

**WWWW-FM, WQKL-FM, WTKA-AM, WLBY-AM
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	Internal Posting/Transfer/Promotion	N	0
2	Station Website Postings: (www.com, wqkl.com, wtka.com, wlby.com- link to Cumulus.com)	N	2
3	SEU Open House	N	0
4	Ann Arbor Area Chamber of Commerce (734) 665-4433 Contact: Katie Jones katie@a2ychamber.org	N	0
5	Referral	N	4
6	All Access Website pcolbert@allaccess.com www.allaccess.com	N	0
7	SEU Facebook Pages www.facebook.com/www www.facebook.com/annarbors107one www.facebook.com/sportstalk1050wtka www.facebook.com/annarbortalkradio1290wlby	N	0
8	MLive – Ann Arbor News www.mlive.com – Job Bank	N	0
9	CareerBuilder Website www.careerbuilder.com	N	0
10	Detroit Urban League Fax: 313 822-3222 www.detroiturbanleague.org	N	0
11	Detroit NAACP Fax: 313 835-9673 www.detroitnaacp.org	N	0
12	Michigan Association of Broadcasters jobbank@michmab.com www.michmab.com	N	0
13	Association for Women in Communications Detroit Chapter info@womcomdetroit.org	N	0
14	Wayne State University Kimberly.streeter@wayne.edu	N	0
15	Eastern Michigan University Mary.jones@emich.edu	N	0
16	Michigan State University jaques@msu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Central Michigan University careers@umich.edu	N	0
18	Specs Howard School of Media Arts kscollins@specshoward.edu	N	0
19	University of Michigan Dearborn kcordon@umd.umnich.edu	N	0
20	Davenport University Warren.cs@davenport.edu	N	0
21	Walsh College careerservices@walshcollege.edu	N	0
22	Detroit Business Institute Fax: 248 552-7300	N	0
23	Michigan Talent Bank Michworks.org	N	0
24	Association of Hispanic Journalists Fax: 202 662-7144	N	0
25	Madonna University ikroeger@madonna.edu	N	0
26	Monroe County Community College workforce@monroeccc.edu	N	0
27	Schoolcraft College kcox@schoolcraft.edu	N	0
28	University of Detroit – Mercy Placement Services Fax: 313 993-1029	N	0
29	Washtenaw Community College kcox@schoolcraft.edu	N	0
30	Adrian College careerplanning@adrian.edu	N	0
31	Albion College Careers.albion.edu	N	0
32	Bakers College 313 425-3777	N	0
33	Oakland Community College (OCC) 248 522-3400 Oaklandcc.edu/placement	N	0
34	Oakland University 248 370-3250 Fax: 248 370-4602 Oaklandrecruiting.com	N	0
35	Linked In Website linkedin.com	N	0
36	TV and Radio Jobs Website (<i>online classifieds</i>) www.tvandradiojobs.com	N	0

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37	Inside Radio Classifieds Fax: 877 270-3998	N	0
38	Indeed Website www.indeed.com	N	0
39	Cumulus Media Website www.cumulus.com/careers	N	4
40	Simply Hired www.simplyhired.com	N	0
41	Link Up www.linkup.com	N	0
42	Glass Door www.glassdoor.com	N	0
43	Jewish News www.thejewishnews.com	N	0
44	Zip Recruiter www.ziprecruiter.com/post-a-job.com	N	0
45	On-Air Announcements	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship	The SEU maintains an active internship program for college and university students. The past year, students from but not limited to University of Michigan, Michigan State University, Eastern Michigan University, Washtenaw Community College and Walsh College have enrolled in our program. Under the leadership of Madison Rally – Promotions Director/Morning On-Air Host for the Ann Arbor Market (WWW-FM, WQKL-FM, WTKA-AM & WLBY-AM) students learn skills involved in Marketing, Sales and Business operations while job shadowing regular employees. This allows the Intern a well-rounded experience that can be used in multiple employment opportunities.
2	In-House Training Programs	Cumulus Ann Arbor has a staged training program designed to enable station personnel to acquire skills that could qualify them for higher level positions. Entry level promotions assistants are training consistently on items not related to promotions activity, including radio station board operations, production, and technical to provide understanding and advancement into openings, as available, in other departments.
3	Mentoring Program	As internships are completed, by department, high performing interns that have learned and earned credits in their field are offered the opportunity to become part-time paid employees in their area of study with an assigned Department Head Manager to further develop their skills and prepare each for further opportunities in the market or with the company as these opening become available.
4	Management Personnel Training	Training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination.
5	Company Recruitment Referral Program	SEU provides a monetary referral bonus to any employee who refers a candidate for an open, full-time position and is ultimately hired as a result of that referral. Referrals may be for any permanent, full-time position across any department or location, but must be identified at the outset of the hiring process. Referrals should be made via the Cumulus Talent Network portal of Workday.