

**WWCK-FM, WRSR(FM), WDZZ-FM, & WWCK(AM)
EEO PUBLIC FILE REPORT
June 1, 2007– May 31, 2008**

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
General Sales Manager	2, 5, 7, 9	5
Account Executive	1-84	1
Account Executive	1-84	2
Account Executive	1-84	6
Account Executive	1-84	6
Account Executive	1-84	6
Account Executive	1-84	1
Account Executive	1-84	6
Account Executive	1-84	1
Account Executive	1-84	1
Account Executive	1-84	1
Account Executive	1-84	1
Account Executive	1-84	6

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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	On-Air Announcements (on one or more SEU stations)	N	10
2	Casual Job Fair	N	25
3	Baker Career Fair	N	15
4	Posting on one or more SEU stations’ website	N	0
5	Word-of-Mouth	N	8
6	Cumulus Job Fair	N	15
7	Alma College MI, chase@alma.edu	N	0
8	Alter MI, perry@amedsys.com	N	0
9	Anderson University IN, dgboggs@anderson.edu	N	0
10	Andrews University MI, commdept@andrews.edu	N	0
11	Aquinas College MI, careerservices@aquinas.edu	N	0
12	Ashland Uni shoge@ashland.edu, shoge@ashland.edu	N	0
13	California Chicano News Media Assoc CA, ccnmainfo@ccnma.org	N	0
14	Calvin college MI, career@calvin.edu	N	0
15	Center for Women in Transition MI, donnac@aplaceforwomen.org	N	0
16	Central Michigan Uni MI, mcdonljk@cmich.edu	N	0
17	College for Creative Studies MI, ckarry@ccscad.edu	N	0
18	Community Integrated Recreation MI, cirlady@aol.com	N	0
19	Council Against Domestic Assault MI, brooksh3@msu.edu	N	0
20	Council on Domestic Violence & Sexual assault MI, deb@cdvsa.cnhost.com	N	0
21	Internal Posting	N	0
22	Davenport Uni MI, tonna.winks@davenport.edu	N	0
23	Delta College MI, mmkeyser@alpha.delta.edu	N	0
24	Dominican Literacy Center MI, Dominican@ameritech.net	N	0
25	Ferris State MI, kilbourl@ferris.edu	N	0
26	Flint Journal MI, kduckworth@flintjournal.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	George W Romney Volunteer Center MI, tpulis@uwcs.org	N	0
28	ghall@ashland.edu Ashland Uni Comm Arts dept MI, ghall@ashland.edu	N	0
29	Grand Rapids Community College MI, pphifer@grcc.cc.mi.us	N	0
30	Grand Valley State MI, career@gvsu.edu	N	0
31	Grand View College IA, jarthur@gvc.edu	N	0
32	Greater Lansing Urban League MI, jobpostings@glul.org	N	0
33	Hillsdale College MI, vicky.arno@hillsdale.edu	N	0
34	Hope college MI, careers@hope.edu	N	0
35	Illinois State University IL, communication@ilstu.edu	N	0
36	Indiana State University IN, carkelly@isugw.indstate.edu	N	0
37	Jr. Achievement of the Michigan Edge MI, ja@jacksonmi.com	N	0
38	Kalamazoo College MI, career@kzoo.edu	N	0
39	Kellogg Community College MI, jobhelp@kellogg.edu	N	0
40	Kettering University MI, sreynold@kettering.edu	N	0
41	Lake Superior Comm Partnership MI, mqtinfo@marquette.org	N	0
42	Lansing comm College MI, cesjoblink@lcc.edu	N	0
43	Lawrence Tech Uni MI, ltuocs@ltu.edu	N	0
44	Macomb Community College MI, employment@macomb.edu	N	0
45	Madonna Uni MI, cbrant@madonna.edu	N	0
46	Maro Employment & Training Assoc MI, dprice@maro.org	N	0
47	Media Communications Assoc Detroit MI, pos2ea@aol.com	N	0
48	MI Assoc of Ed Broadcasters MI, info@maeb.org	N	0
49	Michigan Business & Professional Women's Foundation MI, cheriv@juno.com	N	0
50	Michigan coalition against domestic & Sexual Violence MI, mcadsv@msu.edu	N	0
51	Michigan Jewis Conference MI, mjc5@prodigy.net	N	0
52	Michigan Nonprofit Assoc MI, singhsam@msu.edu	N	0
53	Michigan State Dep of Journalism-MI, dicker22@msu.edu	N	0
54	Michigan State University MI, lillyna@csp.msu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Michigan Works-Oakland County MI, portia.washington@oakland.k12.mi.us	N	0
56	Minority Program Services MI, hbonner@hotmail.com	N	0
57	Mott Community College MI, jobshop@mcc.edu	N	0
58	MSU Dept Telecomm MI, reidg@msu.edu	N	0
59	National Ass of Hispanic Journalists DC, jobbank@nahj.org	N	0
60	National Broadcasting Soc central MI, kelimirick@yahoo.com	N	0
61	National Lesbian & Gay Journalists Ass DC, aeyoung@nlgja.org	N	0
62	Natoa Michigan, shermank@metronet.lib.mi.us	N	0
63	Northern Michigan University MI, kmohr@nmu.edu	N	0
64	Oakland Community College MI, ps@oaklandcc.edu	N	0
65	Oakland Uni MI, kmbentle@oakland.edu	N	0
66	Olivet College MI, pmconnell@olivetcollege.edu	N	0
67	Parkland college IL, jgammon@parkland.cc.il.us	N	0
68	Siena Heights College MI, gclark@sienahts.edu	N	0
69	Southern Illinois University Carbondale IL, mcma@siu.edu	N	0
70	Southwestern College CA, nriley@swc.cc.ca.us	N	0
71	St. Clair Comm College MI, Careerservices@stclair.cc.mi.us	N	0
72	SVSU Michigan, careers@svsu.edu	N	0
73	Telecom & Film AZ, pam.doyle@ua.edu	N	0
74	University of Florida FL, dostroff@jou.ufl.edu	N	0
75	University of Indianapolis IN, catchings@uindy.edu	N	0
76	University of Michigan AA MI, cothaml@umich.edu	N	0
77	Vol Center of Southwest MI, volunteercenter@qtm.net	N	0
78	Volunteer Center of Barry County MI, sarahbcf@wmis.net	N	0
79	Volunteer Center of Mid-MI, eastmanm@juno.com	N	0
80	Volunteer Center of Northwest MI, barab@unitedway.tonet.org	N	0
81	Wayne State Univeristy MI, communication@mail.wayne.edu	N	0
82	Wayne State University MI, kimberly.streeter@wayne.edu	N	0
83	Western Michigan Uni MI, broncojobs@groupwise.wmich.edu	N	0
84	Women's Information Center MI, wise@tucker-usa.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			58

