

WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(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
Local Sales Manager	1-6,5,8-11	5
Account Executive	1-6,5,8-11	5
Account Executive	1-6,5,8-11	5
AM Drive co-host-WHNN	1-2,5-7,11	Promoted from part- time
Mid-day position WIOG	1-2,5-7,11	Promoted from part- time
PM Drive host-WKQZ	1-2,5-7,11	11
AM Drive co-host-WHNN	1-2,5-7,11	7
Local Sales Manager	1-2,5-7	5

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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	Station Website Postings (<i>all SEU stations</i>)	N	3
2	Internal Posting	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
3	On-Air Announcements (<i>all SEU stations</i>)	N	3
4	Open House (<i>see Section III</i>)	N	0
5	Word-of-Mouth Referral	N	5
6	Michigan Association of Broadcasters www.michmab.com 819 N. Washington Avenue Lansing, MI 48906-5815 517.484.7444	N	0
7	All Access www.allaccess.com 289 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616	N	2
8	Delta College 4605 Webber Street Saginaw, MI 48601 989.752.7500	N	0
9	Northwood University 4000 Whiting Drive Midland, MI 48640-2398 989.837.4200	N	0
10	Saginaw Valley State University 7400 Bay Road University Center, MI 48710 989.964.4000	N	0
11	Specs Howard School of Media Arts Contact: Brent Carey 19900 W. Nine Mile Road Southfield, MI 48075 248.358.9000	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Simply Hired (www.simplyhired.com)	N	0
13	Glass Door (www.glassdoor.com)	N	0
14	Link Up (www.linkup.com)	N	0
15	Indeed (www.indeed.com)	N	0
16	Facebook (www.facebook.com)	N	0
17	Job Fairs (<i>see Section III</i>)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Business Expo	On October 8, 2015, our Station Employment Unit participated in the Networking Night held on the campus of Central Michigan University. 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 Managers.
2	Participate in Career Fair	On October 27, 2015, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in Career Fair	On January 26, 2016, 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 April 1, 2016, our SEU participated in the 2016 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.
5	Internship Program	<p>During the Summer semester (June-July-August 2015) one of our SEU stations, WIOG(FM), hosted 5 student interns from various colleges, including Central Michigan University (2), SVSU, Northwood and Oakton Community College. These interns were supervised by the WIOG 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.</p> <p>During the Spring 2016 semester, hosted 1 student intern from Central Michigan University. Supervised by WHNN Program Director</p>