

WMUZ Radio Inc.

Annual EEO Report

**June 1st, 2019 – May 31st, 2020**

The purpose of this EEO Public File Report (Quarterly EEO report) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit (EU) that is comprised of the following station(s):

Station	City of License
WMUZ FM	Detroit, MI
WCHB AM	Royal Oak, MI
WRDT AM	Monroe, MI
WMUZ AM	Taylor, MI

**Section 1: Vacancy Information**

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Chief Engineer	7/11/2019	3	1.1, 3.1,3.7, 3.9,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1-7.9	3.7
Account Executive	8/1/2019	7	1.1,3.1,3.9,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.2, 7.9	7.2
Account Executive	8/1/2019	7	1.1, 3.1,3.9,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.2, 7.9	3.1
Promotions Coordinator	9/9/2019	6	1.1, 3.1., 3.4, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.6.	1.1
Sales Assistant	11/1/2019	6	1.1, 3.1, 3.3, 3.9,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.4, 7.9	7.4
Commercial Scheduler/Traffic Director	11/8/2019	5	1.1,3.1,3.3, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.4,	7.4
Receptionist	12/9/2019	9	1.1,3.1,3.3,3.9,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.2, 7.10	1.1
Sales Assistant	12/30/2019	5	1.1,3.1,3.3,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1,7.4, 7.9	7.9
On-Air Host	3/9/2020	7	3.3, 4.1, 7.2	7.2
Chief Engineer	4/20/2020	4	1.1, 3.1, 3.3, 3.7, 3.10, 4.1 – 4.4, 5.1 – 5.3, 6.1 – 6.5, 7.1, 7.11 – 7.13	3.7

**Total Interviews During**

**Applicable Period: 59**

**Vacancies: 10**

## Section 2: Recruitment Source Information

		Address	City, State	Contact		# Interviews from this Source
<b>1. RADIO ANNOUNCEMENTS</b>						
1.1	WMUZ / WCHB / WRDT	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434 F: 313-	16
<b>2. CLASSIFIED ADS</b>						
2.1	Michigan Chronicle	479 Ledyard	Detroit, MI 48201	Classified Ads	T: 313-963-5522	
<b>3. WEBSITES</b>						
3.1	WMUZ/WEXL/WRDT Website	<a href="http://www.wmuz.com">www.wmuz.com</a> <a href="http://www.wexl340.com">www.wexl340.com</a> <a href="http://www.wrdt560.com">www.wrdt560.com</a>		Website posting	Website posting	3
3.2	Monster.com	<a href="http://www.monster.com">www.monster.com</a>	Website posting	Posted on-line	Website posting	
3.3	HisAir.net	<a href="http://www.hisair.net">www.hisair.net</a>	Website posting	Posting on-line	Website posting	6
3.4	Craig's List	<a href="http://www.craigslist.com">www.craigslist.com</a>	Website posting	Website posting	Website posting	
3.5	Kijiji.com (ebay classifieds)	<a href="http://www.kijiji.com">www.kijiji.com</a>	Website posting	Website posting	Website posting	
3.6	All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>	Website posting	Website posting	Website posting	
3.7	SBE Website	<a href="http://www.sbe.org">www.sbe.org</a>	Website posting	Website posting	Website posting	6
3.8	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	Website posting	Website posting	Website posting	
3.9	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	Website posting	Website posting	Website posting	8
3.10	Insideradio.com	<a href="http://www.insideradio.com">www.insideradio.com</a>	Website posting	Website posting	Website posting	
<b>4. SCHOOLS</b>						
4.1	Spees Howard School of Media Arts	26700 Lahser, Suite 100	Southfield, MI 48075	Jessica Poxson	F: 248-746-9770	1
4.2	Wayne State University/MAB	1001 Faculty Administration Building	Detroit, MI 48202	Marlena Frontera	F: 313-577-4995	
4.3	University of Detroit Mercy	2700 Martin Luther King Jr. Blvd	Detroit, MI 48208	Prof. Langham	langhac@udmercy.edu	
4.4	Rochester College	800 West Avon Road	Rochester Hills, MI, 48307	Essie Bryan	ebryan@rc.edu	
<b>5. CHURCHES AND MINISTRIES</b>						
5.1	Greater Grace Temple	23500 West 7 Mile	Detroit, MI, 48219	Bishop Ellis	F: 313-543-6052	
5.2	Perfecting Church	7616 East Nevada	Detroit, MI 48234	Beverly Ferguson	F: 313-365-1185	
5.3	Straight Gate Church	10100 Grand River	Detroit, MI 48204	Shirley Wilson	F: 313-491-2224	
<b>6. COMMUNITY ORGANIZATIONS</b>						
6.1	Women Who Inspire	36880 Woodward Ave., Suite 103	Bloomfield Hills, MI 48304	Nancy O'Neale	womenwhoinspire.org	
6.2	Disabled American Veterans	30905 Plymouth Rd	Livonia, MI, 48150	Commander Adams	F: 734-522-8862	
6.3	NAACP	8220 2 <sup>nd</sup> Ave	Detroit, MI, 48202	Jamel Parks	<a href="mailto:jparks@detroitnaacp.org">jparks@detroitnaacp.org</a>	
6.4	Detroit Urban League	208 Mack Avenue	Detroit, MI, 48201	Shelita Richmond	F: 313-863-6155	

