

**WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**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
Sales Assistant	1, 3-4, 9	3
Traffic Manager	1, 3-4, 9	4
Outside Account Executive	1, 3-4, 7, 9	7
Director of Marketing/Promotion, IHM-Detroit	1-4, 6, 9	6
Assistant Engineer	1-4, 9	2
Outside Account Executive	1-4, 9	2
Events Coordinator	1, 3-6, 8-9	6

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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	DirectEmployers Association, Inc. <i>(association distributing 7602 Woodland Drive Suite 200 job postings to state and/or Indianapolis, Indiana 46278 local job banks)</i> Career Services	N	0
2	Employee Referral	N	3
3	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	3
4	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	4
5	Internal Candidate	N	5
6	Internal Transfer/Promotion	N	2
7	Re-hire	N	1
8	Unknown (source not adequately identified upon inquiry by SEU)	N	1
9	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/10/2018	Participation in Job Fairs	Our SEU participated in a career fair held at Ferris State University on October 10th, 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.	1	Director Of Marketing
2	11/16/2018	Participation in Job Fairs	Our SEU participated in a media career fair held at Lansing Community College on November 16th, 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.	1	Marketing Director
3	2/7/2019	Participation in Job Fairs	Our SEU participated in a media career fair held at Specs Howard School of Media Arts on February 7th, 2019. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	2	Promotions Manager Promotions Assistant
4	3/28/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career fair held at Wager Middle School on March 28th, 2019. 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