

**WHNN(FM), WILZ(FM), WIOG(FM) and WKQZ(FM)**  
**EEO PUBLIC FILE REPORT**  
June 1, 2013 – May 31, 2014<sup>1</sup>

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources  (“RS”) Used to Fill  Vacancy</b>	<b>RS  Referring  Hiree</b>
Account Executive	1-6, 8-11	1
Account Executive	1-6, 8-11	3
Account Executive	1-6, 8-11	5
Account Executive	1-6, 8-11	1
Account Executive	1-6, 8-11	5
Account Executive	1-6, 8-11	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS  Number</b>	<b>RS Information</b>	<b>Source Entitled  to Vacancy  Notification?  (Yes/No)</b>	<b>No. of  Interviewees  Referred by RS  Over  Reporting  Period</b>
1	<b>Station Website Postings</b> <i>(all SEU stations)</i>	N	9
2	<b>Internal Posting</b>	N	0
3	<b>On-Air Announcements</b> <i>(all SEU stations)</i>	N	3

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
4	<b>Open House</b> ( <i>see Section III</i> )	N	4
5	<b>Word-of-Mouth Referral</b>	N	6
6	<b>Michigan Association of Broadcasters</b> www.michmab.com 819 N. Washington Avenue Lansing, MI 48906-5815 517.484.7444	N	2
7	<b>All Access</b> www.allaccess.com 289 Pacific Coast Highway Suite 210 Malibu, CA 90265 310.457.6616	N	0
8	<b>Delta College</b> 4605 Webber Street Saginaw, MI 48601 989.752.7500	N	1
9	<b>Northwood University</b> 4000 Whiting Drive Midland, MI 48640-2398 989.837.4200	N	2
10	<b>Saginaw Valley State University</b> 7400 Bay Road University Center, MI 48710 989.964.4000	N	1
11	<b>Specs Howard School of Media Arts</b> Contact: Brent Carey 19900 W. Nine Mile Road Southfield, MI 48075 248.358.9000	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	<b>Job Fairs</b> <i>(see Section III)</i>	N	5
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			33

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Business Expo	On October 12, 2013, our Station Employment Unit participated in the Mt. Pleasant Business Expo held on the campus of Central Michigan University. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Local Sales Managers.
<b>2</b>	Participate in Career Fair	On October 26, 2013, our SEU participated in the Delta College Career Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Local Sales Manager and Promotions Director.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>3</b>	Participate in Business Expo	On November 15, 2013, our SEU participated in the Saginaw Spirit Business Expo held at the Dow Event Center. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included air staff and Promotions Directors.
<b>4</b>	Participate in Career Fair	On January 28, 2014, our SEU participated in the Saginaw Valley State University Internship Fair held on its campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Promotions Director and Operations Manager.
<b>5</b>	Participate in Job Fair	
<b>6</b>	Participate in Job Fair	On March 12, 2014, our SEU participated in the Winter Career Fair held on the campus of University of Michigan-Flint. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Operations Managers and Promotions Director.
<b>7</b>	Internship Program	On March 28, 2014, our SEU participated in the 2012 Spring University Wide Employment and Networking Fair held on the Saginaw Valley State University campus. SEU representatives spoke with attendees about careers in broadcasting, with an emphasis on radio sales, as well as job opportunities and internships within the SEU. Resumes of interested attendees were collected. Station participants included our Sales Manager, Market Manager and Promotions Director.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Internship Program	During the Summer semester (June-July-August 2013) one of our SEU stations, WIOG(FM), hosted 5 student interns from various colleges, including Central Michigan University, Ferris, Northwood University and Delta College. These interns were supervised by the WIOG Promotions and Program Directors and learned about promotions, marketing, advertising and programming by both working closely with SEU personnel and assisting with Station events and promotions. These students were also able to seek career advice from station personnel.
<b>9</b>	Host Open House	On Wednesday April 30, 2014 our SEU hosted an Open House at the stations facilities in Saginaw, Michigan. During this event, SEU representatives presented information to the attendees about careers opportunities in radio sales. Resumes of interested attendees were collected. SEU participants included our Market and Sales Managers. This event was promoted on all SEU stations.