

WDFN, WDTW (FM), WJLB, WKQI, WMXD, WNIC**EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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 |
|--|--|-------------------------------|
| Director of Urban Programming - Detroit Region | 1-2, 6-12 | 2 |
| Account Executive | 1, 6-12 | 7 |
| Continuity Coordinator | 6-8, 10-11, 13 | 13 |
| Account Manager | 5-8, 10-11, 14 | 5 |
| Sales Assistant | 3, 6-8, 10-11, 14 | 3 |
| Account Manager | 6-8, 10-11, 13-14 | 13 |
| Account Executive | 4, 6-8, 10-11, 14 | 4 |

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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 | All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting | N | 0 |
| 2 | Bulletin Board | N | 3 |
| 3 | Current Employee | N | 1 |
| 4 | Former Employee | N | 1 |
| 5 | Former Employee Referral | N | 1 |
| 6 | GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting | N | 0 |
| 7 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 1 |
| 8 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 0 |
| 9 | Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677 Ron Chase | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 10 | Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting | N | 0 |
| 11 | SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Souce Manual Posting | N | 0 |
| 12 | Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 ext. 8959 Url : www.specshoward.edu Kristin Burns Manual Posting | N | 0 |
| 13 | Station Website Posting (One or More SEU Stations) | N | 2 |
| 14 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 9 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|--|
| 1 | 3/7/2018 | Participation in Job Fairs | Our SEU participated in a career fair held at the Lansing Center on March 7th, 2018 sponsored by the Michigan Association of Broadcasters Foundation. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. | 3 | Promotions Promotions Promotions |
| 2 | 3/29/2018 | Participation in Job Fairs | Our SEC participated in a career fair held at Wager Middle School on March 29th, 2018. At the fair we discussed careers in broadcasting and the academic credentials required to work in the media broadcasting field. Audio equipment was provided so the students could get a hands on experience. | 1 | Production Director |
| 3 | 4/6/2018 | Participation in Job Fairs | Our SEU participated in a Job Fair held at Specs Howard School of Media Arts on April 6th, 2018. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. | 2 | Promotions Manager On Air-Talent |
| 4 | 5/16/2018 | Hosting of Job Fair | Our SEU hosted a Career/Job Fair for 25 college students who belong to Adcraft Detroit at our facility in Farmington Hills, MI. SEU staff planned the event which included a tour of our facility, interactive time spent with various departments discussing employment & career opportunities, accepted resumes and held an Q & A session. | 2 | General Sales Manager Digital Sales |