207	N	0
6	Michigan Employment Security Commission Job Orders P. O. Box 169 Grand Rapids, MI 49501-0169	N	0
7	Uptown Assembly of God Congregational Care Ministry 1470 Lake Drive SE Grand Rapids, MI 49506	N	0
8	Job Corps of Grand Rapids Placement Office 110 Hall Street SE Grand Rapids, MI 49507 616-243-2360	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Grand Rapids Community College Chris Allen 143 Bostwick NE Grand Rapids, MI 49503 616-234-2046/fax 616-331-2070 callen@grcc.edu	N	0
10	Grand Valley State University Placement Office 1 Campus Drive Allendale, MI 49401 616-331-5000/fax 616-234-4173 career@gvsu.edu	N	0
11	Calvary Church Contact: Regina Scovill 777 E Beltline NE Grand Rapids, MI 49525 616-956-9377x3672 rscovill@cemi.org	N	0
12	Baker College of Muskegon Contact: Toni Hamilton 1903 Marquette Avenue Muskegon, MI 49442 231-777-5200 toni.hamilton@baker.edu	N	0
13	Specs Howard School of Media Arts Placement Office 19900 W 9 Mile Road Southfield, MI 48075 248-358-9000	N	0
14	Cumulus Business Managers bm@cumulus.com	N	0
15	All Access www.allaccess.com	N	0
16	Michigan Association of Broadcasters www.mab.com	N	0
17	ZipRecruiter www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	N	1
18	Media Recruiter www.media recruiter.com	N	0
19	On-Air Announcements <i>(one or more SEU stations)</i>	N	3
20	Station Website Postings <i>(one or more SEU stations)</i>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Inside Radio www.insideradio.com	N	0
22	Michigan Works www.mitalent.org	N	0
23	HRM Direct talent.hrmdirect.com <i>(Cumulus corporate Internet-based job board and secondary posting service to more than 5 additional on-line job banks, eg. indeed.com.and linkedin.com)</i>	N	0
24	Internal Transfer/Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 -May 31, 2016

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On October 15th, 2015, our SEU participated in a job fair held at Central Michigan University for the Michigan Association of Broadcasters Job Fair. Our Sales Manager spoke with attendees about careers opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested attendees were collected.</p> <p>On November 5th, 2015, our SEU participated in a job fair held at Baker College campus. Our sales manager spoke with attendees about career oppotrunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested attendees were collected.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Host Job Fair	<p>On April 23, 2016, SEU hosted West Michigan Employment Expo at the Delta Plex in Grand Rapids, Michigan. Our Sales Manager spoke with attendees about careers opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested attendees were collected.</p>

APPENDIX B

**Documentation Responsive
to
Questions 3(a) – 3(c)**

**Documentation Relating to
2015-2016 Job Vacancies**



SUNNY
97.5

CLASSIC HITS
98.3 WLCS

V100
Today's Hits and Old School

BIG
TALK
1490 WKLQ-AM

NASH
92.5

Date: July 23, 2015

Post Through: Sept 30, 2015

Cumulus Media Muskegon Needs a Dynamic Sales Representative

Are you a hunter? Do you like working with like-minded sales professionals and managers whose sole focus is finding and closing new customers?

Cumulus Muskegon is on the lookout for exceptional candidates to help drive the future of local media sales. We provide our teams with a great product to sell, superior training tools, and a sales management system that supports business development and rewards performance. Unlike other media sales organizations, we don't wait for the phone to ring. We target thousands of local companies with a highly tuned business-category focus and we introduce these companies to the power of radio stations like 98.3 WLCS, 92.5 The Outlaw WLAW, Sunny 97.5 WWSN, Big Talk 1490 WKLQ-AM and V-100 WVIB in Muskegon.

Responsibilities include: prospecting/cold calling, setting appointments with prospects, creative client presentations, and achieving a sales quota. Because Cumulus has a systems approach to sales, you must have a deep appreciation for process, performance measurement, employee development, and a results-oriented sales approach.

JOB REQUIREMENTS

- New business to business experience preferred with recognition as top-performer
- Minimum of 1 year outside sales experience required; 2 or more years preferred with ability to penetrate new business categories
- Strong understanding of lead generation, CRM/SFA and account management
- Cultivation of long standing client relationships
- Media sales background preferred, not required
- Knowledgeable in Microsoft Office applications (including Outlook, Word, Excel, PowerPoint, Internet/Intranet)
- Bachelors degree preferred

Our Sales Representative positions enjoy:

- Competitive Pay
- Medical, Dental & Vision Insurance Package
- Vacation & Holidays
- Career Advancement Opportunities

Email your resume to Ron Gates to Ron.Gates@cumulus.com or to Jeff Cartwright to Jeff.Cartwright@cumulus.com.

