

**WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**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
Sales Account Executive	2-6, 10-12	11
WKQI/Channel 95.5 Night Host	1-5, 8-9, 12	3
Director of Urban Programming - Detroit Region	2-5, 12	3
Sales Account Executive	1-2, 4-5, 7-9, 12	7
Sales Support	2, 4-5, 7, 12	7

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
2	Direct Employers Association, Inc. ( <i>association distributing job postings to state and/or local job banks</i> ) 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : <a href="mailto:info@usnlx.com">info@usnlx.com</a> Fax : 1-317-874-9100 Job Board	N	0
3	Employee Referral	N	3
4	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
5	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	1
6	Internal Candidate	N	1
7	Internal Transfer/Promotion	N	2
8	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : <a href="http://www.radioonline.com">http://www.radioonline.com</a> Email : <a href="mailto:ronchase@radioonline.com">ronchase@radioonline.com</a> Fax : 1-806-352-3677 Ron Chase	N	0

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<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>
9	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 ext. 8959 Url : www.specshoward.edu Jessica Poxson Manual Posting	N	0
10	Unknown (source not adequately identified upon inquiry by SEU)	N	1
11	Word of Mouth Referral	N	1
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</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	8/2/2019	Participation in Job Fairs	Our SEU participated in a media career fair held at Specs Howard School of Media Arts on August 2nd, 2019. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	1	Promotions Manager
2	8/28/2019	Establishment of training programs for station personnel	Our senior programming team provided training entitled "No Listener Left Behind" to Producers, Program Directors, Assistant Program Director/ Music Directors, On-Air Talent, Digital Director, and Promotions staff. The training covered show prep, digital, creating a station vibe, research trends, knowing your audience and Nielsen Panelist. Further, trainers reviewed PPM fundamentals and music scheduling, both of which contribute to an essential knowledge base and provide skills for talent personnel to advance to the next step in their programming careers, including to Asst PD/Music Director positions.	4	RSVPP On Air Talent Producer Digital Director Program Directors Promotions
3	11/8/2019	Participation in Job Fairs	Our SEU participated in the 2019 MAB Foundation Broadcast Media Career Fair on November 8th, 2019. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	1	Sales Manager
4	2/21/2020	Participation in Job Fairs	Our SEU participated in a media career fair held at Specs Howard School of Media Arts on February 21, 2020. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	1	Director of Promotions Promotions Manager
5	3/4/2020	Participation in Job Fairs	Our SEU participated in the 2020 MAB Foundation Broadcast Media Career & Networking Fair at the Great Lakes Media Show in Lansing on Wednesday, March 4, 2020. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	2	Promotions Manager Promotions Assistant

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6	5/21/2020	Provision of training to management	Our Senior Vice President of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization	1	SVPS