

**WNIC(FM), WJLB(FM), WKQI(FM), WMXD(FM), WDTW-FM,
WDFN(AM) & WDTW(AM)**

EEO PUBLIC FILE REPORT

June 1, 2006 to May 31, 2007

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
SALES MANAGER – WNIC	1,3,4,19,20,22,23,24,25,26,27,28,33,34,	21
PROMOTIONS COORDINATOR - WJLB	1,3,4,20,23,35,36,37,38,39,40,41	3
ON-AIR ANNOUNCER – WDTW (2)	1,3,4,7,11,14,17,19,20,23,29	21
SALES MANAGER – WDTW	1,4,19,20,23,42	21
NATIONAL SALES MANAGER – ALL STATIONS	1, 3,4,20,23,36,37,38,39,40,41, 42	21
ON-AIR ANNOUNCER – WDTW (1)	1,3, 4,19,20,23,42	21
PROMOTIONS COORDINATOR – WDTW	1, 3,20, 21	3
WEB DESIGNER	1, 3, 4, 8, 20, 23, 41, 45, 46	3
RF ENGINEER – ALL STATIONS	*	21
PROMOTIONS DIRECTOR - WMXD	1, 3, 4, 7, 11, 14, 17, 19, 20, 23, 29, 39	20
RETAIL SALES MANAGER	1, 3, 4, 7, 8, 41, 45, 46	3
CONTINUITY DIRECTOR –WDTW/WKQI	1, 3, 4, 7, 11, 14, 19, 20, 23, 29	3
PROGRAMMING/OFFICE COORD - WMXD	1, 3, 4, 7, 11, 14, 17, 20, 23, 29, 30	47
TOTAL TRAFFIC OPERATIONS MANAGER	1,3,4,, 7, 11,14,17, 19,20,23,29	3
TOTAL TRAFFIC PRODUCER	1,3,4,, 7, 11,14,17, 19,20,23,29	3
NATIONAL SALES COORDINATOR	1,3,4,, 7, 11,14,17, 19,20,23,29	3
Account Executive (1)	1, 3-4, 20-27, 37-38	21
Account Executive (2)	1, 3-4, 20-27, 37-38	39
Account Executive (3)	1, 3-4, 20-27, 37-38	1
Account Executive (4)	1, 3-4, 20-27, 36-38	22
Account Executive (5)	1, 3-4, 20-27, 37-38	22
Account Executive (6)	1, 3-4, 20-27, 37-38	39
Account Executive (7)	1, 3-4, 20-27, 37-38	21
Account Executive (8)	1, 3-4, 20-27, 37-38	21
Account Executive (9)	1, 3-4, 20-27, 37-38	47
Account Executive (10)	1, 3-4, 20-27, 37-38	21
Account Executive (11)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (12)	1, 3-4, 20-27, 37-38	21
Account Executive (13)	1, 3-4,19, 20-27, 37-38	21
Account Executive (14)	1, 3-4, 20-27, 37-38	21
Account Executive (15)	1, 3-4, 20-27, 37-38	21

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive (16)	1, 3-4, 8, 20-23, 41,45,46	21
Account Executive (17)	1, 3-4, 8, 20-23, 41,45,46	21
Account Executive (18)	1, 3-4, 8, 20-23, 41,45,46	33
Account Executive (19)	1, 3-4, 8, 20-23, 41,45,46	21
Account Executive (20)	1, 3-4, 8, 20-23, 41,45,46	33
Account Executive (21)	1, 3-4, 8, 20-23, 41,45,46	47
Account Executive (22)	1, 3-4, 8, 20-23, 41,45,46	39
Account Executive (23)	1, 3-4, 8, 20-23, 41,45,46	21
Account Executive (24)	1, 3-4, 8, 20-23, 41,45,46	33
Account Executive (25)	1, 3-4,13, 19, 20-27, 37-39, 48	39
Account Executive (26)	1, 3-4,13, 19, 20-27, 37-39, 48	21
Account Executive (27)	1, 3-4,13, 19, 20-27, 37-39, 48	35
Account Executive (28)	1, 3-4,13, 19, 20-27, 37-39, 48	21
Account Executive (29)	1, 3-4,13, 19, 20-27, 37-39, 48	21
Account Executive (30)	1, 3-4,13, 19, 20-27, 37-39, 48	39
Account Executive (31)	1, 3-4,13, 19, 20-27, 37-39, 48	39
Account Executive (32)	1, 3-4,13, 19, 20-27, 37-39, 48	47
Account Executive (33)	1, 3-4,13, 19, 20-27, 37-39, 48	21

