

WMUZ Radio Inc.

Annual EEO Report

June 1st, 2018 – May 31st, 2019

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
Commercial Scheduler	6/1/2018	6	3.1, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.6	3.9
Account Executive	6/1/2018	6	1.1, 3.1, 3.8-3.10, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.4, 7.6	7.4
Business Coordinator	8/13/2018	9	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
Business Coordinator	9/10/2018	9	1.1, 3.1, 3.3, 3.8, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1	3.9
DSM Coordinator	11/30/2018	4	3.1, 3.3, 3.9, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.4	7.4
Receptionist/Sales & Admin. Support	1/22/2019	11	1.1,3.1,3.3,3.8,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.4	1.1
Promotions Coordinator	2/11/2019	12	1.1,3.1,3.3,3.9,4.1-4.4,5.1-5.3,6.1-6.5,7.1-7.4	3.9

Total Interviews During

Applicable Period: 57

Vacancies: 7

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-	15
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	3
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	
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	19
3.9	LinkedIn	www.linkedin.com	Website posting	Website posting	Website posting	12
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	
4.2	Wayne State University/MAB	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	
5. CHURCHES AND MINISTRIES						
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	
6. COMMUNITY ORGANIZATIONS						
6.1	Women Who Inspire	36880 Woodward Ave., Suite 103	Bloomfield Hills, MI 48304	Nancy O'Neale	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	

		Address	City, State	Contact		# Interviews from this Source
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	
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					2
7.3	Client Referral					
7.4	Previous or Existing Employee					4
7.5	Intra-company Transfer					
7.6	National Career Fair	Dearborn Inn – Oakwood Ave	Dearborn MI, 48124		702-614-9537	2
7.7	Sales Workshop	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	
7.8	Concert Events	Various	Various	Various	Various	
7.9	United Career Fairs	Marriott Detroit/Livonia	Livonia, MI 48152	Kirk Elliot	866-304-9473	

Section 3: Supplemental Recruitment Activities

6/21/2018 – Attended Career Fair at Specs Howard School of Media Arts in Southfield, MI.

This event was attended by Sales Assistant and Promotions Manager, Stephanie Tyszkeiwicz and Operations Manager, Anthony Faletti. CBC – Detroit was actively recruiting for Account Executive, Business Coordinator and Board Operator at this well-attended event. Information was also available to those interested regarding internship.

10/11/2018 – Held the Mandatory Sexual Harassment and Discrimination meeting for all staff led by General Manager, Frank Franciosi. As part of the meeting, distributed special copies of the Crawford Broadcasting Employee Handbook with key sections highlighted in regards to what CBC deems as inappropriate behavior and the processes set in place to report infractions. A separate meeting was held on Saturday, October 20th, led by Operations Manager, Anthony Faletti for all Part-Time Employees using format set by the General Manager earlier in the month.

2/7/2019 – Attended Spring Career Fair at Specs Howard School of Media Arts in Southfield, MI. This event was attended by Operations Manager, Vito Faletti and DSM Coordinator, Allie Nash; both alumni of Specs Howard. CBC- Detroit was actively recruiting for Account Executives, Board Operators and Promotions Coordinator at this event. Approximately 70+ professionals/students looking for a position in the fields of Digital and Social Media and Broadcasting attended.

04/04/19 – Executive Assistant, Linda Martens attended the 2019 MAB Foundation Media Career & Broadcast Fair at Wayne State University in Detroit on Thursday, April 4, 2019. More than 100 students and business-minded professionals attended this year’s event. This event was widely disseminated and marketed through print, radio and television. In addition, the information was specifically sent to the Michigan career sites and Michigan Works locations throughout Michigan. It was also displayed on the official Career Fair website - www.michiganbroadcastcareers.com

04/23/19 – Executive Assistant, Linda Martens attended the United Career Fairs Professional Sales Recruiting Event held at the Marriott – Detroit located in Livonia, MI on Tuesday, April 23, 2019 from 6:00 p.m. to 8:00 p.m. This company screens candidates ahead of time to ensure those in attendance are looking for sales opportunities. There were approximately 75+ candidates interested in a career in Sales in attendance. Crawford Broadcasting – Detroit was actively recruiting for qualified Account Executives/Outside Sales.