

**VBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX  
FM, WSRW-FM, WTKG**

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 3, 5-11	3
Senior News Anchor-Reporter	1, 5-6, 8-9, 11	1
Local Sales Manager	2, 4-6, 8-9, 11	4
Outside Sales Account Executive	1	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	Consultant Referral	N	3
2	Direct Employers 9002 N. Purdue Rd Ste 1000 Indianapolis, Indiana 46268 Phone : 1-866-268-6206 Url : <a href="http://www.directemployers.org">http://www.directemployers.org</a> Direct Employers Manual Posting	N	0
3	Employee Referral	N	1
4	Former Employee	N	1
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
7	Linked In	N	1
8	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Email : <a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a> Don Kelley	N	0
9	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : <a href="mailto:rkneelan@grcc.edu">rkneelan@grcc.edu</a> Regin Kneelan	N	0

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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>
10	Michigan Works Employment Service 316 Morris Ave Suite 300 Muskegon, Michigan 49441 Phone : 231-724-8894 Email : thoffman@goodwillmi.org Jamie McGraine	N	0
11	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : broncojobs@wmich.edu Buffy Nespodzany	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/11/2016	Participation in Job Fairs	MABF Broadcast Media Career & Networking Fair	2	National Sales Assistant Program Director
2	10/27/2016	Participation in Job Fairs	MABF Broadcast Media Career & Networking Fair at WMU.	2	National Sales Assistant Business Manager
3	3/21/2017	Participation in Job Fairs	BCA Career Fair at Central Michigan University	1	Program Director
4	3/21/2017	Participation in events sponsored by community groups	Station Tour for Local Girl Scout Troup 3800	3	On Air Talent Business Manager Sales Assistant