

WWSN(FM), WLCS(FM), WVIB(FM), WKLQ(AM) and WLAW(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 -May 31, 2017

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
NONE		

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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	Word-of-Mouth Referral	N	0
2	Womens Resource Center Contact: Marcia Van Poolen 678 Front Street, Suite 180 Grand Rapids, MI 49504 616-458-5443	N	0
3	Hispanic Center of Western Michigan Contact: Salvatore Lopez 1204 Grandville Avenue SW Grand Rapids, MI 49503 616-233-0566	N	0
4	Hispanic Ministries Community Bulletin Board 671 Davis Avenue NW Grand Rapids, MI 49504 616-456-2759	N	0
5	Grand Rapids Urban League Placement Office 745 Eastern Avenue SE Grand Rapids, MI 49503 616-245-2207	N	0
6	Michigan Employment Security Commission Job Orders P. O. Box 169 Grand Rapids, MI 49501-0169	N	0
7	Uptown Assembly of God Congregational Care Ministry 1470 Lake Drive SE Grand Rapids, MI 49506	N	0
8	Job Corps of Grand Rapids Placement Office 110 Hall Street SE Grand Rapids, MI 49507 616-243-2360	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Grand Rapids Community College Chris Allen 143 Bostwick NE Grand Rapids, MI 49503 616-234-2046/fax 616-331-2070 callen@grcc.edu	N	0
10	Grand Valley State University Placement Office 1 Campus Drive Allendale, MI 49401 616-331-5000/fax 616-234-4173 career@gvsu.edu	N	0
11	Calvary Church Contact: Regina Scovill 777 E Beltline NE Grand Rapids, MI 49525 616-956-9377x3672 rscovill@ccmi.org	N	0
12	Baker College of Muskegon Contact: Toni Hamilton 1903 Marquette Avenue Muskegon, MI 49442 231-777-5200 toni.hamilton@baker.edu	N	0
13	Specs Howard School of Media Arts Placement Office 19900 W 9 Mile Road Southfield, MI 48075 248-358-9000	N	0
14	Cumulus Business Managers bm@cumulus.com	N	0
15	All Access www.allaccess.com	N	0
16	Michigan Association of Broadcasters www.mab.com	N	0
17	ZipRecruiter www.ziprecruiter.com (Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com , monster.com and topusajobs.com)	N	0
18	Media Recruiter www.media recruiter.com	N	0
19	On-Air Announcements (one or more SEU stations)	N	0
20	Station Website Postings (one or more SEU stations)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Inside Radio www.insideradio.com	N	0
22	Michigan Works www.mitalent.org	N	0
23	HRM Direct talent.hrmdirect.com (Cumulus corporate Internet-based job board and secondary posting service to more than 5 additional on-line job banks, eg. indeed.com and linkedin.com)	N	0
24	Internal Transfer/Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On March 25, 2017 our SEU participated in a job fair held at Central Michigan University. Our Sales Manager spoke with attendees about career opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested attendees were collected.</p> <p>On November 8, 2016 our SEU participated in a job fair held at Western Michigan University's campus for the MABF Broadcast Media Career Fair. Our Sales Manager spoke with attendees about career opportunities in broadcasting, with an emphasis on radio sales, as well as job openings within the SEU. Resumes of interested parties were collected.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Host Job Fair	<p>On October 15, 2016 our SEU hosted a Job Fair at the Delta Plex in Grand Rapids, MI. Our sales manager spoke with attendees about career opportunities in broadcasting with an emphasis on radio sales, as well as any other openings within the SEU. Resumes were collected from interested attendees.</p>