

**WCEN-FM, WGER(FM), WSGW(AM), WSGW-FM and WTLZ(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017**

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
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 7, 2016, our SEU participated in the Saginaw Valley State University Employment and Networking Fair, which took place on its campus. Our SEU occupied a table and spoke with those in attendance about career opportunities in radio and job openings as well as internships within the SEU. SEU participants included our Operations Manager and Regional Director of Engineering.
2	Participate in Job Fair	On October 12, 2016, our SEU participated in the Michigan Association of Broadcasters Foundation Job Fair, held on the Central Michigan University campus. Our SEU occupied a table and spoke with those in attendance about career opportunities in radio and job openings and internships within the SEU. SEU participants included our Regional Director of Engineering and a Morning Show Personality.
3	Participate in Job Fair	On March 25, 2017, our SEU participated in the Central Michigan University School of Broadcast and Cinematic Arts Job Fair on the campus of Central Michigan University. Our SEU occupied a table and spoke with those in attendance about career opportunities in radio as well as job openings and internships within the SEU. SEU participants included our Operations Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	On March 31, 2017, our SEU participated in the Saginaw Valley State University Employment and Networking Fair which took place on its campus. Our SEU occupied a table and spoke with those in attendance about career opportunities in radio as well as job openings and internships within the SEU. SEU participants included our Operations Manager and an On-Air Personality.
5	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 19 and 20, 2016, our SEU hosted a high school student from Saginaw Career Complex to “job shadow” our Digital Brand Editor. Upon arrival, she received a tour of our facilities and was introduced to our staff. She spent the remainder of her time observing our Digital Brand Editor and her team work on web design layouts, during which questions were encouraged. Toward the end of her “job shadow,” she assisted the team with a web design layout.
6	Internship Program	Our SEU hosts an outstanding internship program that provides student interns with a well-rounded experience in radio broadcasting. During this reporting period our SEU hosted one student intern from Delta College for the summer 2016 semester. This intern was supervised by our WCEN-FM Program Director and assisted him and this Station in a variety of ways, including but not limited to: sitting in with the on-air morning team to observe and support the team as needed; help with the scheduling of music; and, attend/assist with remote broadcasts and special events.