		Address	City, State	Contact		# Interviews from this Source
6.5	Senior Community Service Employment Program	711 N. Saginaw, Ste 207	Flint, MI, 48503	Iris Malukah	F: 810-766-1473	
<b>7. OTHER</b>						
7.1	In House Posting CBC Bulletin Board	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	
7.2	Employee/Staff Referral					4
7.3	Client Referral					
7.4	Previous or Existing Employee					2
7.5	Intra-company Transfer					
7.6	National Career Fair	Dearborn Inn – Oakwood Ave	Dearborn MI, 48124		702-614-9537	
7.7	Sales Workshop	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	
7.8	Concert Events	Various	Various	Various	Various	
7.9	United Career Fairs	Various Locations	Livonia, MI 48152	Kirk Ellioitt	866-304-9473	11
7.10	Facebook-Employment	Wmuz//facebook				1
7.11	Michigan Association of Broadcasters	820 N. Capital Ave.	Lansing, MI 48906	D. Kelley	317-701-0084	
7.12	Indiana Broadcasters Association	P.O. Box 902	Carmel, IN 46082	Dave Arland	317-701-0084	
7.13	Ohio Association of Broadcasters	17 S. High Street, Ste. 1010	Columbus, OH 43215		614-228-4052	1

### **Section 3: Supplemental Recruitment Activities**

#### **June 4, 2019 – CHARLES H. WRIGHT ACADEMY of ARTS & SCIENCE ANNUAL CAREER DAY**

Val Monroe, afternoon host on WCHB, participated as a speaker for the morning session of the Detroit Public Schools Community Districts Annual Career Day held at Charles H. Wright Academy. The main goal of this event is to familiarize students with information about various occupations and to stimulate their career dreams for the future. As a part of this effort, the academy invites several professionals to speak to three to four classrooms for approximately 30 minutes. The ages of the students range from kindergarten through fourth grade. Val did interactive activities with the students as a fun way to introduce them to the various careers available in radio.

#### **June 26, 2019 – NATIONAL CAREER FAIRS**

Executive Assistant, Linda Martens attended the Detroit Career Fair produced in cooperation with MONSTER.com and sponsored by National Career Fairs. This fair was held at the Doubletree by Hilton Detroit/Dearborn in Detroit off the Southfield Expressway. We were actively recruiting for Account Executives and Promotions. In the past, this fair was held at the Dearborn Inn off Oakwood Avenue in Downtown Dearborn. This event ran from 11 a.m. to 2 p.m. A small number of resumes were gleaned from this event.

**August 1, 2019 – SPECS HOWARD JOB FAIR**

The Spring Specs Howard School of Media Arts Job Fair was held at their new facility located on Lahser in Southfield. CBC - Detroit was actively recruiting for Promotions Coordinator at this event. It was well attended and received 14 resumes for review of which one candidate was interviewed for the position.

**October 16, 2019 UNITED CAREER FAIRS – SALES SPECIFIC JOB FAIR – 6 – 8 p.m.**

The format of the United Career Fair sponsored events are held in the evening in order to allow currently employed people that are looking for a new opportunity a chance to attend. In addition, as a participant at this job fair, each business is given an opportunity to make a short presentation at the beginning to introduce the job seekers to their business. This way the seekers can decide what businesses most intrigue them. There were approximately 60 job seekers in attendance. This job fair was attended by Executive Assistant, Linda Martens receiving several resumes for the two actively recruited Sale positions at CBC - Detroit of Account Executives and Sales Assistants.

**January 20<sup>th</sup>, 2020 – MANDATORY ANTI-HARASSMENT AND ANIT- DISCRIMINATION MEETING**

CBC- Detroit held their mandatory Annual Harassment and Discrimination meeting on Monday, January 20<sup>th</sup>, 2020. This meeting was led by General Manager, Frank Franciosi and was attended by 25 full-time and 2 part-time employees. With the advent of The #Metoo Movement, as a corporation, Crawford Broadcasting updated and expanded the section in their employee handbook under Discrimination, Harassment and Retaliation Prevention which was the focus of this meeting. At the end of the meeting, the opportunity was given to those in attendance to ask any questions regarding the policies.

Operations Manager, Anthony Faletti scheduled and held his mandatory meeting for the remaining 13 part-time employees for Saturday, January 25<sup>th</sup>, 2020.

**March 26, 2020 – NATIONAL CAREER FAIR – 12 NOON – 2:00 P.M.**

The EU was confirmed as pre-registered to participate in this event. However, due to the novel Corona Virus, this March event was canceled due to the Executive Order issued by Governor Whitmer of Michigan for all social gatherings of ten or more to be canceled. The company, National Career Fair has cancelled all job fairs thru April 30<sup>th</sup>, 2020 and is hopeful that the events scheduled for May and beyond will be able to take place.

**April 20, 2020 – UNITED CAREER FAIR – 6 – 8 P.M.**

The EU was confirmed as pre-registered to participate in this event. However, due to the novel Corona Virus, this April event was canceled due to the Executive Order issued by Governor Whitmer of Michigan for all social gatherings of ten or more to be canceled. The company, United Career Fair has cancelled all job fairs for the foreseeable future. As this situation evolves, United Career Fairs is keeping us updated as to when this event will be rescheduled.

**May 28, 2020 – NATIONAL CAREER FAIR – 12 NOON – 2:00 P.M.**

The EU was confirmed as pre-registered for this event. On April 24<sup>th</sup>, a notification from National Career Fairs was received from Regional Event Manager, Sheri Luke regarding this May event CBC-Detroit had pre-registered for in early March. It stated the following;

“As we manage through this difficult time, National Career Fairs is doing its best to determine the right time to continue hiring events. As of now, we will not be holding any events in May. We hope to resume with events on our calendar for June 2020. We will keep you updated as we get information.”