

**WDFN (AM), WDTW (AM), WDTW (FM), WJLB (FM), WKQI (FM), WMXD (FM),
WNIC (FM)**

EEO PUBLIC FILE REPORT

June 1, 2012 - May 31, 2013

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
Integrated Media Specialist	53, 59	59
Integrated Media Specialist	53, 59	59
Integrated Media Specialist	1, 3-6, 8-9, 12, 14-16, 18-20, 22-23, 25-27, 29, 32, 34, 36-40, 42-44, 52-59	59
Integrated Media Specialist	3-6, 8-9, 12, 14-16, 18-19, 22-23, 25-29, 34, 36-40, 42, 44, 52, 54-58	3
Integrated Media Specialist	3-6, 8-9, 12, 14-16, 18-19, 22-23, 25-29, 34, 36-40, 42, 44, 52, 54-58	3
Key Account Coordinators	3-6, 8-9, 12, 14-27, 29, 31-32, 34, 36-40, 42-44, 51-52, 54-58	31
Program Director	2-16, 18-20, 22-23, 25-27, 29-30, 32-50, 52, 54-58	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Adcrafter Advertising 3011 W Grand Blvd Suite 1715 Detroit, Michigan 48202 Phone : 313-872-7850 Url : www.Adcraft.org Email : bjentzen@adcrafter.org Fax : 1-313-872-7858 Career Services	N	0
2	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamericai Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	13
4	American Indian Services 1110 Southfield Road Lincoln Park, Michigan 48146 Phone : 313-388-4100 Fax : 1-313-388-6566 Fay Givens	N	0
5	American Women in Radio & TV 8405 Greensboro Dr McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Fax : 1-703-506-3266 Career Services Manual Posting	N	0

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6	Asian American Journalists Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaaja.org Email : national@aaaja.org Fax : 1-415-346-6343 Career Services	N	0
7	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
8	Bit Board Website Michigan Url : www.bitboard.com Career Services Manual Posting	N	0
9	Black United Fund of Michigan 2187 W. Grand Blvd. Detroit, Michigan 48208 Phone : 313-894-2200 Fax : 1-313-894-7562 John McClain	N	0
10	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
11	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0

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12	Career Builder Website Michigan Url : www.careerbuilder.com Career Services Manual Posting	N	0
13	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
14	Central Michigan University Mount Pleasant, Michigan 48859 Phone : 989-774-2091 Email : careers@cmich.edu Career Services	N	0
15	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : http://www.clearcareers.com Career Services Manual Posting	N	2
16	Clear Channel Detroit On Line Job Fair 27675 Halsted Rd Farmington Hills, Michigan 48331 Phone : 248-324-7039 Allyson Hillman Manual Posting	N	0
17	Current Employee	N	1
18	Davenport University Michigan Phone : 586-620-4041 Email : Marjorie.lang@davenport.edu Marj Lang	N	0
19	Detroit Urban League 15770 James Couzens Frwy Detroit, Michigan 48206 Phone : 313-831-5138 Wayne Roddie Manual Posting	N	0

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20	Detroit Workforce Development Michigan Phone : 313-962-9675 Email : jdlewis@rossprov.com Joy Lewis	N	0
21	Did not indicate where they found out about the position	N	2
22	Diversity JobFairs.com Website Michigan Phone : 516-942-7530 Url : www.diversityjobfairs.com Career Services Manual Posting	N	0
23	Eastern Michigan University 200 McKenny Hall Ypsilanti, Michigan 48197 Phone : 734-487-0400 Email : bonnie.wethington@emich.edu Fax : 1-734-487-0940 Bonnie Wethington	N	0
24	Employee Referral Lana Evans	N	5
25	Fox 2 TV Michigan Url : www.myfoxdetroit.com Career Services Manual Posting	N	0
26	Henry Ford Community College 5101 Evergreen Rd Dearborn, Michigan 48128 Phone : 3138459820 Url : careers.hfcc.edu/employers/job-postings Email : cmeschenburg@hfcc.edu Cynthia Eschenburg	N	0
27	IM Diversity Website Michigan Url : www.iminorities.com Career Services Manual Posting	N	0
28	Indeed.com	N	1

