

**WJR (AM), WDVD (FM) & WDRQ (FM)  
EEO PUBLIC FILE REPORT  
June 1, 2018 - May 31, 2019**

**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
Digital Content Director	1-2,4-5,6,9-11-13-20, 26-30,34-35, 37,44,47-48,51,54-55	1
(2) Account Executive-WJR/WDRQ/WDVD	2,4,6,11, 37, 44, 47-51,54-55	2 & 37
Sales Manager	1-2. 4, 6, 9-37,39,44,48-51,54-55	2
National Sales Assistant	1-2, 4-6, 11, 13-14, 20, 26-30, 34-35, 37,44,47-48,50-51, 54-55	2
On Air Talent-Afternoon Drive	1,2,4-6,9-33,37,39,44-46,48,50-51,54-55	1
Market Manager	1,2,4,6, 37,39,44,47-48,51,54-55	1
Director of Programming	1,2,4-37,39,44,47-48,51,54-55	2

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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	<b>Internal Transfer/Promotion</b>	N	8
2	<b>Cumulus Job Board</b> www.cumulus.hrmdirect.com (wjr.com, 963wdvd.com, nashfm931.com - links to Cumulus.com/Careers-same job board)	N	19
3	<b>SEU Open House (N/A this reporting period)</b>	N	0
4	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	15
5	<b>All Access Website</b> Email: pcolbert@allaccess.com <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
6	<b>SEU Facebook Pages</b> <a href="http://www.facebook.com/963WDVD">http://www.facebook.com/963WDVD</a> <a href="http://www.facebook.com/nashfm931">http://www.facebook.com/nashfm931</a> <a href="http://www.facebook.com/newstalk760wjr">http://www.facebook.com/newstalk760wjr</a>	N	0
7	<b>Craigslist</b> <a href="http://detroit.craigslist.org/">http://detroit.craigslist.org/</a>	N	0
8	<b>CareerBuilder Website</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	0
9	<b>Detroit Urban League</b> Fax: 313-822-3222 <a href="http://www.detroiturbanleague.org">www.detroiturbanleague.org</a>	N	0
10	<b>Detroit NAACP</b> Fax: 313-835-9673 <a href="http://www.detroitnaacp.org">www.detroitnaacp.org</a>	N	0
11	<b>Michigan Association of Broadcasters</b> Email: jobbank@michmab.com <a href="http://www.michmab.com">www.michmab.com</a>	N	0
12	<b>Association for Women in Communications – Detroit Chapter</b> Email: info@womcomdetroit.org	N	0
13	<b>Wayne State University</b> Email: Kimberly.streeter@wayne.edu	N	0
14	<b>Eastern Michigan University</b> Email: mary.jones@emich.edu	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>
15	<b>Michigan State University</b> Email: jaques@msu.edu	N	0
16	<b>Central Michigan University</b> Email: careers@cmich.edu	N	0
17	<b>Specs Howard School of Media Arts</b> Email: kburns@specshoward.edu	N	0
18	<b>University of Michigan Dearborn</b> Email: kcordon@umd.umich.edu	N	0
19	<b>Davenport University</b> Email: warren.cs@davenport.edu	N	0
20	<b>Walsh College</b> Email: careerservices@walshcollege.edu	N	0
21	<b>Detroit Business Institute</b> <b>Fax: 248-552-7300</b>	N	0
22	<b>Society of St. Vincent de Paul</b> <b>Email: alove-berkley@svdpdet.org</b>	N	0
23	<b>YWCA of Detroit</b> <b>Phone: 313-259-7701</b>	N	0
24	<b>Michigan Talent Bank</b> <b>michworks.org</b>	N	0
25	<b>Association of Hispanic Journalists</b> <b>Fax: 202-662-7144</b>	N	0
26	<b>Madonna University</b> Email: ikroeger@madonna.edu	N	0
27	<b>Monroe County Community College</b> Email: workforce@monroeccc.edu	N	0
28	<b>Schoolcraft College</b> Email: kcox@schoolcraft.edu	N	0
29	<b>University of Phoenix</b> Email: karyn.goit@phoenix.edu	N	0
30	<b>Washtenaw Community College</b> Email: dwildfon@wccnet.edu	N	0
31	<b>Southfield Career Center</b> <b>Fax: 248-945-5115</b>	N	0
32	<b>Dorsey Staffing</b> <b>Fax: 248-585-1195</b>	N	0
33	<b>New Lawton School</b> <b>Fax: 248-569-6974</b>	N	0
34	<b>Adrian College</b> Email: careerplanning@adrian.edu	N	0
35	<b>Albion College</b> Email: careers@albion.edu	N	0

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

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program	<p>Our SEU hosts an on-going and robust internship program. During this reporting period, our SEU hosted sixteen (16) student interns from the following schools: Specs Howard School of Broadcast Arts (7), Wayne State (1), University of Michigan-Dearborn (3), Rochester College (1), Oakland University (2), West Virginia University (1), and Henry Ford Community College (1) as follows:</p> <p>The interns are learning how to edit audio using Adobe Audition, manage the show clock and layout using our broadcasting software Opx. They are editing are websites using Triton and creating content for our Twitter and Facebook pages.</p> <p>13 interns in the WDVD/WDRQ Programming department under the supervision of our On-Air Talent;</p> <p>3 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 Association of Broadcasters (MAB). All full-time openings are posted on the MAB Job Bank. The SEU stations air up to 26 PSAs every week for the MAB on behalf of Michigan non-profit charitable organizations. The MAB – whose membership includes substantial participation by women and minorities – assists its members in serving their respective communities in a manner designed to exceed the requirements of the FCC’s rules and policies.</p>
3	Provide Training to all employees regarding harassment	<p>On April 30<sup>th</sup>, 2019 all employees participated in a training seminar to prevent employee harassment.</p>