

**WJR (AM), WDVD (FM) & WDRQ (FM)
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018**

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
Promotions Director-WDRQ/WDVD	1-2,4-5,11,13-20, 26-30,34-35, 37, 47, 48, 51	11
Account Executive-WDVD	2,4,37,38, 47, 48, 51	37
Broadcast It Engineer	1-2,4-5,11,13-20, 26-30,34-35, 37, 47, 48, 51	2
Digital Sales Manager	2, 4, 37,38, 47-49,51	2
Assistant Program Director-WDRQ/WDVD	1-2, 4-5, 11, 13-14, 20, 26-30, 34-35, 37,39, 47, 48, 51, 53	37
On Air Talent/Talk Host-WDVD	1-2, 4-5, 11, 13-14, 20, 26-30, 34-35, 37,39, 47, 48, 51, 53	1
(2) Executive Producer-WJR	1-2, 4-5, 11, 13-14, 20, 26-30, 34-35, 37,39,47, 48, 51, 53	1

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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	Internal Transfer/Promotion	N	3
2	Cumulus Job Board www.cumulus.hrmdirect.com (wjr.com, 963wdvd.com, nashfm931.com - links to Cumulus.com/Careers-same job board)	N	21
3	SEU Open House (N/A this reporting period)	N	0
4	Indeed Website www.indeed.com	N	1
5	All Access Website Email: pcolbert@allaccess.com www.allaccess.com	N	2
6	SEU Facebook Pages http://www.facebook.com/963WDVD http://www.facebook.com/nashfm931 http://www.facebook.com/newstalk760wjr	N	0
7	Craigslist http://detroit.craigslist.org/	N	0
8	CareerBuilder Website www.careerbuilder.com	N	0
9	Detroit Urban League Fax: 313-822-3222 www.detroiturbanleague.org	N	0
10	Detroit NAACP Fax: 313-835-9673 www.detroitnaacp.org	N	0
11	Michigan Association of Broadcasters Email: jobbank@michmab.com www.michmab.com	N	1
12	Association for Women in Communications – Detroit Chapter Email: info@womcomdetroit.org	N	0
13	Wayne State University Email: Kimberly.streeter@wayne.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
14	Eastern Michigan University Email: mary.jones@emich.edu	N	0
15	Michigan State University Email: jaques@msu.edu	N	0
16	Central Michigan University Email: careers@cmich.edu	N	0
17	Specs Howard School of Media Arts Email: kburns@specshoward.edu	N	1
18	University of Michigan Dearborn Email: kcordon@umd.umich.edu	N	0
19	Davenport University Email: warren.cs@davenport.edu	N	0
20	Walsh College Email: careerservices@walshcollege.edu	N	0
21	Detroit Business Institute Fax: 248-552-7300	N	0
22	Society of St. Vincent de Paul Email: alove-berkley@svdpdet.org	N	0
23	YWCA of Detroit Phone: 313-259-7701	N	0
24	Michigan Talent Bank michworks.org	N	0
25	Association of Hispanic Journalists Fax: 202-662-7144	N	0
26	Madonna University Email: ikroeger@madonna.edu	N	0
27	Monroe County Community College Email: workforce@monroeccc.edu	N	0
28	Schoolcraft College Email: kcox@schoolcraft.edu	N	0
29	University of Phoenix Email: karyn.goit@phoenix.edu	N	0
30	Washtenaw Community College Email: dwildfon@wccnet.edu	N	0
31	Southfield Career Center Fax: 248-945-5115	N	0
32	Dorsey Staffing Fax: 248-585-1195	N	0
33	New Lawton School Fax: 248-569-6974	N	0
34	Adrian College Email: careerplanning@adrian.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
35	Albion College Email: careers@albion.edu	N	0
36	Baker College Fax: 313-425-3777	N	0
37	Word-of-Mouth Referral	N	7
38	On-Air Announcements (n/a this reporting period - one or more SEU stations)	N	0
39	TV and Radio Jobs Website (Online classifieds) www.tvandradiojobs.com	N	0
40	Macomb Community College www.experience.com/emp/login	N	0
41	Oakland Community College www.oaklandcc.hiretouch.com/	N	0
42	Oakland University www.oucareerlink.com	N	0
43	Job Fair Giant Website www.jobfairgiant.com	N	0
44	Linked In Website www.linkedin.com	N	0
45	Job Spider Website www.jobspider.com	N	0
46	Lucky Dog Jobs Website www.luckydogs.com	N	0
47	Simply Hired Website www.simplyhired.com	N	0
48	Glass Door Website www.glassdoor.com	N	2
49	Inside Radio Classifieds Fax: 877-270-3998	N	0
50	RAMP.com Email: kcarter@mydamnchannel.com	N	0
51	Link Up Website www.linkup.com	N	0
52	Jewish News www.the.jewishnews.com, 800-542-8733	N	0
53	Internal Posting	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts an on-going and robust internship program. During this reporting period, our SEU hosted twenty-six (15) student interns from the following schools: Specs Howard School of Broadcast Arts (7), University of Michigan-Dearborn (6), Oakland University (2), Milliken University (1), Eastern Michigan University (1), Michigan State University (1) and Wayne State University (1) as follows:</p> <p>13 interns in the WDVD/WDRQ Programming department under the supervision of our On-Air Talent;</p> <p>6 interns in the WJR Programming department under the supervision of our Producers;</p>
2	Job Bank Participation	<p>Our SEU is a member of the Michigan Associate of Broadcasters (MAB). All full-time openings are posted on MAB Job Bank; recruitment source 11. The SEU's air up to 26 PSA's every week for the MAB on behalf of Michigan non-profit charitable organizations. The MAB provides "guidance which enables members to serve their communities of License in a manner, which meets or exceeds the spirit and in-light of FCC rules through education, representation and advocacy".</p>
3	Co-Sponsor Job Fair	<p>SEU partnered with Disabled American Veterans (DAV) Recruit Military as the media sponsor of the Detroit Veterans Job Fair on June 15, 2017. SEU provided recorded promotional mentions with online streaming, inclusion in e-newsletter, posting on the Events page on each stations website. On the day of the event a two hour "street team" appearance with the station vehicle, a 10x10 professional display and prizes/special offers for event patrons. The Promotions Director participated in the Job Fair and returned with several resumes to share with other hiring managers.</p>