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29	INFORUM Women's Alliance 155 West Congress St Detroit, Michigan Phone : 313-578-3244 Url : www.inforummichigan.org Fax : 1-313-963-6607 Leslie Herrick Manual Posting	N	0
30	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 800.544.2501 Email : contact@audioschool.com Fax : 1-212-677-6549 Audio School	N	0
31	Internal Candidate	N	2
32	Internal Posting 27675 Halsted Rd. Farmington Hills, Michigan 48331 Phone : 248-324-5800 Email : danalilly@clearchannel.com Dana Lilly	N	1
33	International Women's Media Foundation 1625 K Street NW Suite 1275 Washington, DC, District of Columbia Phone : 202-496-1992 Url : http://www.iwmf.org/ Email : info@iwmf.org Career Services	N	0
34	ITT Technical Institute Michigan Url : www.itt-tech.edu Career Services Manual Posting	N	0
35	Jewish Vocational Services 29699 Southfield Road Southfield, Michigan 48076 Phone : 248-559-5000 Url : www.parnossahworksdetroit.org/login/login.aspx Fax : 1-248-559-0773 Teresa Sawrtz	N	0

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36	Latin American For Social/Econ Dev 4138 W. Vernor Hwy Detroit, Michigan 48209 Phone : 313-554-3233 Email : balmanza@lasedinc.org Gabriela Boyd	N	0
37	Media Recruiter Centennial, Colorado 80016 Url : http://www.mediarecruiter.com Career Services Manual Posting	N	0
38	Michigan Assoc of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : www.michmab.com Fax : 1-517-484-7444 Sarah Beeskow Manual Posting	N	0
39	Michigan Dept of Labor Talent Bank 713 East Nine Mile Road Ferndale, Michigan 48220 Phone : 248-545-0222 Url : www.michworks.org Career Services Manual Posting	N	0
40	Michigan State University E. Lansing, Michigan Phone : 517-355-1855 Fax : 1-517-353-2597 Naomi Lilly	N	0
41	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0

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42	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
43	NAACP 2900 E. Grand Blvd Detroit, Michigan 48202 Phone : 313-871-2087 Url : www.detroitnaacp.org Fax : 1-313-871-7745 Lori Moore	N	0
44	National Alliance for Media,Art,Culture Michigan Url : www.namac.org Career Services Manual Posting	N	0
45	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
46	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
47	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0

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48	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
49	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
50	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
51	Self Referral	N	1
52	Specs Howard School Broadcast Arts 19900 W. Nine Mile Southfield, Michigan 48075 Phone : 248-358-9000 Url : www.specshoward.edu Fax : 1-248-746-9772 Dick Kernan	N	0
53	Station Websites 27675 Halsted Farmington Hills, Michigan 48331 Phone : 248-324-5842 Charlene Little	N	13
54	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0

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55	University of Michigan-Dearborn Career Services 4901 Evergreen Rd. Dearborn, Michigan 48128 Phone : 313-593-5020 Url : www.umd.umich.edu/careerservices Fax : 1-313-593-3705 Nicole Miller Manual Posting	N	0
56	Urban League of Pontiac 295 W. Huron St. Pontiac, Michigan 48341 Phone : 248-338-4581 Fax : 1-248-335-8130 John Buckley	N	0
57	Walk-Ins/ Self Referral Michigan Career Services Manual Posting	N	0
58	Wayne State University 6050 Cass Ave. Detroit, Michigan 48202 Phone : 313-577-2424 Url : www.jobtrack.com Fax : 1-313-577-4995 Arlinda Pringle	N	0
59	Word-Of-Mouth Referral Michigan Career Services	N	9
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title