

**WCEN-FM, WGER-FM, WSGW-AM, WSGW-FM, and WTLZ-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2023- May 31, 2024**

**I. VACANCY LIST**

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Content Director, WGER	1,2,3,4,5,8,11,14,15	1
Digital Administrative Assistant	1,2,3,4,5,6,7,8,9,10,11,14,15,16	1
Digital Specialist	1,2,3,4,5,7,8,9,10,14,15,16	1
Integrated Marketing Consultant	1,2,3,4,5,6,7,8,11,15	1
Integrated Marketing Consultant	1,2,3,4,5,7,8,9,10,11,14,15	1
Integrated Marketing Consultant	1,2,3,4,5,7,8,9,10,11,14,15,16	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	<b>Alpha Media Careers</b> alphamediausa.com/careers/	N	5
2	<b>Indeed.com</b> (automated posting from Alpha careers website)	N	5
3	<b>Glassdoor.com</b>	N	0
4	<b>Linkedin.com</b>	N	3
5	<b>On-Air Announcements</b> (one or more SEU stations)	N	3
6	<b>Job Fairs</b> (See Sec. III)	N	1
7	<b>Michigan Association of Broadcasters Job Bank</b>	N	0
8	<b>Saginaw Valley State University Job Board</b>	N	3
9	<b>Delta Community College Job Board</b>	N	0
10	<b>Central Michigan University Job Board</b>	N	0
11	<b>Northwood University College Job Board</b>	N	2
12	<b>Saginaw Chamber of Commerce Job Bank</b>	N	0
13	<b>Michigan Works</b>	N	0
14	<b>Alma College</b>	N	0
15	<b>Baker College</b>	N	0
16	<b>University of Michigan Flint</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>22</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Management Training	On 9/22/2023, our Station Manager & Business Manager participated in a training on the FCC's Rules and Regulations provided by Wiley Rein.
<b>2</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Station Manager & WGER Promotions Director participated in the MAB Student Career Roundtable Participation and spent the morning with students interested in the broadcasting industry.
<b>3</b>	Management Training	Between October & November 2023 staff underwent training videos for Workplace Harassment and Violence & Bullying Prevention
<b>4</b>	Internship Program	CMU Student interned with the SEU over the Summer Semester. She gained experience in on air features, traffic, business, & sales.
<b>5</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On 10/24/23 Station Manager & WGER PD participated in a MAB Student Station Networking event. They spent the day with students talking about their careers in the radio industry.
<b>6</b>	Participate in Job Fair	On 10/26/23 we attended a job fair at Delta College. The Business Manager, Digital Specialist, WGER PD, & On Air Talent participated.
<b>7</b>	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On 5/10/24 we hosted a group of individuals with disabilities from SVRC industries to tour the station & learn how the business operates. We had a group of 10 individuals tour the studios & building.