

**WWWW-FM, WQKL-FM, WTKA-AM, WLBY-AM
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015**

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
ACCOUNT EXECUTIVE	ALL	3
SALES ASSISTANT	ALL	4
ACCOUNT EXECUTIVE	ALL	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Nu m b e r	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Adrian College Email: careerplanning@adrian.edu	N	0
2	Albion College Email: careers@albion.edu	N	0
3	American Indian Services, Inc. 1110 Southfield Road Lincoln Park, MI 48146 Contact: Fay Givens 313-388-4100 313-388-6566 (fax)	N	0
4	Ann Arbor Area Chamber of Commerce 425 S. Main St, Suite 103 Ann Arbor, MI 48104 (734) 665-4433 (734) 665-4191 (Fax) Contact: Katie Jones katie@a2ychamber.org	N	0
5	Baker College Fax: 313-425-3777	N	0
6	Black United Fund of Michigan, Inc. 2187 West Grand Blvd. Detroit, MI 48208 Contact: John McClain 313-894-2200 313-894-7562 (fax)	N	0
7	Detroit Urban League 208 Mack Ave Detroit, MI 48209 Contact: Phyllis Taylor 313-863-0300 X 225 313-895-0535 (fax)	N	0
8	Dorsey Staffing Fax: 248-585-1195	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Eastern Michigan University 202 Welch Hall Ypsilanti, MI 48197 Contact: Bonnie Wethington 734 487-1849 www.emu.com Bonnie.wethington@emich.edu Fax: 734-487-0940	N	0
10	Employee Referral	N	3
11	Henry Ford Community College Placement Services 5101 Evergreen Road Dearborn, MI 48128 Contact: Christine Mastroberto e-mail: cmastro@hfcc.net 313-845-9618 313-845-9899 (fax)	N	0
12	Internal Posting	N	0
13	Jewish Vocational Services & Community Workshop 29699 Southfield Road Southfield, MI 48076 Contact: Teresa Sawrtz 248-559-5000 248-559-0773 (fax)	N	0
14	Latin Americans for Social & Economic Development 4138 W Vernor Detroit, MI 48209 Contact: Maria Guerrero 313-554-3233 313-554-2025 313-554-2242 (fax)	N	0
15	Latino Family Services, Inc. 3815 West Fort Detroit, MI 48216 lreyes@latinofamilyservices.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Madonna University Career Services 36600 Schoolcraft Livonia, MI 48150 734-432-5339 734-432-5623 Fax: 734-432-5393	N	0
17	Michigan Association of Broadcasters (MAB) Job Placement 819 N Washington Avenue Lansing, MI 48906 Contact: Sarah Beeskow 517-484-7444 517-484-5810 (fax) Contact: mab@michmab.com	N	3
18	Michigan Chronicle 479 Ledyard Detroit, MI 48201 Contact: Linda Moragne X242 313-963-5522 313-963-8788 (fax) e-mail: chronicle4@aol.com	N	0
19	Michigan State University Career Services and Placement Contact: Naomi Lilly X9510 517-355-1855 517-353-2597 (fax) 800-999-8725 (toll free)	N	0
20	Michigan Talent Bank www.mitalent.org	N	0
21	NAACP 2990 East Grand Blvd Detroit, MI 48202 Contact: Lori Moore or Stephanie Brown 313-871-2087 X225 313-871-7745 (fax) www.detroitnaacp.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, DC 20045-2001 202-662-7145 202-772-7144 (fax) www.nahj.org e-mail: nahj@nahj.org	N	0
23	Oakland Community College (OCC) 2900 Featherstone Road Auburn Hills, MI 48326-2845 248-522-3400 www.oaklandcc.edu/placement *Posted by us	N	0
24	Oakland University 156 West Vandenberg Rochester, MI 48309-4401 248-370-3250 248-370-4602 (Fax) www.oaklandecruiting.com *Posted by us	N	0
25	Ohio Center for Broadcasting – Columbus 5330 East Main St. Ste. 200 Columbus, OH 43213 Contact: Joe Kelly Placement.columbus@beonair.com 614-245-0555	N	0
26	On Air Announcements	N	4
27	Radio Advertising Bureau Contact: Mark Levy 888-232-3131 972-753-6727 (fax) mlevy@rab.com	N	0
28	Southfield Career Center Email: dvanhee@cityofsouthfield.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Specs Howard School of Broadcast Arts 19900 West Nine Mile road Southfield, MI 48075 Contact: Kevin Scollin kscollin@specshoward.edu 248-358-9000 248-746-9772 (fax) / 248-746-9777 (fax) www.specshoward.edu	N	0
30	Schoolcraft College kcox@schoolcraft.edu	N	0
31	University of Detroit - Mercy Placement Services 8200 West Outer Drive Detroit, MI 48219 Contact: Stella Nicoloson; 313-993-6102 313-993-1000 313-993-1029 (fax) berrya@udmercy.edu	N	0
32	University of Michigan - Dearborn Contact: Kathy Cordon kcordon@umd.umich.edu 313-593-5020 313-593-3705 (fax)	N	0
33	Urban League of Pontiac 295 West Huron Pontiac, MI 48341 Contact: John Buckley 248-338-4581 248-335-8130 (fax)	N	0
34	Walk-In	N	0
35	Walsh College Career Services 3838 Livernois PO Box 7006 Troy, MI 49007 Contact: Margo Carlson mcarlson@walshcollege.edu https://www-secure.walshcollege.edu/CareerForms/JobListin.g.aspx *Posted by us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Wayne County Community College (WCCC) Career Planning and Placement 1001 West Fort Street Detroit, MI 48226 Contact: Deborah Hoppins Dhoppins1@wccd.edu 313-496-2600 313-496-0451 (fax) www.wccc.edu *Posted by us	N	0
37	Wayne State University (WSU) Job Placement 6050 Cass Avenue Detroit, MI 48202 Contact: Arlinda Pringle a.pringle@wayne.edu 313-577-2424/ 313-577-3390 (Job Placement) 313-577-4995 (fax)	N	0
38	YWCA of Flint 310 E 3rd St Flint , MI 48502-1711 Phone:810 238-7621 Fax: 810-238-1424 URL: www.ywcaflint.org	N	0
39	ZipRecruiter	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship	Cumulus Media Internship Program: Maintains active internship program for college and university students.
2	ZipRecruiter	We have a subscription to ZipRecruiter where applicants can send in their cover letter and resume. ZipRecruiter sorts and processes, then sends them to us.
3	Internet Recruitment	Our job openings are posted on our web sites, which provide job information in addition to individual job listings.
4	On Air Announcements	Our job openings are produced to an on air commercial announcement which airs during all day parts and on all our stations.