

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

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
News Anchor	3, 5-6, 8, 11	6
WSRW/Grand Rapids Program Director/Morning host	1, 3, 5-6, 8, 11	1
Outside Sales Account Executive	3-6, 8, 11	4
Finance Specialist	3-6, 8-9, 11-12	4
Sales Support	2-3, 5-6, 9-12	2
Sales Assistant	3, 5-7, 9-12	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Current Employee	N	1
2	Current Employee - Transfer/Promotion	N	1
3	Direct Employers 9002 N. Purdue Rd Ste 1000 Indianapolis, Indiana 46268 Phone : 1-866-268-6206 Url : http://www.directemployers.org Direct Employers Manual Posting	N	0
4	Employee Referral	N	2
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
7	Indeed.com	N	2
8	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Email : dkelley@michmab.com Don Kelley	N	0
9	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : rkneelan@grcc.edu Regin Kneelan	N	0

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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
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
12	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/6/2017	Sponsorship of events in the community designed to increase public awareness	Phil (hiring program director) co-lead a Broadcasting Student mentoring session at Central Michigan University as a part of their homecoming festivities within the Broadcast and Cinematic Arts Department at CMU.	1	Program Director
2	2/21/2018	Participation in Job Fairs	CMU Job Fair	1	Program Director
3	4/4/2018	Co Sponsoring Job Fair	Co-Sponsor a job fair held at Fettig	2	Business Manager National Sales and Executive Assistant
4	4/19/2018	Participation in events or programs sponsored by educational institutions	A Broadcasting class from Aquinas College here in Grand Rapids came into our studios for a full tour and hands-on learning experience at iHeartmedia.	1	Program Director
5	4/27/2018	Provision of training to management	All 9 of the managers took the "Preventing Unlawful Workplace Harassment Manager Edition" Training.	9	Business Manager Market President VP of Sales LSM