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On April 25, 2008, the SEU participated in the Baker College Career Fair. Attending personnel included the SEU's Director of Marketing and Promotions. SEU personnel provided attendees with information about vacancies within the SEU and, more generally, about career opportunities in radio.
2	Host Job Fair	On February 19, 2008, the SEU hosted the Cumulus Career Fair, which was held at the Holiday Inn in Flint, MI. SEU personnel in attendance included the Director of Marketing and Promotions, two Sales Managers, and the SEU's sales staff. Forty-nine other area employers participated in the event.
3	Host Job Fair	On October 13, 2007, the SEU hosted a casual job fair at its studios. Personnel in attendance included the SEU's Market Manager, two Sales Managers and a Sales Assistant. SEU personnel provided attendees with a tour of the facilities as well as information about vacancies within the SEU and career opportunities in radio.
4	Host Job Fair	On February 17, 2008, the SEU hosted a casual job fair at its studios. Personnel in attendance included the SEU's Market Manager, two Sales Managers and a Sales Assistant. SEU personnel provided attendees with a tour of the facilities as well as information about vacancies within the SEU and career opportunities in radio.
5	Host Internship Program	During this reporting period, the SEU hosted two student interns from regional colleges. Both interns worked in the SEU's Promotions and Marketing Department and were supervised by the SEU's Promotions and Marketing Director. While at the SEU, the interns were afforded opportunities to implement book promotions, attend remote promotional events, develop skills using standard promotional software applications, and draft sales proposals.