

WMUZ Radio Inc.

Annual EEO Report

June 1, 2016 to May 31, 2017

The purpose of this EEO Public File Report (Quarterly EEO report) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit (EU) that is comprised of the following station(s):

Station	City of License
WMUZ FM	Detroit, MI
WEXL AM	Royal Oak, MI
WRDT AM	Monroe, MI

**Section 1: Vacancy Information**

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Account Executive	6/27/16	6	1.1,3.1, 3.8, 4.1-4.4,5.1-5.3, 6.1-6.5,7.1-7.3 & 7.7	7.2
Afternoon Drive On-Air Host	7/11/16	9	1.1,3.3, 3.8,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.2, 7.3 & 7.4	3.8
Chief Engineer	9/30/16	4	1.1,3.1,3.7,3.8,4.1,7.1, & 7.4	7.4
Writer Producer	2/6/17	30	1.1,3.1,3.2,3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.4	7.4
Account Executive	2/20/17	6	1.1,3.1,3.3,3.8,3.9,4.1-4.4,5.1-5.5,6.1-6.5,7.1-7.2	3.1
Account Executive	4/01/17	6	1.1,3.1-3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.3	3.1
Account Executive	4/01/17	6	1.1,3.1-3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.3	3.9
Account Executive	4/01/17	6	1.1,3.1-3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.3	3.9

**Total Interviews During Applicable Period: 73**

**Vacancies: 8**

## Section 2: Recruitment Source Information

		Address	City, State	Contact		# Interviews from this Source
<b>1. RADIO ANNOUNCEMENTS</b>						
1.1	WMUZ / WEXL / WRDT	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434 F: 313-	
<b>2. CLASSIFIED ADS</b>						
2.1	Michigan Chronicle	479 Ledyard	Detroit, MI 48201	Classified Ads	T: 313-963-5522	
<b>3. WEBSITES</b>						
3.1	WMUZ/WEXL/WRDT Website	<a href="http://www.wmuz.com">www.wmuz.com</a> <a href="http://www.wexl1340.com">www.wexl1340.com</a> <a href="http://www.wrds560.com">www.wrds560.com</a>		Website posting	Website posting	6
3.2	Monster.com	<a href="http://www.monster.com">www.monster.com</a>	Website posting	Posted on-line	Website posting	1
3.3	HisAir.net	<a href="http://www.hisair.net">www.hisair.net</a>	Website posting	Posting on-line	Website posting	6
3.4	Craig's List	<a href="http://www.craigslist.com">www.craigslist.com</a>	Website posting	Website posting	Website posting	
3.5	Kijiji.com (ebay classifieds)	<a href="http://www.kijiji.com">www.kijiji.com</a>	Website posting	Website posting	Website posting	
3.6	All Access	<a href="http://www.allaccess.com">www.allaccess.com</a>	Website posting	Website posting	Website posting	
3.7	SBE Website	www.sbe.org	Website posting	Website posting	Website posting	3
3.8	Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	Website posting	Website posting	Website posting	11
3.9	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>	Website posting	Website posting	Website posting	24
3.10	On-Air Career Fair – 1/6/17	Wmuz.com	Website Posting	Website Posting	Website Posting	
<b>4. SCHOOLS</b>						
4.1	Specs Howard School of Media Arts	19900 W. 9 Mile Rd	Southfield, MI 48075	Kristin Burns	F: 248-746-9770	2
4.2	Wayne State University	1001 Faculty Administration Building	Detroit, MI 48202	Marlena Frontera	F: 313-577-4995	
4.3	University of Detroit Mercy	2700 Martin Luther King Jr. Blvd	Detroit, MI 48208	Prof. Langham	langhac@udmercy.edu	
4.4	Rochester College	800 West Avon Road	Rochester Hills, MI, 48307	Essie Bryan	ebryan@rc.edu	
<b>5. CHURCHES AND MINISTRIES</b>						
5.1	Greater Grace Temple	23500 West 7 Mile	Detroit, MI, 48219	Bishop Ellis	F: 313-543-6052	
5.2	Perfecting Church	7616 East Nevada	Detroit, MI 48234	Beverly Ferguson	F: 313-365-1185	
5.3	Straight Gate Church	10100 Grand River	Detroit, MI 48204	Shirley Wilson	F: 313-491-2224	

<b>6. COMMUNITY ORGANIZATIONS</b>						
6.1	Women's Ministry Network	P.O. Box 2545	Farmington Hills, MI 48334	Lynn Karidis	<a href="mailto:info@womensministernetwork.org">info@womensministernetwork.org</a>	
6.2	Disabled American Veterans	30905 Plymouth Rd	Livonia, MI, 48150	Commander Adams	F: 734-522-8862	
6.3	NAACP	8220 2 <sup>nd</sup> Ave	Detroit, MI, 48202	Jamel Parks	<a href="mailto:jparks@detroitnaACP.org">jparks@detroitnaACP.org</a>	
6.4	Detroit Urban League	208 Mack Avenue	Detroit, MI, 48201	Shelita Richmond	F: 313-863-6155	
6.5	Senior Community Service Employment Program	711 N. Saginaw, Ste 207	Flint, MI, 48503	Iris Malukah	F: 810-766-1473	
<b>7. OTHER</b>						
7.1	In House Posting CBC Bulletin Board	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	
7.2	Employee/Staff Referral					8
7.3	Client Referral					4
7.4	Previous or Existing Employee					5
7.5	Intra-company Transfer					
7.6	Attended a Job Fair	Rochester College 800 West Avon Road	Rochester Hills, MI, 48307		T:313-272-3434	
7.7	Sales Workshop	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	3
7.8	Concert Events	Various	Various	Various	Various	

### **Section 3: Supplemental Recruitment Activities**

**June 11, 2016 – WMUZ/WRDT/WEXL – Sales Workshop** – General Manager, Frank Franciosi conducted a Sales Workshop for the local community at-large to explore radio advertising premises and techniques. Attendees were particularly interested to learn Biblical Selling Principles used by our radio stations. Three attendees were interviewed as candidates for an available Sales Executive job vacancy.

**June 17, 2016 – Specs Howard Career Day/Job Fair** – Operations Manager, Anthony Faletti was invited to speak about careers in radio with an emphasis on board operators at Specs Howard's Annual Career Day/Job Fair. Anthony was provided the opportunity after the presentation to answer questions, collect resumes and interview interested candidates.

**October 17, 2016 – Harassment and Discrimination Meeting** – General Manager, Frank Franciosi conducted a Harassment and Discrimination Meeting for 17 full-time employees. A four page document was issued to each attendee outlining Crawford Broadcasting Company's policies

regarding Harassment and Discrimination. Frank Franciosi reviewed key points of the policies with those in attendance, then offered an opportunity for questions.

**December 7, 2016 – FALL Job Fair at Rochester College** – Operations Manager, Anthony Faletti represented WMUZ/WRDT/WEXL at the Fall Job Fair. He spoke for a few moments regarding the positions that were being recruited at that time and had hard copies of job descriptions and applications available for those who were interested.