

**WJRW(AM), WLAV(FM), WHTS(FM), WTNR(FM), WKLQ(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021**

**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>
Programming Assistant	1-8, 10, 13-22	14
Account Executive	1-8, 10, 13-22	14
Account Executive	1-8, 10, 12-22	14
Account Executive	1-8, 10, 12-22	14

**WJRW(AM), WLAV(FM), WHTS(FM), WTNR(FM), WKLQ(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021**

**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>Word-of-Mouth Referral</b>	No	1
2	<b>Womens Resource Center</b> Contact: Marcia Van Poolen 678 Front Street, Suite 180 Grand Rapids, MI 49504	No	0
3	<b>Hispanic Center of West Michigan</b> Contact: Salvatore Lopez 1204 Grandville Ave SW Grand Rapids, MI 49503	No	0
4	<b>Hispanic Ministries</b> Community Bulletin Board 671 Davis Ave NW Grand Rapids, MI 49504	No	0
5	<b>Grand Rapids Urban League</b> Placement Office 745 Eastern Ave SE Grand Rapids, MI 49503	No	0
6	<b>Michigan Employment Security Commission</b> Job Orders PO Box 169 Grand Rapids, MI 49501	No	0
7	<b>Job Corps of Grand Rapids</b> Placement Office 110 Hall Street SE Grand Rapids, MI 49507	No	0
8	<b>Calvary Church</b> Contact: Regina Scovill 777 E Beltline NE Grand Rapids, MI 49525	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	<b>Specs Howard School of Media Arts</b> Placement Office 19900 W 9 Mile Road Southfield, MI 48075	No	0
10	<b>Cumulus Business Managers</b> bm@cumulus.com	No	0
11	<b>Michigan Association of Broadcasters</b> www.mab.com	No	0
12	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
13	<b>Station Website Posting</b> ( <i>one or more SEU stations</i> )	No	0
14	<b>CumulusCareers Website</b> www.cumulusmedia.jobs.net	No	14
15	<b>Adzunda</b> ; www.adzunda.com	No	0
16	<b>Glassdoor</b> ; www.glassdoor.com	No	0
17	<b>JobisJob</b> ; www.jobisjob.com	No	0
18	<b>MyJobHelper</b> , www.myjobhelper.com	No	0
19	<b>Oodle</b> ; www.oodle.com	No	0
20	<b>TheJobSpider</b> ; www.jobspider.com	No	0
21	<b>Trovit</b> ; www.trovit.com	No	0
22	<b>Indeed.com</b> ; www.indeed.com	No	2
23	<b>Job Fairs</b> ( <i>see Section III</i> )	No	0
24	<b>Internal Transfer/Promotion</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			17

**WJRW(AM), WLAV(FM), WHTS(FM), WTNR(FM), WKLQ(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On March 10, 2021, our SEU participated in the 2021 Michigan Association of Broadcasters Foundation Virtual Media Career & Networking Event, which took place virtually due to Covid-19 restrictions. Our Sales Managers attended this event and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within our SEU.
<b>2</b>	Participate in Job Fair	On March 9, 2021, our SEU participated in the 2021 Michigan Association of Broadcasters Foundation Virtual Media Career & Networking Event, which took place virtually due to Covid-19 restrictions. Our Sales Managers attended this event and spoke with interested attendees about career opportunities in radio, with an emphasis on sales, as well as job openings within our SEU.
<b>3</b>	Management-level training methods of ensuring equal employment opportunity and preventing discrimination	On July 22,2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements we reexamined and reinforced, after which questions were entertained