

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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")**

<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	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 : <a href="http://www.directemployers.org">http://www.directemployers.org</a> 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 : <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	4
7	Indeed.com	N	2
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
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</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	10/6/2017	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