

WDVD(FM), WDRQ(FM), WJR(AM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023

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
Multi-Media Account Executive	1-30, 32-64	30
Multi-Media Account Executive	1-29, 32-64	8
Digital Sales Manager	1-30, 32-64	30
Digital Content Manager	1-29, 32-64	1
Multi-Media Account Executive	1-29, 32-64	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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	20
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	3
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	2
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	10
31	Internal Transfer/Promotion	N	0
32	Detroit Workforce Development Department 707 W. Milwaukee Detroit, MI 48202 313-873-7321 evans7@michigan.gov gabelsbergerj@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Great Lakes Bay Michigan Works 312 E Genesee Saginaw, MI 48607 989-752-3145 annmarieb@michiganworks.com jackson8@michigan.gov	N	0
34	Michigan Works! Dearborn Access Service Center 6451 Schaefer Road Dearborn, MI 48126 313-945-8159 jonesr24@michigan.gov mmounajed@accesscommunity.org	N	0
35	Michigan Works! Highland Park Service Center 144 E. Manchester Street Highland Park, MI 48203 313-826-0299 archerd1@michigan.gov evanss7@michigan.gov	N	0
36	Michigan Works! Livonia Service Center 30246 Plymouth Road Livonia, MI 48150 734-513-4900 brzegr@michigan.gov HicksE@michigan.gov	N	0
37	Michigan Works! Macomb Service Center - Clinton Township 43630 Hayes Road, Suite 100 Clinton Township, MI 48038 586-263-1501 archerd1@michigan.gov jrtaylor@macomb-stclairworks.org	N	0
38	Michigan Works! Macomb Service Center - Mt. Clemens 75 North River Road Mt. Clemens, MI 48043 586-783-8700 hooperm@michigan.gov jdelano@macomb-stclairworks.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Michigan Works! Macomb Service Center - Roseville 15950 Twelve Mile Road Roseville, MI 48066 586-447-9200 andersont7@michigan.gov kinsmanc@michigan.gov	N	0
40	Oakland County Michigan Works! Oak Park Career Center 22180 Parklawn Oak Park, MI 48237 248-691-8437 mdefran@oakparkcareercenter.org munozs@michigan.gov	N	0
41	Michigan Works! Service Center - Warren 27850 Van Dyke Avenue Warren, MI 48093 586-574-2170 csanford@mhrdi.org jkimm@macomb-stclairworks.org	N	0
42	Michigan Works! Southfield Service Center 21030 Indian Street Southfield, MI 48033 248-796-4550 mark.meadows@va.gov pittmanf@michigan.gov	N	0
43	Oakland County Michigan Works! Troy 550 Stephenson Highway, Suite 400 Troy, MI 48083 248-823-5101 cschubeck@troy.k12.mi.us	N	0
44	Michigan Works! Wayne Service Center 35731 West Michigan Avenue Wayne, MI 48184 734-858-4284 awirth@etdinc.com collinsc14@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	OneStop Service Center 5555 Conner Avenue Detroit, MI 48213 313-579-4925 BruggemanJ@michigan.gov debosec@michigan.gov	N	0
46	Detroit Employment Solutions Corporation 9301 Michigan Avenue Detroit, MI 48210 313-846-5447 hayesc@michigan.gov info@sermetro.org	N	0
47	Downriver Community Conference - (Michigan Works! Southgate Service Center) 15100 Northline Road Southgate, MI 48195 734-362-3466 coutinhor@michigan.gov hayesc@michigan.gov	N	0
48	Detroit Urban League Workforce Development 208 Mack Avenue Detroit, MI 48201 313-832-4600 srichmond@deturbanleague.org	N	0
49	Jewish Vocational Service and Community Workshop 29699 Southfield Road Southfield, MI 48076 248-559-5000 atolle@jvsdet.org	N	0
50	Southwest Economics Solutions 3627 Vernor Highway Detroit, MI 48216 313-841-9641 tparuszkiewicz@swsol.org	N	0
51	Piquette Square for Veterans 6221 Brush Street Detroit, MI 48202 adebar@swsol.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	The Greening of Detroit 1418 Michigan Avenue Detroit, MI 48216 (313) 608-9184 devon@greeningofdetroit.com	N	0
53	Michigan Rehabilitation Services 333 West Fort Street Detroit, MI 48226 313-965-5730 howardj2@michigan.gov miets30@voyager.net howardj2@michigan.gov	N	0
54	Department of Veterans Affairs VA Regional Office Detroit, MI 48226 800-827-1000 brent.haddow@va.gov	N	0
55	Career Ministry - St. Mary of the Hills Rochester Hills, MI 48390 stmaryoth@yahoo.com	N	0
56	St. Andrews - Rochester Rochester, MI 48390 248-373-0707 bettydobies@wowway.com	N	0
57	Take Control - St. Paul's in Grosse Pointe Pointe Farms, MI susanbristol.soc@comcast.net	N	0
58	Redford Union High School 17715 Brady Street Redford, MI 48240 313-242-4200 rancoup@redfordu.k12.mi.us	N	0
59	North Canton Executive Networking Group - Church of the Lakes Canton, OH 330-499-8972 jerodek@gmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	Department of Veterans Affairs VA Regional Office 477 Michigan Avenue Detroit, MI (800) 827-1000 BRENT.HADDOW@VA.GOV	N	0
61	JVS 29699 Southfield Road Southfield, MI 48076 (248) 233-5000 lbartley@jvsdet.org	N	0
62	Southwest Housing Solutions 3627 West Vernor Highway Detroit, MI 48216 (313) 297-0090 mfreemqan@swsol.org	N	0
63	Southwest Housing Solutions 3627 West Vernor Highway Detroit, MI 48216 (313) 297-0090 mfreemqan@swsol.org	N	0
64	Wayne State University Office of Military and Veterans Academic Excellence (OMVAE) 42. W. Warren Avenue, Suite 687 Detroit, MI 48202 313-577-9180 ag9201@wayne.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 24, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which re-enforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.