

**WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG****EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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>
Outside Sales Account Executive	1-15	5

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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>
1	Aquinas College 1700 Fulton St. E. Grand Rapids, Michigan 49506 Career Services Manual Posting	N	0
2	Baker College 1020 S Washington St Owosso, Michigan 48867 Phone : 800-964-4299 Career Services Manual Posting	N	0
3	Baker College of Muskegon 1903 Marquette Muskegon, Michigan 49442 Phone : 231-777-5200 Email : careerresourcecenter@baker.edu Michael Legalley	N	0
4	Central Michigan University 1200 S. Franklin St. Mount Pleasant Mount Pleasant, Michigan Career Services Manual Posting	N	0
5	Employee Referral	N	3
6	Ferris State University 1201 S State St, Big Rapids Big Rapids, Michigan 49503 Career Services Manual Posting	N	0
7	Grand Rapids Community College 143 Bostwick Ave NE Grand Rapids, Michigan 49503 Career Services Manual Posting	N	0
8	Grand Valley State University 1 Campus Dr, Allendale Michigan, Michigan 49401 Career Services Manual Posting	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>
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
10	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
11	LinkedIn - Not directly contacted by SEU	N	1
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	0
13	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : <a href="mailto:ktarkington@westmiworks.org">ktarkington@westmiworks.org</a> Kyle Tarkington	N	0
14	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : <a href="mailto:broncojobs@wmich.edu">broncojobs@wmich.edu</a> Buffy Nespodzany	N	0

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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>
15	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>4</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	5/4/2023	Provision of training to management	In May, 2023, our SEU's Program manager 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	Program manager
2	5/22/2023	Provision of training to management	On May, 22, 2023 our SEU's SVPP took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	SVP of programming
3	5/22/2023	Provision of training to management	On May, 22, 2023, our SEU's SVPP took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	SVP of programming
4	5/22/2023	Provision of training to management	On MAY, 22, 2023, our SEU's SVPP took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	SVP of programming