

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

EEO PUBLIC FILE REPORT

June 1, 2013 – May 31, 2014

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
ACCOUNT EXECUTIVE	4,12,17,21	22
ACCOUNT EXECUTIVE	4,8,12,21	7
ACCOUNT EXECUTIVE	4,12,21	11
ACCOUNT EXECUTIVE	4,8,12,17,21,25	22
ACCOUNT EXECUTIVE	4,8,17,21	10
ACCOUNT EXECUTIVE	4,8,12,21	12
ACCOUNT EXECUTIVE	4,8,12,17,21,25	20
INTEGRATED MEDIA SPECIALIST	4,10	3
DIGITAL PRODUCER	4,21	7
ON AIR HOST	4,1,21	5
OPERATIONAL FINANCE MANAGER	4,10,17,21,27	11
OPERATIONAL FINANCE MANAGER	4,10,12,21,27	7
PD WDTW-FM	4,1,4,21	9
SALES ASSISTANT	4,21,28	10
STAFF ACCOUNTANT	4,2,10,21,26	6
TRAFFIC COORDINATOR	4,9,10,19,21	5

¹ This report was modified in June 2014 to address reporting issues

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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 12-month period
1	All Access 28955 Pacific Coast Hwy, Suite 210-5 Malibu, CA Phone: 310-457-6616 Url: http://www.allaccess.com Contact Name: Career Services Contact Email: contact@broadcast1source.com	N	2
2	Career Builders Url: http://careerbuilder.com Career Services Manual Posting	N	1
3	Central Michigan University 1200 S Franklin Mt Pleasant, MI 48859 Phone: 989-774-2091 Url: http://go.cmich.edu Contact Name: Career Services Contact Email: careers@cmich.edu	N	0
4	Clear Careers 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone: 210-253-5126 Url: http://www.clearcareers.com Contact Name: Clear Channel Corporate Contact Email: contact@broadcast1source.com	N	2
5	ClearChannel.jobs 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone: 210-253-5126 Url: http://www.clearchannel.jobs Contact Name: Clear Channel Corporate Contact Email: contact@broadcast1source.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Davenport University 6191 Kraft Avenue Grand Rapids, MI 49512 Phone: 586-620-4041 Url: http://www.davenport.edu Contact Name: Marj Land Contact Email: Marjorie.land@daveport.edu	N	0
7	Eastern Michigan University 200 McKenny Hall Ypsilanti, MI 48197 Phone: 734-487-0400 Url: http://www.emich.edu Contact Name: Bonnie Wethington Contact Email: bonnie.wethington@emich.edu Fax #: 1-734-487-0940	N	0
8	Employee Referral	N	5
9	GlassDoor 1 Harbor Dr, Suite 300 Sausalito, CA 94965 Phone: 415-339-9105 Url: http://www.glassdoor.com Contact Name: OpenHire Source Contact Email: contact@broadcast1source.com	N	0
10	Indeed 7501 N Capital of Texas Hwy Austin, TX 78731 Phone: 800-462-5842 Url: http://www.indeed.com.jobs Contact Name: OpenHire Source Contact Email: contact@broadcast1.com	N	13
11	Insider Radio 365 Union Street Littleton, NH 03561 Phone: 800-640-8852 Url: http://www.insideradio.com Contact Name: Gene McKay Contact Email:	N	0
12	LinkedIn Phone: 248-324-5800 Url: http://www.linkedin.com	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Michigan Assoc of Broadcasters 819 N Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 Url: http://www.michmab.com Contact Name: Sarah Beeskow Contact Email:	N	0
14	Michigan State University 220 Towbridge Road East Lansing, MI 48824 Phone: 517-355-1855 Url: http://www.msu.edu Contact Name: Naomi Lilly Contact Email:	N	0
15	NAACP 2900 E Grand Blvd Detroit MI 48202 Phone: 313-871-7745 Url: http://www.detroitnaacp.org Contact Name: Lori Moore Contact Email: Fax #: 1-313-871-7745 Oakland University Contact Email: careers@ou.com	N	0
16	Oakland University Career Services 275 W Vanderberg Rochester, MI 48309 Phone: 248-370-3250 Url: http://www.oakland.edu Contact Name: Career Services Contact Email: careers@ou.com	N	0
17	On Air Campaign 27675 Halsted Road Farmington Hills, MI 48331 Phone: 248-324-5800 Url: http://www.clearcareers.com Contact Name: Jeff Luckoff:	N	5
18	Recruit.net 2706, The Centrium 61 Wyndham St Central Hong Kong Phone: 852-2525-0555 Url: http://www.usa.recriot.net Contact Name: OpenHire source Contact Email: contact@broadcast1source.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	SimplyHired 2513 Charleston Rd #200 Mountain View, CA 94043 Phone: 650-254-9000 Url: http://www.simplyhired.com Contact Name: OpenHire Source Contact Email: contact@broadcast1source.com	N	0
20	Specs Howard School Broadcast Arts 19900 W Nine Mile Southfield, MI 48075 Phone: 248-358-9000 Url: http://www.spechoward.com Contact Name Dick Kernan Contact Email: Fax #: 1-248-746-9772	N	0
21	Station Website 27675 Halsted Road Farmington Hills, MI 48331 Url: http://www.clearcareers.com Contact Email: clearcareers@clearchannel.com	N	14
22	University of Michigan-Dearborn Career Services 4901 Evergreen Rd Dearborn, MI 48128 Phone: 313-593-5020 Url: http://www.umich.edu/careerservices Contact Name: Nicole Miller Contact Email: contact@broadcast1source.com Fax #: 1-313-593-3705	N	0
23	Walsh College 3838 Livernois Troy, MI 48083 Phone: 248-689-3306 Url: http://www.walshcollege.edu Contact Name: Margo Carlson Contact Email: careerservices@walshcollege.edu	N	0
24	Wayne State University 6050 Cass Avenue Detroit, MI 48202 Phone: 313-577-2424 Url: http://www.jobtrack.com Contact Name: Arlinda Pringle Contact Email: Fax #: 1-313-577-4995	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Western Michigan University 1903 W Michigan Avenue Kalamazoo, MI 49008 Phone: 269-387-1000 Url: http://www.wmich.edu Contact Name: Career Services Contact Email: BroncoJobs@groupwise.emich.edu	N	2
26	Detroit Job List Internet Job Board Url: http://www.detroitjoblist.blogspot.com	N	0
27	Oodle.com Internet Job Board Url: http://www.jobs.oodle.com	N	0
28	Radio Jobs HQ Internet Job Board Url: http://www.radio.jobsmatic.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			51

