

**WWW-FM, WTKA(AM), WQKL(FM) and WLBY(AM)
EEO PUBLIC FILE REPORT
February 18, 2011 – May 31, 2011¹**

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
Account Executive	1-2, 35-40	37

¹ On February 18, 2011, Cumulus Licensing, LLC acquired these stations (*see* FCC File Nos. BALH/BAL-20061226AAY-Z & BALH/BAL-20061226ABA-B) and, as such, this reporting period is an abbreviated one.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Internal Posting	N	0
2	Word-of-Mouth Referral	N	0
3	Michigan Association of Broadcasters (MAB) Job Placement 819 N Washington Avenue Lansing, MI 48906 Contact: Sarah Beeskow 517.484.7444 517.484.5810 (fax) E-mail: mab@michmab.com	N	0
4	National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, DC 20045-2001 202.662.7145 202.772.7144 (fax) E-mail: jobbank@nahj.org	N	0
5	American Indian Services, Inc. 1110 Southfield Road Lincoln Park, MI 48146 Contact: Fay Givens 313.388.4100 313.388.6566 (fax) E-mail: amerinserv@ameritech.net	N	0
6	Black United Fund of Michigan, Inc. 2187 West Grand Blvd. Detroit, MI 48208 Contact: John McClain 313.894.2200 313.894.7562 (fax) E-mail: bufffront@aol.com	N	0
7	Davenport University Job Placement 313.581.4400 313.581.6822 (fax) dearborn.cs@davenport.edu	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	Department of Career Development Lansing, MI 734.637.9415 734.459.5182 (fax)	N	0
9	Detroit Black Media Coalition 15787 Fairfield Detroit, MI 48238 Contact: Robert A. Hood	N	0
10	Detroit Urban League 208 Mack Ave Detroit, MI 48209 Contact: Phyllis Taylor 313.863.0300, x225 313.895.0535 (fax) E-mail: ptaylor@deturdanleague.org	N	0
11	Henry Ford Community College Placement Services 5101 Evergreen Road Dearborn, MI 48128 313.845.9618 313.845.9899 (fax) E-mail: gwen@hfcc.edu	N	0
12	Inroads/Metropolitan Detroit, Inc 535 Griswold #720 Detroit, MI 48226-3602 313.961.6464 313.961.6488 (fax) E-mail: csanders@inroads.org	N	0
13	Jewish Vocational Services & Community Workshop 29699 Southfield Road Southfield, MI 48076 Contact: Teresa Sawrtz 248.559.5000 248.559.0773 (fax)	N	0
14	Latin Americans for Social & Economic Development 4138 W Vernor Detroit, MI 48209 Contact: Maria Guerrero 313.554.3233 313.554.2025 313.554.2242 (fax)	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	Latino Family Services, Inc. 3815 West Fort Detroit, MI 48216 Contact: Arlene Nixon 313.841.7380 313.841.3730 (fax)	N	0
16	Lewis College of Business 17370 Meyers Road Detroit, MI 48235 Contact: Dr. Phyllis Ponders, x217 313.862.6300 313.862.1027 (fax) E-mail: pponders@lewiscollege.edu	N	0
17	Madonna University Career Services 36600 Schoolcraft Livonia, MI 48150 734.432.5339 734.432.5623 E-mail: ikroger@madonna.edu	N	0
18	Michigan Works! Association 517.371.1100 Talent Bank: 888.253.6855 mthhelp@michigan.gov Service Center: 800.285.9675	N	0
19	Michigan Chronicle 479 Ledyard Detroit, MI 48201 Contact: Linda Moragne, x242 313.963.5522 313.963.8788 (fax) E-mail: chronicle4@aol.com	N	0
20	Michigan State University Career Services and Placement Contact: Naomi Lilly, x9510 517.355.1855 517.353.2597 (fax) 800.999.8725 (toll free) E-mail lilly@msu.edu	N	0
21	NAACP 2990 East Grand Blvd Detroit, MI 48202 Contact: Lori Moore or Stephanie Brown 313.871.2087, x225 / 313.871.7745 (fax) E-mail: info@detroitnaacp.org	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	Oakland Community College (OCC) 2900 Featherstone Road Auburn Hills, MI 48326-2845 248.522.3400 E-mail: wlloyd@oaklandcc.edu	N	0
23	Oakland University 156 West Vandenberg Rochester, MI 48309-4401 248.370.3250 248.370.4602 (fax) www.oaklandecruiting.com	N	0
24	Radio Advertising Bureau Contact: Mark Levy 888.232.3131 972.753.6727 (fax) E-mail: mlevy@rab.com	N	0