Cumulus is an Equal Opportunity Employer that offers a competitive compensation structure that includes full benefits.

3375 Merriam Street Ste 201
Muskegon, MI 49444-3173
P 231.830.0176 | F 231.830.0194

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author provides a detailed breakdown of the company's revenue streams. This includes sales from various product lines and services. The data shows a steady increase in revenue over the past year, which is attributed to strategic marketing efforts and improved operational efficiency.

The third section focuses on the company's financial health. It highlights the strong cash flow and the ability to meet all financial obligations. The author notes that the company's debt-to-equity ratio remains low, indicating a solid financial foundation.

Finally, the document concludes with a summary of the company's overall performance. It expresses confidence in the company's future prospects and outlines the key goals for the upcoming year. The author encourages all employees to continue their commitment to excellence and innovation.



CUMULUS

THE POWER OF RADIO

Women's Resource Center
Marcia Van Poolen
678 Front Street, Suite 180
Grand Rapids, MI 49504

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

A handwritten signature in cursive script that reads "Crystal Jacobs".

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Hispanic Center of Western Michigan
Salvatore Lopez
1204 Grandville Ave SW
Grand Rapids, MI 49503

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Hispanic Ministries
Community Bulletin Board
671 Davis Avenue NW
Grand Rapids, MI 49504

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Grand Rapids Urban League
Placement Office
745 Eastern Avenue
Grand Rapids, MI 49503

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Michigan Employment Security Commission
Job Orders
PO Box 169
Grand Rapids, MI 49501

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Uptown Assembly of God
Congregation Care Ministry
1470 Lake Drive SE
Grand Rapids, MI 49506

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Job Corps of Grand Rapids
Placement Office
110 Hall Street SE
Grand Rapids, MI 49507

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Grand Rapids Community College
Chris Allen
143 Bostwick NE
Grand Rapids, MI 49503

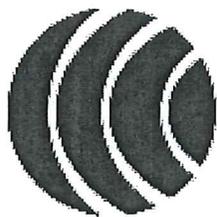
July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

A handwritten signature in cursive script that reads "Crystal Jacobs".

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Grand Valley State University
Placement Office
1 Campus Drive
Allendale, MI 49442

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Calvary Church
Regina Scovill
777 E Beltline NE
Grand Rapids, MI 49525

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Assistant Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com



CUMULUS

THE POWER OF RADIO

Baker College of Muskegon
Toni Hamilton
1903 Marquette Ave
Muskegon, MI 49442

July 23, 2015

Please post the enclosed career opportunity for **Account Executive** position with Cumulus Broadcasting of Muskegon.

Thank you.

Crystal Jacobs
Assistant Business Manager
Cumulus Broadcasting – Grand Rapids/Muskegon
616.855.8304
Email: crystal.jacobs@cumulus.com

Outreach - Letters

Womens Resource Center
Contact: Marcia Van Poolen
678 Front Street, Suite 180
Grand Rapids, MI 49504

Hispanic Center of Western Michigan
Contact: Salvatore Lopez
1204 Grandville Avenue SW
Grand Rapids, MI 49503

Hispanic Ministries
Community Bulletin Board
671 Davis Avenue NW
Grand Rapids, MI 49504

Grand Rapids Urban League
Placement Office
745 Eastern Avenue SE
Grand Rapids, MI 49503

**Michigan Employment Security
Commission**
Job Orders
P. O. Box 169
Grand Rapids, MI 49501-0169

Uptown Assembly of God
Congregational Care Ministry
1470 Lake Drive SE
Grand Rapids, MI 49506

Job Corps of Grand Rapids
Placement Office
110 Hall Street SE
Grand Rapids, MI 49507
616-243-2360

Grand Rapids Community College
Chris Allen
143 Bostwick NE
Grand Rapids, MI 49503

Grand Valley State University
Placement Office
1 Campus Drive
Allendale, MI 49401

Calvary Church
Contact: Regina Scovill
777 E Beltline NE
Grand Rapids, MI 49525

Baker College of Muskegon
Contact: Toni Hamilton
1903 Marquette Avenue
Muskegon, MI 49442

