

WDFN, WDTW-FM, WJLB, WKQI, WMXD, WNIC**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017¹****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
On-Air Talent and Board-Op for FM 98 WJLB	1, 4, 6-8, 10	6
Account Executive	4-5, 7-8, 11	5
Account Executive	4-5, 7-8, 11	11
Sales Assistant	4, 7-8, 11	11
Account Executive	3-4, 7-9	3
Promotions Coordinator	2-5, 7-9	3
Director of Marketing/Promotion, IHM-Detroit	4-5, 7-8	5

¹This Report was modified in September 2018 to address reporting issues.

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Current Employee	N	6
3	Current Employee - Transfer/Promotion	N	2
4	Direct Employers Association, Inc. (<i>association distributing 9002 N. Purdue Road Suite 100 job postings to state job banks</i>) Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Fax : 1-317-874-9100 Job Board	N	0
5	Employee Referral	N	4
6	Former Employee Referral	N	1
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	0
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	Indeed.com - Not Directly Contacted by SEU	N	2
10	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
11	Station Website Posting (<i>navigation link to corporate careers website on one or more SEU stations</i>)	N	2

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

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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	10/27/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Region President met with Wayne State University counselors to discuss career and internship opportunities in broadcasting. During the meeting, he also met with students and toured the Wayne State Career Center	1	Region President
2	11/17/2016	Participation in events or programs sponsored by educational institutions	The SEU participated in the College of Business, Internship & Career Management Center, U of M Dearborn for a Supply chain & Sales/Marketing Networking Event. The SEU disseminated information on job opportunities & internships, accepted resumes and spoke with attendees about a career in broadcasting. SEU participant was a General Sales Manager.	1	General Sales Manager
3	1/20/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Career Day for The University of Michigan-Dearborn College of Business students 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 and a Q & A session, SEU participants included our Director of Marketing, General Sales Manager and Account Executive.	3	Marketing Director General Sales Manager Account Executive
4	3/9/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Career Day for Stoney Creek High School's Advanced Marketing Seniors at our facility in Farmington Hills, MI. SEU staff planned the event which included interactive time spent with several departments discussing employment & career opportunities, Q & A session, and one on one time with managers, support staff and on air talents. SEU participants included our SVP of Programming, Production Assistant, Promotions Manager, Digital Team and On-Air Talents.	5	SVP of Programming Promotions Manager Director of Digital Production Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/30/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career fair held at Wagar Middle School on March 30th, 2017. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. We also answered questions about our stations and broadcast careers.	1	Production Director
6	5/24/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted 20 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 sales and on air-talent discussing employment, career opportunities and accepting resumes. There was also a Q&A session with the on air-talents.	3	General Sales Manager On Air-Talent On Air-Talent
7	5/31/2017	Participation in other activities designed by the station employment unit	Our SEU partnered with The University of Michigan Ross School of Business MAP program, the university's largest educational partnership program working with companies and organizations around the world. MAP focuses on actual business projects provided by sponsoring organizations, and educates teams of undergraduate and Master of Management students through real-time action-based learning. During the school year, our SVPS met with assigned students to coach the students via phone, in person at school and at iheart to advise on career pursuits/development/opportunities, etc.	1	SVP of Sales