* Exigent Circumstances

**WNIC(FM), WJLB(FM), WKQI(FM), WMXD(FM), WDTW-FM,
WDFN(AM) & WDTW(AM)**

EEO PUBLIC FILE REPORT

June 1, 2006 to May 31, 2007

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Clear Channel Website www.clearcareers.com	N	1
2	HireDiversity.com Website www.hirediversity.com	N	0
3	Internal Posting	N	8
4	National Association of Broadcasters Job Placement 202-429-5498 www.nab.org	N	0
5	MediaRecruiter.com Website www.mediarecruiter.com	N	0
6	MarketingJobs.com Website www.marketingjobs.com	N	0
7	Black United Fund of Michigan 2187 West Grand Blvd. Detroit, MI 48208 Attn: John McClain 313-894-2200 313-894-7562 (fax)	N	0
8	Detroit Black Media Coalition 15787 Fairfield Street Detroit, MI 48238 Attn: Robert A. Hood	N	0
9	Davenport University Career Services Attn: Libbie Hall 313-581-4400	N	0
10	Lewis College of Business 17370 Meyers Road Detroit, MI 48235 Attn: Dr. Phyllis Ponders 313-862-6300 x 217 www.lewiscollege.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Urban League of Pontiac 295 W. Huron Street Pontiac, MI 48341 Attn: John Buckley 248-338-4581 248-335-8130 (fax)	N	0
12	Wayne State University Job Placement 6050 Cass Avenue Detroit, MI 48202 Attn: Arlinda Pringle 313-577-2424	N	0
13	Wayne County Community College Job Placement 1001 W. Fort Street Detroit, MI 48226 Attn: Richard Lightbody 313-496-2617 www.wccc.edu	N	0
14	American Indian Services, Inc. 1110 Southfield Road Lincoln Park, MI 48146 Attn: Fay Givens 313-388-4100 313-388-6566 (fax)	N	0
15	Jewish Vocational Services & Community Workshop 29699 Southfield Road Southfield, MI 48076 Attn: Teresa Swartz 248-559-5000	N	0
16	Latin Americans For Social and Economic Development 4138 W. Vernor Hwy. Detroit, MI 48209 313-554-3233 Attn: Maria Guerrero	N	0
17	Latino Family Services, Inc. 3815 W. Fort Street Detroit, MI 48216 313-841-7380 313-841-3730 (fax) Attn: Arlene Nixon	N	0
18	NAACP 2990 E. Grand Blvd. Detroit, MI 48202 313-871-2087 x 225 Attn: Lori Moore or Stephanie Brown www.detroitnaacp.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, MI 48075 248-358-9000 248-746-9772 (fax) Attn: Dick Kernan www.specshoward.edu	N	0
20	Michigan Association of Broadcasters Job Placement 819 N. Washington Avenue Lansing, MI 48906 517-484-7444 Attn: Sarah Beeskow, Member Services Director www.michmab.com	N	1
21	Employee Referrals	N	24
22	Station On-Air Announcements	N	2
23	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, DC 20045 202-662-7145 email: jobbank@NAHJ.org	Y	0
24	Central Michigan University Mount Pleasant, MI 48859 989-774-4000 email: mertelsj@cmich.edu	N	0
25	Western Michigan University 1903 W. Michigan Avenue Kalamazoo MI 49008-5200 269-387-1000 email: broncojobs@groupwise.emich.edu	N	0
26	Eastern Michigan University 202 Welch Hall Ypsilanti, MI 48197 734-487-1849 email: maryjones@emich.edu	N	0
27	Henry Ford Community College 5101 Evergreen Road Dearborn, MI 48128 Attn: Christine Mastroberto email: emastro@hfcc.net	N	0
28	Experience E-Recruiting Network http://www.erecruiting.com/stu/pick_school	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Detroit Urban League 15770 James Couzens Fwy. Detroit, MI 48206 Attn: Thoepa Thomas 313-863-0300 313-895-2500 (fax)	N	0
30	Women's Economic Club 155 West Congress Street, Suite 310 Detroit, MI 48226 Attn: Cindy Wowk 313-578-3230	N	0
31	Adcrafter Advertising 3011 West Grand Blvd. Detroit, MI 48202 email: bjentzen@adcrafter.org	N	0
32	Spots 'n' Dots Website www.spotsndots.com	N	0
33	Job Fairs	N	3
34	Detroit News 615 W. Lafayette Detroit, MI 48226 313-222-2300	N	0
35	Career Builder Website www.careerbuilder.com	N	1
36	Station Open Houses	N	0
37	OAKLAND UNIVERSITY www2.oakland.edu/Oakland/ouportal/index.asp?Item=28&name=recruiting+services&site=68	N	0
38	University of Michigan—Dearborn Career Services 4901 Evergreen Road Dearborn, Michigan 48128 313-593-5000	N	0
39	Station Web-sites	N	6
40	U OF M DEARBORN www.UMD.Umich.Edu/CareerServices	N	0
41	AMERICAN WOMEN IN RATIO AND TV 8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3290 703-506-3266 (FAX) www.awrt.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
42	AFRICAN AMERICAN MEDIA INCUBATOR Executive Director 2164 Wisconsin Avenue, NW Washington, DC 20007 202-342-6661 202-342-6667 (FAX)	N	0
43	BLACK BROADCASTERS ALLIANCE 3474 William Penn Hwy. Pittsburg, PA 15235 412-829-9788 412-829-0313 e-mail@thebba.org website: www.thebba.org	N	0
44	ASIAN AMERICAN JOURNALISTS ASSOC 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 415-346-6343 (FAX) national@aaaja.org www.aaaja.org	N	0
45	THE ASSOC FOR WOMEN IN COMMUNICATIONS, INC 3337 Dukestreet Alexandria, VA 22314 www.womcom.org	N	0
46	NATIONAL BLACK MEDIA COALITION 1738 Elton Road, Suite 314 Silver Springs, MD 20903 301-445-2600 301-445-1693 (FAX)	N	0
47	WALK-IN/ OUTSIDE REFERRALS/ WORD OF MOUTH	N	4
48	DIVERSITYJOBFAIRS.COM	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			50