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Internship Fair at The Specs Howard	Participated in the Internship Fair on March 28 th , 2014 which allowed us to inform and encourage involvement in the broadcast industry. We set up a booth, spoke with candidates and accepted resumes. Aaron Klauber our Director of Marketing and Promotions spoke with 30-40 interested individuals
2	Participation in Career Day 2014 at the Wagar Middle School	Participated in the Career Fair on April 10 th , 2014 which allowed us to educate and answer questions on a radio career specifically in radio production. Lou Dallman our Production Team Leader spoke with approx. 60 8 th graders for approximately 4 hours
3	Internship with WKQI-FM for Macomb Community College	June 2013- August 2013 Julie Qashat interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
4	Internship with WKQI-FM for Michigan State University	June 2013- August 2013 Olivia Ajlouni interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
	Internship with WKQI-FM for Oakland University	June 2013- August 2013 Emily Moreau, Charles Tinker and Loren Taylor interned with the morning show. They performed basic office

	duties such as filing, answering phones and interacted with listeners and clients. They also worked with programming and production to learn what is involved in working on a radio morning show.
Internship with WKQI-FM for Oakland Community College	August 2013- December 2013 Amber March interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
Internship with WKQI-FM for Michigan State University	August 2013- December 2013 Shanacee Shreve interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
Internship with WKQI-FM for Macomb Community College	August 2013- December 2013 Evangeline Yacob interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
Internship with WKQI-FM for St. Clair County Community College	August 2013- December 2013 Elizabeth Whittemore interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.
Internship with WKQI-FM for Wayne State University	August 2013- December 2013 Milan Atkins interned with the morning show. She performed

		<p>basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.</p>
	<p>Internship with WKQI-FM for Spec Howard</p>	<p>January 2014- May 2014 Blerta Prekelezaj and Michah George interned with the morning show. They performed basic office duties such as filing, answering phones and interacted with listeners and clients. They also worked with programming and production to learn what is involved in working on a radio morning show.</p>
	<p>Internship with WKQI-FM for Oakland University</p>	<p>January 2014- May 2014 Natalie Phelps interned with the morning show. She performed basic office duties such as filing, answering phones and interacted with listeners and clients. She also worked with programming and production to learn what is involved in working on a radio morning show.</p>
	<p>Internship with WKQI-FM for Madonna University</p>	<p>January 2014- May 2014 Jeremiah Roberts interned with the morning show. He performed basic office duties such as filing, answering phones and interacted with listeners and clients. He also worked with programming and production to learn what is involved in working on a radio morning show.</p>
	<p>Internship with WKQI-FM for Columbia College Chicago</p>	<p>January 2014- May 2014 Brian Woodsworth interned with the morning show. He performed basic office duties such as filing, answering phones and interacted with listeners and clients. He also worked with programming and production to learn what is involved in working on a radio morning show.</p>

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