

**WDFN(AM), WDTW-FM, WJLB(FM), WKQI(FM), WMXD(FM),
WNIC(FM)**

EEO PUBLIC FILE REPORT

June 1, 2015 – May 31, 2016

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
Digital Program Director	4-7, 9-13	4
Sales Assistant	1-3, 5-8, 10, 13	2

**WDFN(AM), WDTW-FM, WJLB(FM), WKQI(FM), WMXD(FM),
WNIC(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 http://www.allaccess.com	No	0
2	Current Employee – Transfer/Promotion	No	1
3	Employee Referral	No	3
4	Former Employee (Rehire)	No	1
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 http://www.glassdoor.com	No	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.iheartmedia.jobs	No	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.iheartmediacareers.com	No	0
8	Internal Posting	No	2
9	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 http://www.recruit.net	No	0
10	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 http://www.simplyhired.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org	No	0
12	Unknown (<i>upon inquiry from the SEU, the interviewee was unable to adequately identify a referral source</i>)	No	3
13	DirectEmployers.org (<i>association distributing job postings to state workforce agencies throughout the US and diversity-oriented job boards</i>)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

**WDFN(AM), WDTW-FM, WJLB(FM), WKQI(FM), WMXD(FM),
WNIC(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fairs	Our SEU participated in a career fair held at Wager Middle School on March 26, 2015. At the fair we discussed careers in broadcasting and the academic credentials required to work in the field. We also answered questions about our stations and broadcast careers. SEU participants included our Production Director.
2	Participate in Scholarship Programs	During this reporting period our SEU participates in a scholarship offered by the NATPE Educational Foundation. The NATPE Foundation provides real-world experience to faculty and students through DVDs, workshops and grants. Our SEU helped select 3 scholarship recipients at the Career Day and Job Fair we co-hosted on April 9, 2016.
3	Host a Job Fair	Our SEU hosted a Career Day/Job Fair at WXYZ-TV in Detroit on April 9, 2016. SEU staff planned the event, solicited potential vendors and sponsors, accepted resumes, and spoke with attendees about careers in broadcasting. SEU participants included our VP of Sales and On-Air Talent.
4	Participate in events or programs sponsored by educational institutions	Our SEU hosted the Art Institute of Michigan at our facility in Farmington Hills, MI for a station tour on April 11, 2016. Participants also met with staff from each of our departments and had the opportunity to ask questions about careers in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event or programs sponsored by educational institutions	Our SEU hosted a student from Oakland Community College and a student from Warren Woods Tower High School at our facility in Farmington Hills, MI for a station tour on May 16, 2016. The students met with staff from each of our departments and had the opportunity to ask questions about careers in broadcasting.