

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

**EEO PUBLIC FILE REPORT**

**June 1, 2018 - May 31, 2019**

**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>
Market Engineering Manager	3, 5-6, 12-16	14
Outside Sales Account Executive	2-6, 10, 13, 15-16	2
Outside Sales Account Executive	2-6, 10, 13, 15-16	4
Outside Sales Account Executive	3, 5-6, 11, 15-16	11
Finance Specialist	3, 5-8, 15-16	8
Sales Assistant	3, 5-6, 11, 15-16	11
Promotion Events Management	3-7, 10, 15-16	7
Outside Sales Account Executive	3-6, 15-16	4
Program Director	3, 5-6, 8, 15-16	8
Graphic Designer	3, 5-7, 11, 15-16	11
Outside Sales Account Executive	1, 3, 5-6, 15-16	1
Outside Sales Account Executive	3, 5-6, 9, 11, 15-16	9
Sales Assistant	3, 5-7, 15-16	7

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

**EEO PUBLIC FILE REPORT**

**June 1, 2018 - May 31, 2019**

**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	Call In	N	1
2	Current Employee	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	3
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	1
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	0
7	Indeed.com	N	6
8	Internal Candidate	N	3
9	Job Board	N	1
10	Job posting on internet	N	2
11	Linked In	N	6
12	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

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

**EEO PUBLIC FILE REPORT**

**June 1, 2018 - May 31, 2019**

**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>
13	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : rkneelan@gccc.edu Regin Kneelan	N	0
14	Non-Employee Referral	N	1
15	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : broncojobs@wmich.edu Buffy Nespodzany	N	0
16	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>25</b>

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

**EEO PUBLIC FILE REPORT**

**June 1, 2018 - May 31, 2019**

**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	10/10/2018	Participation in Job Fairs	Ferris State University Media Career Fair- Sponsored by MichiganBroadcastCareers.com Wednesday, October 10th 12pm-3pm Interdisciplinary Resource Center Big Rapids, Michigan	2	Executive Assistant Vice President of Marketing and Promotions
2	10/24/2018	Participation in Job Fairs	Western Michigan University Media Career Fair- Sponsored by MichiganBroadcastCareers.com Wednesday, October 24th 12pm-3pm Brown Hall Kalamazoo, Michigan	1	Program Director
3	2/20/2019	Participation in events or programs sponsored by educational institutions	An Intro to Radio Broadcasting Class from Aquinas College visited iHeartMedia Grand Rapids and took a full 90 Minute tour of the studios/offices along with a hands-on learning experience to educate students on the fundamentals on radio broadcasting.	1	Program Director
4	2/22/2019	Participation in Job Fairs	Broadcast & Cinematic Arts Job Fair at Central Michigan University	1	Program Director
5	5/22/2019	Provision of training to management	In order to achieve their objectives and retain the most qualified employees, organizations must make an effort to ensure that a diverse population of employees is fully represented and that a culture of inclusion and respect is promoted and maintained. This course discusses the advantages and challenges of working in and managing a diverse workforce.	5	VP of Programming / Program Director WBCT Program Director WSRW Program Director WMAX Program Director WSNX