

**WITL (FM), WMMQ (FM), WJIM (FM), WJIM (AM), WFMK (FM),
WVFN (AM), MTN
EEO PUBLIC FILE REPORT
June 1, 2013-May 31, 2014**

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
Account Executive	1-14,17	3
Account Executive	1-14,17	9
Account Executive	1-14,17	1
Account Executive	1-14,17	4
Account Executive	1-14,17	4
Account Executive	1-14,17	4
Live Events Manager	1,2,5,14-16,17	4
Digital Editing Manager	1,2,5,14-16,17	15

**WITL (FM), WMMQ (FM), WJIM (FM), WJIM (AM), WFMK (FM),
WVFN (AM), MTN**

EEO PUBLIC FILE REPORT

June 1, 2013-May 31, 2014

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	Station Website Postings (all SEU stations)	N	1
2	Internal Posting	N	0
3	On-Air Announcements (all SEU stations)	N	1
4	Word of Mouth/ Referral	N	9
5	Michigan Association of Broadcasters www.michmab.com 819 N Washington Avenue Lansing, MI 48906-5815 517-484-7444	N	0
6	Social Media Posts—Twitter and Facebook for all stations	N	0
7	www.Linkedin.com	N	0
8	www.Craigslist.com	N	0
9	www.ZipRecruiter.com	N	1
10	www.michworks.org (Michigan Talent Bank)	N	0
11	Spec Howard School of Media Arts 19900 W Nine Mile Rd Southfield, MI 48075	N	0
12	Job Fairs (See Section III)	N	0
13	Michigan State University www.myspartancareer.com 113 Student Services Building East Lansing, MI 48824-1113	N	0
14	MLive.Com	N	0
15	Jobvite	N	12
16	www.townsquaremedia.com	N	0
17	www.indeed.com	N	10
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

**WITL (FM), WMMQ (FM), WJIM (FM), WJIM (AM), WFMK (FM),
WVFN (AM), MTN
EEO PUBLIC FILE REPORT
June 1, 2013-May 31, 2014**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	<p>On June 26, 2013, Our SEU participated in a MiVirtual CareerFair through Capital Area Works. SEU representatives chatted online with attendees about careers in radio sales, as well as job opportunities and internships. Resumes of interested persons were collected via e-mail. Station participants included the Director of Sales, Sales Manager, Operations Manager, Business Manager. We also had a station representative present at the Tim Horton's location (on MLK) that provided computers to those searching that needed computer access or to talk to in person.</p>
2	Participate in Job Fair	<p>On October 25, 2013, Our SEU participated in MAB Foundation Broadcasting Career Builder Conference sponsored by the Michigan Association of Broadcasters and held at the Lansing Community College West Campus. SEU representatives spoke with attendees about careers in radio sales, as well as job opportunities and internships. Resumes of interested persons were collected. Station participants included the Operations Manager and Business Manager.</p>
3	Participate in Job Fair	<p>On March 12, 2014, Our SEU participated in MAB Foundation GLBC Career & Networking Fair sponsored by the Michigan Association of</p>

		Broadcasters and held at the Lansing Center in Lansing. SEU representatives spoke with attendees about careers in radio sales, as well as job opportunities and internships. Resumes of interested persons were collected. Station participants included the Director of Sales, General Sales Manager, and Operations Manager.
4	Internship Program	Our stations have used two interns from June 2013-May 2014. These students came from Ferris State University and Michigan State University. During their internships, students learn about promotions, marketing, advertising, and programming by working closely with SEU personnel as well as assisting with station events and promotions. The students were able to seek career advice from station personnel.
5	Participate in program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Between August 2013 and April 2014, we gave nine (9) students –five from Michigan State University, one from St. Johns Elementary, one from Leslie High School, and two from Stockbridge High School – an opportunity to job shadow the on air staff. These students learned first hand what it takes to get a radio station on the air and what it is like to be a disc jockey. Throughout the process, students were encouraged to ask questions about their experiences.

^{1 1} Stations were operated under Cumulus Media June 1, 2013-Nov 13, 2013 and operated under Townsquare Media November 14, 2013-May 31, 2014