25	Specs Howard School of Media Arts 19900 West Nine Mile Road Southfield, MI 48075 Contact: Kevin Scollin 248.358.9000 248.746.9772 (fax) / 248.746.9777 (fax) www.specshoward.edu (post on-line) E-mail: kscollin@specshoward.edu	N	0
26	University of Detroit - Mercy Placement Services 8200 West Outer Drive Detroit, MI 48219 Contact: Stella Nicoloson; 313.993.6102 313.993.1000 313.993.1029 (fax) berrya@udmercy.edu	N	0
27	University of Michigan - Dearborn Contact: Kathy Cordon 313.593.5020 313.593.3705 (fax) E-mail: kcordon@umd.umich.edu	N	0
28	Urban League of Pontiac 295 West Huron Pontiac, MI 48341 Contact: John Buckley 248.338.4581 248.335.8130 (fax)	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
29	Walsh College Career Services 3838 Livernois PO Box 7006 Troy, MI 49007 Contact: Margo Carlson 248.689.3306 bbarnes@walshcollege.edu	N	0
30	Wayne County Community College (WCCC) Career Planning and Placement 1001 West Fort Street Detroit, MI 48226 Contact: Deborah Hoppins 313.496.2600 313.496.0451 (fax) E-mail: Dhoppins1@wccd.edu	N	0
31	Wayne State University (WSU) Job Placement 6050 Cass Avenue Detroit, MI 48202 Contact: Arlinda Pringle 313.577.2424/ 313.577.3390 (Job Placement) 313.577.4995 (fax) E-mail: a.pringle@wayne.edu	N	0
32	Ann Arbor Area Chamber of Commerce 425 S. Main St., Suite 103 Ann Arbor, MI 48104 734.665.4433 734.665.4191 (fax) Contact: Megan Turnbow E-mail: megan@annarborchamber.org	N	1
33	Ann Arbor Spark 201 S Division STR 430 Ann Arbor, MI 48104 734.821.0074 Amy@annarborspark.org www.annaarborspark.org	N	0
34	All Access jdenver@allaccess.com	N	0
35	Eastern Michigan University 202 Welch Hall Ypsilanti, MI 48197 Contact: Mary Jones 734.487.1849 sbalduf@emich.edu	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
36	Mlive -- Ann Arbor News Ann Arbor News - Job Bank www.mlive.com www.annarbor.com	N	0
37	On-Air Announcements (<i>one or more SEU stations</i>)	N	4
38	Cumulusjobs.com	N	1
39	Job Fairs (<i>see Section III</i>)	N	0
40	Walk-In/Self-Referral	N	0
41	National Association of Broadcasters (NAB) 202.429.5498 202.429.3923 (<i>fax</i>) Contact: khunter@nab.org	N	0
42	Internal Transfer/Promotion	N	0
43	Washtenaw Community College Recruitment Services career@wccnet.edu	N	0
44	Former Employee (<i>re-hire</i>)	N	0
45	Station Website Posting (<i>one or more SEU stations</i>)	N	0
46	Ohio Center for Broadcasting 5330 E. Main St., Suite 200 Columbus, OH 43213 614.245.0555 Gary James, E-mail only: gary@beonair.com	Y	0
TOTAL INTERVIEWEES			6

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>During this reporting period, our SEU hosted eight (8) student interns from Eastern Michigan University, Washtenaw Community College, Colby College, University of Missouri, Baker College, University of Toledo, Grand Valley State University and Albion College.</p> <p>These student interns, each of whom received academic credit for their internship, were supervised by the Promotions and Production Directors. The interns gained hands-on experience in the Marketing, Promotions and Programming departments, "shadowed" the Promotions Director and On-Air Hosts and observed the day-to-day operations of the stations. In addition, the interns learned how to use tools and programs commonly used in the broadcast industry.</p>
2	Host In-House Job Fair	<p>On May 4, 2011, the stations hosted an In-House Job Fair at their Victors Way studios in Ann Arbor. This "Open House" was promoted over-the-air on all stations. Station participants included our Market and General Sales Managers as well as one Senior Account Executive who spoke with attendees about career opportunities in broadcasting as well as current job openings and gave interested attendees a tour of the facilities.</p>