

WMUZ Radio Inc.

Annual EEO Report

June 1st, 2017 – May 31st, 2018

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
WCHB AM	Royal Oak, MI
WRDT AM	Monroe, MI
WMUZ AM	Taylor, MI

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Talk Show Producer/Public Affairs Coordinator	8/21/2017	21	1.1,3.1,3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5 & 7.1	3.1
Writer Producer/Sales Assistant	9/05/2017	6	3.1, 3.3, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5 & 7.1	3.1
Account Executive	9/05/2017	9	1.1, 3.1, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1 & 7.3	3.8
WCHB On Air Host	9/05/2017	7	3.4, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.2, & 7.4	7.4
Sales Assistant/Promotions Coordinator	9/11/2017	7	3.8, 4.1-4.4, 5.1-5.3, 6.1-6.5 & 7.2	7.2
Operations Engineering Assistant	9/18/2017	6	3.8, 4.1-4.4, 5.1-5.3, 6.1-6.5 & 7.4	7.4
Digital & Social Media Coordinator	12/1/2017	13	3.1, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1,7.2,7.4	7.4
Account Executive	12/1/2017	6	3.1,3.9,4.1-4.4,5.1-5.3, 6.1-6.5, 7.1	3.9
Account Executive	05/07/18	7	1.1, 3.1, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5	3.8
Digital & Social Media Coordinator	05/07/18	6	3.1, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.2	7.2

Total Interviews During

Applicable Period: 88

Vacancies: 10

Section 2: Recruitment Source Information

		Address	City, State	Contact		# Interviews from this Source
1. RADIO ANNOUNCEMENTS						
1.1	WMUZ / WEXL / WRDT	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434 F: 313-	16
2. CLASSIFIED ADS						
2.1	Michigan Chronicle	479 Ledyard	Detroit, MI 48201	Classified Ads	T: 313-963-5522	
3. WEBSITES						
3.1	WMUZ/WEXL/WRDT Website	www.wmuz.com www.wexl1340.com www.wrds560.com		Website posting	Website posting	10
3.2	Monster.com	www.monster.com	Website posting	Posted on-line	Website posting	
3.3	HisAir.net	www.hisair.net	Website posting	Posting on-line	Website posting	
3.4	Craig's List	www.craigslist.com	Website posting	Website posting	Website posting	5
3.5	Kijiji.com (ebay classifieds)	www.kijiji.com	Website posting	Website posting	Website posting	
3.6	All Access	www.allaccess.com	Website posting	Website posting	Website posting	
3.7	SBE Website	www.sbe.org	Website posting	Website posting	Website posting	
3.8	Indeed.com	www.indeed.com	Website posting	Website posting	Website posting	12
3.9	LinkedIn	www.linkedin.com	Website posting	Website posting	Website posting	35
3.10	On-Air Career Fair – 1/6/17	Wmuz.com	Website Posting	Website Posting	Website Posting	
4. SCHOOLS						
4.1	Specs Howard School of Media Arts	19900 W. 9 Mile Rd	Southfield, MI 48075	Kristin Burns	F: 248-746-9770	1
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	Hessie Bryan	ebryan@rc.edu	
5. CHURCHES AND MINISTRIES						
5.1	Greater Grace Temple	23500 West 7 Mile	Detroit, MI,	Bishop Ellis	F: 313-543-6052	

		Address	City, State	Contact		# Interviews from this Source
			48219			
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	
6. COMMUNITY ORGANIZATIONS						
6.1	Women Who Inspire	36880 Woodward Ave., Suite 103	Bloomfield Hills, MI 48304	Nancy O'Neal	womenwhoinspire.org	
6.2	Disabled American Veterans	30905 Plymouth Rd	Livonia, MI, 48150	Commander Adams	F: 734-522-8862	
6.3	NAACP	8220 2 nd Ave	Detroit, MI, 48202	Jamel Parks	jparks@detroitnaacp.org	
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 Malikah	F: 810-766-1473	
7. OTHER						
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					5
7.3	Client Referral					1
7.4	Previous or Existing Employee					3
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	
7.8	Concert Events	Various	Various	Various	Various	

Section 3: Supplemental Recruitment Activities

12/06/2017 - Attended Fall Job Fair at Rochester College representing WMUZ-FM/WMUZ-AM/WRDT/WCHB– Sales Assistant and Promotions Manager, Stephanie Tyszkiewicz attended this event, accepting resumes for two positions we were actively looking to fill, full-time Account Executive and Church Sales Specialist. Three qualified candidates provided their resumes for review.

1/22/2018 – Held the required Discrimination and Sexual Harassment Meeting for WMUZ-FM/WMUZ-AM/WRDT/WCHB - With the current climate, it is more important than ever to reiterate with employees what is considered discrimination or harassment and the recourses that are available to them. Twenty-six full-time employees were in attendance and participated in this meeting which was led by General Manager, Frank Franciosi. Operations Manager, Anthony Faletti, ran a separate meeting on Saturday, February 3rd for the part-time work force and three full-time employees that were sick on 1/22/18.

2/01/2018 – Attended Career Fair at Specs Howard School of Broadcasting sponsored by MAB representing WMUZ-FM/ WMUZ-AM/WRDT/WCHB – Executive Assistant, Linda Martens attended this event accepting applications for three positions being actively recruited for; Account Executive, Church Sales Specialist and Sales Assistant. The information about the MABF Broadcast Media Fair was widely disseminated and marketed, including distribution to resources with a high volume of diverse candidates; including but not limited to State of Michigan career sites, veteran affairs organizations, Michigan Works locations throughout Michigan, as well as displayed on the official Career Fair website www.michiganbroadcastcareers.com. Spots were aired on WMUZ-FM during the Afternoon Drive programming to announce the Career Fair. The Afternoon Drive Host, Mike McIntyre, an alum of Specs Howard, was also in attendance and broadcast his show live from the event to encourage those looking for a position in broadcast media to attend.

3/15/2018 – Brownie Troop # 75915 Huron Township was given a glimpse into the world of radio by WCHB Host, J Sanford. A group of approximately twenty girls working on their Communications badge were able to participate in a mock broadcast, getting the feel of what it would be like to be an on-air personality and board operator. J. Sanford provided guidelines regarding the education and training needed for the various positions required to run a radio station.

4/11/2018 – Spring Job Fair at Rochester College – Operations Manager, Vito Faletti attended this annual event sponsored Rochester College. We were actively recruiting for Account Executive, Digital and Social Media Coordinator, and part-time Board Operators. Resumes were collected for review by the General Manager for Account Executive and Digital and Social Media Coordinator.

5/8/2018 – National Career Fair – Detroit – Participated in the Detroit National Career Fair that was held at the Dearborn Inn- Marriott on Tuesday, May 8th. This company organizes career fairs across the United States. Part of our participation included our company logo posted on their event page link as well as a full color ad included in their Career Fair Guide. Executive Assistant, Linda Martens attended this event receiving resumes for the actively recruited positions of Commercial Scheduler and Account Executive.