

WCEN-FM, WGER(FM), WSGW(AM), WSGW-FM and WTLZ(FM)
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022

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	1, 2, 5, 6	1
Assistant Business Manager	1, 2, 5, 6	1
Content Administrator	1-6	1
Sales Assistant	1,2, 5, 6	1

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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
1	Alpha Media Careers alphamediausa.com/careers/	N	3
2	Indeed.com (automated posting from Alpha careers website)	N	2
3	Glassdoor.com	N	1
4	Linkedin.com	N	1
5	On-Air Announcements (one or more SEU stations)	N	4
6	Job Fairs (See Sec. III)	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On October 16, 2021 our SEU attended a job fair hosted at Saginaw Valley State University in Saginaw, Michigan. Our SEU participated as a local employer & also promoted the event on air & online. The operations manager spoke with attendees about job opportunities in radio as well as position openings in sales & programming within the SEU.
2	Participate in Job Fair	On March 26, 2021 our SEU attended a job fair hosted by Saginaw Valley State University in Saginaw, Michigan. Our SEU participated as a local employer & also promoted the event on air & online. The operations manager, program directors and market manager spoke with attendees about local career opportunities in radio as well as job openings in sales & programming within the SEU.
3	Participate in Job Fair	On October 22, 2021 our SEU attended a job fair hosted by Saginaw Valley State University in Saginaw, Michigan. Our SEU participated as a local employer & also promoted the event on air & online. The operations manager, program directors, and market manager spoke with attendees about local career opportunities in radio as well as job openings in sales & programming within the SEU.
4	Participate in Job Fair	On March 25, 2022 our SEU attended a job fair hosted by Saginaw Valley State University for future graduates in Saginaw, Michigan. Our SEU participated as a local employer. SEU participants included our market manager, operations manager, and program director.
5	NAFB Internship	The National Association of Farm Broadcasting Network has provided us a \$3,000 grant to host a paid internship program for farm broadcasting programming with a local person who is interested in farm broadcasting as a career field.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training addressing equal employment opportunity and preventing discriminations	In October 2021 the SEU's market & business managers participated in ThinkHR training programs provided by Alpha Media entitled "A Manager's Guide to Diversity, Inclusion, & Accommodation"
7	Management-level training addressing equal employment opportunity and preventing discriminations	In October 2021 the SEU's market & business managers participated in ThinkHR training programs provided by Alpha Media entitled "Harassment Prevention of US Managers"
8	Management-level training addressing equal employment opportunity and preventing discriminations	In October 2021 the SEU's market & business managers participated in ThinkHR training programs provided by Alpha Media entitled "Preventing Bullying & Violence"