Specs Howard School of Media Arts
Placement Office
19900 W 9 Mile Road
Southfield, MI 48075

Womens Resource Center
Contact: Marcia Van Poolen
678 Front Street, Suite 180
Grand Rapids, MI 49504

Hispanic Center of Western Michigan
Contact: Salvatore Lopez
1204 Grandville Avenue SW
Grand Rapids, MI 49503

Hispanic Ministries
Community Bulletin Board
671 Davis Avenue NW
Grand Rapids, MI 49504

Grand Rapids Urban League
Placement Office
745 Eastern Avenue SE
Grand Rapids, MI 49503

**Michigan Employment Security
Commission**
Job Orders
P. O. Box 169
Grand Rapids, MI 49501-0169

Uptown Assembly of God
Congregational Care Ministry
1470 Lake Drive SE
Grand Rapids, MI 49506

Job Corps of Grand Rapids
Placement Office
110 Hall Street SE
Grand Rapids, MI 49507
616-243-2360

Grand Rapids Community College
Chris Allen
143 Bostwick NE
Grand Rapids, MI 49503

Grand Valley State University
Placement Office
1 Campus Drive
Allendale, MI 49401

Calvary Church
Contact: Regina Scovill
777 E Beltline NE
Grand Rapids, MI 49525

Baker College of Muskegon
Contact: Toni Hamilton
1903 Marquette Avenue
Muskegon, MI 49442

Specs Howard School of Media Arts
Placement Office
19900 W 9 Mile Road
Southfield, MI 48075



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
Chicago, IL 60689-5336
Station: Cumulus-Muskegon - WKLQ-AM
Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478173
Invoice Date: 10/11/15
Order #: 22383

Advt#156

Acct Exec: Ronald Gates
Estimate #:
Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Thu	10/01/15		0	387633	\$0.00	B	Recruitment Ad
Tue	10/06/15	9:05AM	30	387631	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	12:58PM	30	387631	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	2:58PM	30	387631	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	5:57PM	30	387631	\$0.00	B	RECRUITMENT AD

Amount Due \$0.00

Total Spots 4

Terms: Due on Receipt



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478394
 Invoice Date: 10/25/15
 Order #: 22447

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	Cl	Product
Fri	10/02/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15	1:42PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	2:42PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	3:14PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	4:41PM	30	387829	\$0.00	C	RECRUITMENT AD
Mon	10/05/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387831	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478394
 Invoice Date: 10/25/15
 Order #: 22447

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Thu	10/08/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15	9:15AM	30	387829	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	4:14PM	30	387829	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	5:43PM	30	387829	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	6:13PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/11/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387831	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478394
 Invoice Date: 10/25/15
 Order #: 22447

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	Cl	Product
Thu	10/15/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15	1:23PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	4:53PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	5:11PM	30	387829	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	5:54PM	30	387829	\$0.00	C	RECRUITMENT AD
Mon	10/19/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/19/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/19/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Mon	10/19/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387831	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478394
 Invoice Date: 10/25/15
 Order #: 22447

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Thu	10/22/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387831	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387831	\$0.00	B	RECRUITMENT STREAMING

Amount Due \$0.00

Total Spots 12

Terms: Due on Receipt



INVOICE

PAY THIS AMOUNT: \$0.00

Bill To: CUMULUS MUSKEGON INHOUSE

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Invoice #: 478416
Invoice Date: 10/25/15
Order #: 22384

Advt#156

Acct Exec: Ronald Gates
Estimate #:
Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Wed	09/30/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	09/30/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	09/30/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	09/30/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/01/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/01/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/01/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/01/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/02/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/03/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/04/15	7:13AM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	10:16AM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	5:22PM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/04/15	6:44PM	30	387634	\$0.00	C	RECRUITMENT AD
Mon	10/05/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/05/15	1:13PM	30	387634	\$0.00	C	RECRUITMENT AD
Tue	10/06/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387715	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Bill To: CUMULUS MUSKEGON INHOUSE

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Invoice #: 478416
 Invoice Date: 10/25/15
 Order #: 22384

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Tue	10/06/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/06/15	2:43PM	30	387634	\$0.00	C	RECRUITMENT AD
Wed	10/07/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/07/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/08/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/09/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/10/15	7:58AM	30	387634	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	9:45AM	30	387634	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	3:57PM	30	387634	\$0.00	C	RECRUITMENT AD
Sat	10/10/15	6:44PM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/11/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/11/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/12/15		0	387715	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Bill To: CUMULUS MUSKEGON INHOUSE

