

**WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(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

<b>Job Title</b>	<b>Recruitment Sources  (“RS”) Used to Fill  Vacancy</b>	<b>RS  Referring  Hiree</b>
Account Executive	1-6,8-11	5
On-air Program Director	1-6,8-11	5

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS  Number</b>	<b>RS Information</b>	<b>Source Entitled  to Vacancy  Notification?  (Yes/No)</b>	<b>No. of  Interviewees  Referred by RS  Over  Reporting  Period</b>
1	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	3
2	<b>Internal Posting</b>	N	2
3	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	3
4	<b>Open House</b> ( <i>see Section III</i> )	N	0
5	<b>Word-of-Mouth Referral</b>	N	4

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	<b>Michigan Association of Broadcasters</b> www.michmab.com 819 N. Washington Avenue Lansing, MI 48906-5815 517.484.7444	N	0
7	<b>All Access</b> www.allaccess.com 289 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616	N	2
8	<b>Delta College</b> 4605 Webber Street Saginaw, MI 48601 989.752.7500	N	0
9	<b>Northwood University</b> 4000 Whiting Drive Midland, MI 48640-2398 989.837.4200	N	0
10	<b>Saginaw Valley State University</b> 7400 Bay Road University Center, MI 48710 989.964.4000	N	0
11	<b>Specs Howard School of Media Arts</b> Contact: Brent Carey 19900 W. Nine Mile Road Southfield, MI 48075 248.358.9000	N	0
12	Simply Hired ( <a href="http://www.simplyhired.com">www.simplyhired.com</a> )	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Glass Door ( <a href="http://www.glassdoor.com">www.glassdoor.com</a> )	N	0
14	Link Up ( <a href="http://www.linkup.com">www.linkup.com</a> )	N	0
15	Indeed ( <a href="http://www.indeed.com">www.indeed.com</a> )	N	0
16	Facebook ( <a href="http://www.facebook.com">www.facebook.com</a> )	N	0
17	<b>Job Fairs</b> ( <i>see Section III</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

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### III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Business Expo	On October 7, 2016, our Station Employment Unit participated in the Networking Night held on the campus of Saginaw Valley State. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Operations Manager and Local Sales Managers.
2	Participate in Career Fair	On October 28, 2016, our SEU participated in the Delta College Career Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Local Sales Manager and Promotions Director.
3	Participate in Career Fair	On January 30, 2017, our SEU participated in the Saginaw Valley State University Internship Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Promotions Director and Operations Manager.
4	Participate in Career Fair	On March 21 <sup>st</sup> , 2017, our SEU participated in the Cumulus Job Expo in Flint at Dort Federal Credit Union Arena. The event was hosted by Cumulus Media. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our General Sales Manager and Operations Manager.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	Participate in Career Fair	On March 31st, 2017, our SEU participated in the 2017 Spring University Wide Employment and Networking Fair held on the Saginaw Valley State University campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Sales Manager, Market Manager and Promotions Director.
<b>6</b>	Internship Program	During the Summer semester (June-July-August 2016) Cumulus Saginaw hosted 1 student intern from Northern Michigan University. This intern was supervised by the Promotions and Program Directors and learned about promotions, marketing, advertising and programming by both working closely with SEU personnel and assisting with Station events and promotions. These students were also able to seek career advice from station personnel.