

**WDFN, WDTW-FM, WJLB, WKQI, WMXD, WNIC****EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018<sup>1</sup>****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>
Director of Urban Programming - Detroit Region	1-2, 4-5, 9	9
Account Executive	2, 4-5, 7	4
Continuity Coordinator	2, 4-5, 9	9
Account Manager	2-5	3
Sales Assistant	2, 4-6, 10	6
Account Manager	2, 4-5, 9	9
Account Executive	2, 4-5, 8, 10	8

<sup>1</sup>This Report was modified in September 2018 to address reporting issues.

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**June 1, 2017 - May 31, 2018**

**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	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 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	Former Employee Referral	N	1
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	1
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	0
6	Internal Transfer/Promotion	N	1
7	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
8	Re-hire	N	1
9	Station Website Posting ( <i>navigation link to corporate careers website on one or more SEU stations</i> )	N	5

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10	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>9</b>

**WDFN, WDTW-FM, WJLB, WKQI, WMXD, WNIC****EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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	6/23/2017	Participation in Job Fairs	Our SEU participated in a Job Fair held at Specs Howard School of Media Arts on June 23rd, 2017. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	3	Director Of Marketing On-Air Talent On Air-Talent
2	3/7/2018	Participation in Job Fairs	Our SEU participated in a career fair held at the Lansing Center on March 7th, 2018 sponsored by the Michigan Association of Broadcasters Foundation. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	3	Promotions Promotions Promotions
3	3/29/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career fair held at Wager Middle School on March 29th, 2018. At the fair we discussed careers in broadcasting and the academic credentials required to work in the media broadcasting field. Audio equipment was provided so the students could get a hands on experience.	1	Production Director
4	4/5/2018	Establishment of training programs for station personnel	Our Senior Vice President of Sales attended a 3 week course entitled Building a Positive Team Culture sponsored by the Ross School of Business at the University of Michigan. The course focused on positive leadership principles, drawing on research in understanding what makes good leaders great. It taught our SVPS how to assess his current levels of positive practice, engagement and empowerment, and to use effective tools to boost productivity and positivity within an organization. The course consisted of online forums, breakout group meetings and a final live event where a faculty expert addressed what was learned.	1	SVP of Sales
5	4/6/2018	Participation in Job Fairs	Our SEU participated in a Job Fair held at Specs Howard School of Media Arts on April 6th, 2018. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field.	2	Promotions Manager On Air-Talent

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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>
6	5/16/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted 25 college students who belong to Adcraft Detroit 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, accepted resumes and held an Q & A session.	2	General Sales Manager Digital Sales
7	5/24/2018	Establishment of training programs for station personnel	A select 3 members of our marketing and promotions team attended a Core Strengths workshop. The workshop took place in the Sheraton Ann Arbor Hotel in Ann Arbor Michigan to acquire skills to advance in their careers. Core Strengths is about taking ownership of the strengths you deploy and the results you produce. The event included an online assessment, hands-on learning and provided tools to help our Emily, Cody and Ellen develop Core Strength Action Plans in the future.	3	VP of Marketing & Promotions Manager Promotions Staff Promotions Coordinator
8	5/31/2018	Participation in other activities designed by the station employment unit	Our SEU partnered with The University of Michigan Ross School of Business MAP program, the university's largest educational partnership program working with companies and organizations around the world. MAP focuses on actual business projects provided by sponsoring organizations, and educates teams of undergraduate and Master of Management students through real-time action-based learning. During the school year, our SVPS met with assigned students to coach the students via phone, in person at school and at iheart to advise on career pursuits/development/opportunities, etc.	1	SVP of Sales