

WDVD(FM) & WJR(AM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Multi-Media Account Executive	1 – 30, 33 – 40, 43 – 47, 51 – 53, 59 – 62	30
On-Air Personality	1 – 30, 33 – 40, 43 – 47, 51 – 53, 59 – 62	30
Sales Assistant	1 – 29, 33 – 40, 43 – 47, 51 – 53, 59 – 62	1
News & Traffic Reporter	1 – 10, 30, 33 – 40, 43 – 47, 51 – 53, 59 – 62	30
General Sales Manager	1 – 30, 33 – 40, 43 – 47, 51 – 53, 59 – 62	30
Digital Media Coordinator	1 – 29, 33 – 40, 43 – 47, 51 – 53, 59 – 62	8
Programming Director	1 – 10, 30, 33 – 40, 43 – 47, 51 – 53, 59 – 62	30
Account Executive	1 – 10, 33 – 40, 43 – 47, 51 – 53, 59 – 62	1
Integrated Events Manager	1 – 31, 33 – 40, 43 – 47, 51 – 53, 59 – 62	31

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	35
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	7
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	5
31	Internal Transfer/Promotion	N	1
32	Detroit Workforce Development Department 707 W. Milwaukee Detroit, MI 48202 313-873-7321 evans7@michigan.gov gabelsbergerj@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Great Lakes Bay Michigan Works 312 E Genesee Saginaw, MI 48607 989-752-3145 annmarieb@michiganworks.com jackson8@michigan.gov	N	0
34	Michigan Works! Dearborn Access Service Center 6451 Schaefer Road Dearborn, MI 48126 313-945-8159 jonesr24@michigan.gov mmounajed@accesscommunity.org	N	0
35	Michigan Works! Highland Park Service Center 144 E. Manchester Street Highland Park, MI 48203 313-826-0299 archerd1@michigan.gov evanss7@michigan.gov	N	0
36	Michigan Works! Livonia Service Center 30246 Plymouth Road Livonia, MI 48150 734-513-4900 brzegr@michigan.gov HicksE@michigan.gov	N	0
37	Michigan Works! Macomb Service Center - Clinton Township 43630 Hayes Road, Suite 100 Clinton Township, MI 48038 586-263-1501 archerd1@michigan.gov jrtaylor@macomb-stclairworks.org	N	0
38	Michigan Works! Macomb Service Center - Mt. Clemens 75 North River Road Mt. Clemens, MI 48043 586-783-8700 hooperm@michigan.gov jdelano@macomb-stclairworks.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Michigan Works! Macomb Service Center - Roseville 15950 Twelve Mile Road Roseville, MI 48066 586-447-9200 andersont7@michigan.gov kinsmanc@michigan.gov	N	0
40	Oakland County Michigan Works! Oak Park Career Center 22180 Parklawn Oak Park, MI 48237 248-691-8437 mdefran@oakparkcareercenter.org munozs@michigan.gov	N	0
41	Michigan Works! Service Center - Warren 27850 Van Dyke Avenue Warren, MI 48093 586-574-2170 csanford@mhrdi.org jkimm@macomb-stclairworks.org	N	0
42	Michigan Works! Southfield Service Center 21030 Indian Street Southfield, MI 48033 248-796-4550 mark.meadows@va.gov pittmanf@michigan.gov	N	0
43	Oakland County Michigan Works! Troy 550 Stephenson Highway, Suite 400 Troy, MI 48083 248-823-5101 cschubeck@troy.k12.mi.us	N	0
44	Michigan Works! Wayne Service Center 35731 West Michigan Avenue Wayne, MI 48184 734-858-4284 awirth@etdinc.com collinsc14@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	OneStop Service Center - Southwest 5555 Conner Avenue Detroit, MI 48213 313-579-4925 BruggemanJ@michigan.gov debosec@michigan.gov	N	0
46	Detroit Employment Solutions Corporation 9301 Michigan Avenue Detroit, MI 48210 313-846-5447 hayesc@michigan.gov info@sermetro.org	N	0
47	Downriver Community Conference - (Michigan Works! Southgate Service Center) 15100 Northline Road Southgate, MI 48195 734-362-3466 coutinhor@michigan.gov hayesc@michigan.gov	N	0
48	Detroit Urban League Workforce Development 208 Mack Avenue Detroit, MI 48201 313-832-4600 srichmond@deturbanleague.org	N	0
49	Jewish Vocational Service and Community Workshop 29699 Southfield Road Southfield, MI 48076 248-559-5000 atolle@jvsdet.org	N	0
50	Piquette Square for Veterans 6221 Brush Street Detroit, MI 48202 adebar@swsol.org	N	0
51	The Greening of Detroit 1418 Michigan Avenue Detroit, MI 48216 (313) 608-9184 devon@greeningofdetroit.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Michigan Rehabilitation Services 333 West Fort Street Detroit, MI 48226 313-965-5730 howardj2@michigan.gov miets30@voyager.net howardj2@michigan.gov	N	0
53	Department of Veterans Affairs VA Regional Office Detroit, MI 48226 800-827-1000 brent.haddow@va.gov	N	0
54	Career Ministry - St. Mary of the Hills Rochester Hills, MI 48390 stmaryoth@yahoo.com	N	0
55	St. Andrews – Rochester Rochester, MI 48390 248-373-0707 bettydobies@wowway.com	N	0
56	Take Control - St. Paul's in Grosse Pointe Pointe Farms, MI susanbristol.soc@comcast.net	N	0
57	Redford Union High School 17715 Brady Street Redford, MI 48240 313-242-4200 rancoup@redfordu.k12.mi.us	N	0
58	North Canton Executive Networking Group - Church of the Lakes Canton, OH 330-499-8972 jerodek@gmail.com	N	0
59	Department of Veterans Affairs VA Regional Office 477 Michigan Avenue Detroit, MI (800) 827-1000 BRENT.HADDOW@VA.GOV	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	JVS 29699 Southfield Road Southfield, MI 48076 (248) 233-5000 lbartley@jvsdet.org	N	0
61	Southwest Housing Solutions 3627 West Vernor Highway Detroit, MI 48216 (313) 297-0090 313-841-9641 tparuszkiewicz@swsol.org mfreemqan@swsol.org	N	0
62	Wayne State University Office of Military and Veterans Academic Excellence (OMVAE) 42. W. Warren Avenue, Suite 687 Detroit, MI 48202 313-577-9180 ag9201@wayne.edu	N	0
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.