**WNIC(FM), WJLB(FM), WKQI(FM), WMXD(FM), WDTW-FM,
WDFN(AM) & WDTW(AM)**

EEO PUBLIC FILE REPORT

June 1, 2006 to May 31, 2007

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	10/19/2006- Michigan Association Of Broadcasters Career Fair Held at Spec's Howard School of Broadcasting A regional career fair represented by Radio, TV and Cable stations across the state. Pulled several interns from the applicants. Hosted by Charlene Little,HR Director, Myrna Johnson, Market Traffic Manager, Don Gosselin, WNIC Program Director, Elizabeth Hollidge, Retail Sales Manager and Nancy Wade, WDTW Sales Manager.
2	Participate in Job Fair	01/25/2007- Oakland University's Diversity Career Fair, co-sponsored by African-American Celebration Month Committee & Disability Support Services. Hosted by Charlene Little, HR Director and Elizabeth Hollidge, Retail Sales Manager who discussed job opportunities at the stations with individuals interested in broadcasting careers.
3	Bayliss Foundation Internship	Summer of 2006 – A new program sponsored by Clear Channel University in which to introduce recently graduated college seniors into the workforce. We sponsored a young man named Neil MacDonald.
4	Annual Expand Notices	Annual Outreach notices aired on all stations July, August and September.
5	Internet Program Designed To Promote Outreach Generally	Our job openings are posted on www.ccdetroit.com , which provides information on all local Detroit job opportunities,
6	Participate in Job Fair	On February 6, 2007, our stations participated in the 7th Annual Career Fair sponsored by the Detroit Pistons held in Auburn Hills, MI. Station participants included James Taylor

		Station participants included James Taylor, Payroll Administrator, Jamillah Muhammed, WMXD Program Director, Elliot Lerner, Sales Manager and Scott Frost, NTR Director. The participants discussed job opportunities at the stations with individuals interested in broadcasting careers.
7	Participate in Job Fair	09/28/2006 – Diversity Job Fairs.Com. A successful Job Fair held in Southfield, Michigan targeted to Minority Applicants. Station participants included Charlene Little, Human Resources Director, Elizabeth Hollidge, Sales Manager, Scott Frost, NTR Director, James Taylor, HR Assistant, Jeff Luckoff, GSM, Brian Boetcher, Sales Manager and Myrna Johnson, Traffic Director. The participants recruited and interviewed individuals for potential jobs in broadcasting.
8	Participate in Job Fair	05/16/2007 – Diversity Job Fairs.Com. A successful Job Fair held in Southfield, Michigan targeted to Minority Applicants. Station participants included Charlene Little, Human Resources Director, Josh Nash, Total Traffic Sales Manager, Rebecca Thornton, Office Manager and James Taylor, HR Assistant. The participants recruited and interviewed individuals for potential jobs in broadcasting.
9	Participate in Job Fair	09/16/2006- Wayne County Community College and the Trade Union Leadership Council Career Conference sponsored a two day (weekend) conference teaching career finding and career building strategies. We hosted a well-attended booth during the Saturday Job Fair. Our HR Assistant, James Taylor discussed job opportunities at the stations with individuals interested in broadcasting careers.
10	Establish Internship Program	In 2006-2007, our stations hosted interns from local colleges and universities in various departments. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.

11	Participate in Activities Designed to Disseminate Information on Broadcast Employment Opportunities	In 2006-2007, our stations participated in the Emma Bowen Foundation, a program designed for minority college students interested in broadcast careers. As part of the program, our stations serve as a host employer for minority college students during four consecutive summers. Participating students are paid an hourly wage and their total earnings are matched at the end of the summer towards tuition.
12	Kris Kelley Classifieds	On-Air special segments on local job openings - WJLB
13	On-Air Recruitment Spots	Nov-Dec. 2006
14	Participate in Career Day	05/19/2007 – Lou Dallman, Production Director participated in 5 30-minute sessions on exploring careers in broadcasting to eighth grade students.