

**WCEN-FM, WGER(FM), WSGW(AM), WSGW-FM and WTLZ(FM)
EEO PUBLIC FILE REPORT**

June 1, 2022 – May 31, 2023

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	1-8	1
Digital Sales Specialist	1-11	1
News Director	1-11	1
On Air Position WGER	1-7	1
On Air Position WTLZ	1-7	1
Account Executive	1-8	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	6
2	Indeed.com (automated posting from Alpha careers website)	N	3
3	Glassdoor.com	N	0
4	Linkedin.com	N	0
5	On-Air Announcements (one or more SEU stations)	N	4
6	Job Fairs (See Sec. III)	N	2
7	Michigan Association of Broadcasters Job Bank	N	0
8	Saginaw Valley State University Job Board	N	0
9	Delta Community College Job Board	N	0
10	Central Michigan University Job Board	N	0
11	Northwood University College Job Board	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On June 9, 2022 our SEU attended a job fair hosted by Delta College in Saginaw, Michigan. Our SEU participated as a local employer. SEU participants included our market manager, operations manager, and program director.
2	Participate in Job Fair	On October 6, 2022 our SEU attended an employment & apprenticeship job fair hosted by Delta Community College. Our SEU participated as a local employer. SEU participants included our market manager, operations manager, and program director.
3	Internship Program	The SEU hosted a student intern from Delta College. The internship was focused on farm broadcasting and was funded by the National Association of Farm Broadcasting Network.
4	Participate in networking event sponsored by MAB	On December 7, 2022 our market manager attended a networking event downstate as a participating media outlet with the Michigan Association of Broadcasters. Young individuals were given a specific amount of time to speak with a leader in the media industry.
5	Management-level training addressing equal employment opportunity and preventing discriminations	In May 2023 the SEU’s business manager participated in ThinkHR training programs provided by Alpha Media entitled “EEO- How Managers Can Address Diversity & Inclusion with Employees”