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WLAW-FM
 Phone#: 616-855-8304

Invoice #: 478416
 Invoice Date: 10/25/15
 Order #: 22384

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Tue	10/13/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/13/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/14/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/15/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/16/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/17/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/18/15	9:16AM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	2:53PM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	4:24PM	30	387634	\$0.00	C	RECRUITMENT AD
Sun	10/18/15	4:37PM	30	387634	\$0.00	C	RECRUITMENT AD
Mon	10/19/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/19/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Mon	10/19/15		0	387715	\$0.00	B	RECRUITMENT STREAMING



INVOICE

PAY THIS AMOUNT: \$0.00

Bill To: CUMULUS MUSKEGON INHOUSE

**Remit To: 3646 Momentum Place
Chicago, IL 60689-5336
Station: Cumulus-Muskegon - WLAW-FM
Phone#: 616-855-8304**

**Invoice #: 478416
Invoice Date: 10/25/15
Order #: 22384**

Advt#156

**Acct Exec: Ronald Gates
Estimate #:
Description: JOB POSTING**

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Mon	10/19/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Tue	10/20/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Wed	10/21/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Thu	10/22/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Fri	10/23/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sat	10/24/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15		0	387715	\$0.00	B	RECRUITMENT STREAMING
Sun	10/25/15	1:42PM	30	387634	\$0.00	C	RECRUITMENT AD

Amount Due \$0.00

Total Spots 15

Terms: Due on Receipt



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WKLQ-AM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478428
 Invoice 10/25/15
 Date:
 Order #: 22446

Advt#156

Acct Exec: Ronald Gates

Estimate #:

Terms: Due on Receipt

Description: JOB POSTING

Day	Date	Time	Len	Line #	Rate	CI	Product
Mon	10/05/15	9:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/05/15	10:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/05/15	2:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/05/15	6:03PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	6:26AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	6:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	7:26AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	8:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	8:55AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	9:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	10:05AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	10:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	11:48AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	12:23PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	1:19PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	1:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	3:57PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	4:57PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	6:05PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/06/15	6:44PM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/07/15	7:59AM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/07/15	11:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/07/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/07/15	6:03PM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/08/15		0	387828	\$0.00	B	Recruitment Ad
Thu	10/08/15	6:26AM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/08/15	11:58AM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/08/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/08/15	1:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/09/15	7:26AM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/09/15	7:57AM	30	387827	\$0.00	B	RECRUITMENT AD



INVOICE

PAY THIS AMOUNT: \$0.00

Remit To: 3646 Momentum Place
 Chicago, IL 60689-5336
 Station: Cumulus-Muskegon - WKLQ-AM
 Phone#: 616-855-8304

Bill To: CUMULUS MUSKEGON INHOUSE

Invoice #: 478428
 Invoice Date: 10/25/15
 Order #: 22446

Advt#156

Acct Exec: Ronald Gates
 Estimate #:
 Description: JOB POSTING

Terms: Due on Receipt

Day	Date	Time	Len	Line #	Rate	CI	Product
Fri	10/09/15	8:26AM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/09/15	6:03PM	30	387827	\$0.00	B	RECRUITMENT AD
Sat	10/10/15	7:04AM	30	387827	\$0.00	B	RECRUITMENT AD
Sat	10/10/15	11:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Sat	10/10/15	1:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Sat	10/10/15	2:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Sun	10/11/15	10:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Sun	10/11/15	11:04AM	30	387827	\$0.00	B	RECRUITMENT AD
Sun	10/11/15	11:44AM	30	387827	\$0.00	B	RECRUITMENT AD
Sun	10/11/15	2:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/12/15	7:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/12/15	7:44AM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/12/15	9:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Mon	10/12/15	5:04PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/13/15	6:30AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/13/15	8:31AM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/13/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Tue	10/13/15	3:04PM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/14/15	7:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/14/15	9:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/14/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Wed	10/14/15	4:04PM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/15/15		0	387828	\$0.00	B	Recruitment Ad
Thu	10/15/15	9:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/15/15	10:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/15/15	11:03AM	30	387827	\$0.00	B	RECRUITMENT AD
Thu	10/15/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/16/15	12:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/16/15	1:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/16/15	2:58PM	30	387827	\$0.00	B	RECRUITMENT AD
Fri	10/16/15	4:04PM	30	387827	\$0.00	B	RECRUITMENT AD