

WDFN, WDTW (FM), WJLB, WKQI, WMXD, WNIC

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On-Air Talent and Board-Op	1, 5, 7-8	5
Account Executive	2, 6-9, 12-14	2
Account Executive	2, 6-9, 12-14	14
Sales Assistant	1, 6-8, 13-14	14
Account Executive	3, 6-8, 10, 12-13	3
Promotions Coordinator	2, 4, 6-8, 10-11, 13	11
Director of Marketing/Promotion, IHM-Detroit	4, 6-8, 12-13	4

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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 : http://www.allaccess.com Career Services Manual Posting	N	0
2	Current Employee	N	7
3	Current Employee - Transfer/Promotion	N	1
4	Employee Referral	N	3
5	Former Employee Referral	N	1
6	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
7	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
8	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	0
9	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
10	Indeed.com - Not Directly Contacted by SEU	N	2
11	Internal Candidate	N	1

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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
12	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
13	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Souce Manual Posting	N	0
14	Station Website Posting (One or More SEU Stations)	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	10/19/2016	Participation in other activities designed by the station employment unit	SEU participated at Wayne State University Careers Services with the university counselors and students. The SEU disseminated on job opportunities, internships and spoke with students about careers in broadcasting and sales	1	Region President
2	11/17/2016	Participation in other activities designed by the station employment unit	The SEU participated in the College of Business, Internship & Career Management Center, U of M Dearborn for a Supply chain & Sales/Marketing Networking Event. The SEU disseminated information on job opportunities & internships, accepted resumes and spoke with attendees about a career in broadcasting. SEU participant was a General Sales Manager.	1	General Sales Manager
3	1/20/2017	Participation in other activities designed by the station employment unit	Our SEU hosted a Career Day for The University of Michigan-Dearborn College of Business students at our facility in Farmington Hills, MI. SEU staff planned the event which included a tour of our facility, interactive time spent with various departments discussing employment & career opportunities and a Q & A session. SEU participants included our Director of Marketing, General Sales Manager and Account Executive.	3	Marketing Director General Sales Manager Account Executive
4	3/9/2017	Participation in other activities designed by the station employment unit	Our SEU hosted a Career Day for Stoney Creek High School's Advanced Marketing Seniors at our facility in Farmington Hills, MI. SEU staff planned the event which included interactive time spent with several departments discussing employment & career opportunities, Q & A session, and one on one time with managers, support staff and on air talents. SEU participants included our SVP of Programming, Production Assistant, Promotions Manager, Digital Team and On-Air Talents.	5	SVP of Programming Promotions Manager Director of Digital Production Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/30/2017	Participation in Job Fairs	Our SEU participated in a career fair held at Wagar Middle School on March 30th, 2017. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. We also answered questions about our stations and broadcast careers.	1	Production Director