

WMUZ Radio Inc.

Annual EEO Report

June 1st, 2021 – May 31st, 2022

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
Full-Time Board Operator/Producer	02/21/2022	6	1.1, 3.1, 3.3, 3.10, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.4	7.4

Total Interviews During

Applicable Period: 6

Vacancies: 1

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-	5
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	
3.2	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	
3.9	LinkedIn	www.linkedin.com	Website posting	Website posting	Website posting	
3.10	Facebook Jobs	Facebook.com/wmuz103.5F M/manage_jobs	Website Posting	Website posting	Website Posting	
4. SCHOOLS						
4.1	Schoolcraft College	18600 Haggerty Road	Livonia, MI 48152-2696	JoAnne Stadnicar	734-462-4421	
4.2	Wayne State University	1001 Faculty Administration Building	Detroit, MI 48202	Marlena Frontera	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	
6.4	Detroit Urban League	208 Mack Avenue	Detroit, MI, 48201	Shelita Richmond	F: 313-863-6155	
6.5	Senior Community Service	711 N. Saginaw,	Flint, MI, 48503	Iris Malikah	F: 810-766-1473	

		Address	City, State	Contact		# Interviews from this Source
	Employment Program	Ste 207				
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					
7.3	Client Referral					
7.4	Previous or Existing Employee					1
7.5	Intra-company Transfer					
7.6	National Career Fair	Various	Michigan	Ann Blok	725-214-0334	
7.7	United Career Fair	Various	Michigan	Kirk Elliott	702-614-9537	

Section 3: Supplemental Recruitment Activities
FCC Political Compliance Training – June 29, 2021

The Director of Engineering for EU, Cris Alexander, based in Denver, CO., presented compliance training using information provided by the FCC regarding **ISSUE (Non-Candidate) ADS**. This one-hour ZOOM training session outlined the responsibilities of the OPIF Manager and the importance of having a back-up, how to determine if something is an actual order or just a broad inquiry, importance of the NAB-19 form, timeline for uploading documents, what documentation should be included for each **Non-Candidate Issue Ad** etc.

At the end of this presentation, all who participated in this training received a printable version of the PowerPoint deck used during the training as well as a video link to the recorded version for future onsite training with any new employees and/or cross training current employees.

FCC Political Compliance Training – August 24, 2021

The Director of Engineering for EU, Cris Alexander, based in Denver, CO. presented another session of compliance training using information provided by the FCC regarding **Candidate Ads**. This one-hour ZOOM training session covered the differences between exempt and non-exempt programming and what is considered a “legally qualified candidate”. During this training session, major emphasis was placed on the determination of providing **“Equal Time for Qualified Candidates”**.

OPIF Manager were also advised not to wait to upload necessary documents to each OPIF site, never “replace” documents, always “add”, explained the upload policy (time stamped documents), create folders and upload as you go etc. clearly labeling each file.

At the end of this presentation, all who participated in this training received a printable version of the PowerPoint deck used to present the training as well as a video link to the

recorded version for future onsite training with any new employees and/or cross training current employees.

UNITED CAREER FAIRS – August 25, 2021

On Wednesday, August 25, 2021, United Career Fairs, based out of West Dundee, Illinois, hosted an in-person career fair event at the Detroit Marriot. This fair was geared specifically towards people interested in an outside sales position (Account Executives). Candidates were required to pre-register to attend this in-person event. Representing the EU and interviewing candidates at this event was Executive Assistant to the General Manager, Linda Martens.

Although approximately 300 jobseekers pre-registered for this event. Representative for the EU interviewed 6 candidates at the event. UCF offered EUs an option (for an additional fee), access to the database of those who registered for this Detroit event. EU took advantage of this option and is currently reviewing the 300+ resumes to locate candidates that have the qualifications EU looks for in their Account Executives.

NATIONAL CAREER FAIR – MARCH 3, 2022

On Thursday, March 3, 2022, National Career Fairs, based out of Henderson, Nevada, sponsored an in-person, Career Fair Event at the Doubletree by Hilton located on the border of Dearborn and Detroit, Michigan. This event offered an in-person opportunity to interview interested jobseekers from 11 a.m. to 2 p.m. By participating in this event, EU was given access to a database of all jobseekers that registered for this event.

WEEKLY SALES TRAINING SPECIFIC TO TAILORED PLAN INSTITUTED

The EU's proprietary way of selling, known as Tailored Plan, developed by current company President, Donald Crawford, is a comprehensive, on-going program designed to educate Account Executives, Writer Producers, and Digital and Promotions Coordinators on the company's advertising philosophy.

In an effort to educate and hone the skills of current and new EU staff, weekly, Monday morning ZOOM meetings were instituted in September 2021 and are ongoing. These meetings include staff from multiple markets (Detroit, Michigan, Buffalo, New York, and Birmingham, Alabama). A different tenet of Tailored Plan is covered each week with opportunities during the ZOOM to apply their knowledge with roleplay.

UNITED CAREER FAIR – MAY 17, 2022 [POSTPONED to June 14th, 2022]

United Career Fairs, based out of West Dundee, Illinois, has postponed their scheduled in person career fair event that was scheduled to take place on Tuesday, May 17th at the Detroit Marriot. This event, which is geared specifically towards people interested in an outside sales position (Account Executives) which EU is recruiting for, has been rescheduled for Tuesday, June 14th with the hope that additional companies will register to participate.

SEU SELF-ASSESSMENT

The SEU completed a self-assessment regarding our EEO Recruitment Sources. All non-productive recruitment sources have been removed from our source lists. Current contact information has been verified. The SEU is working on a continual basis to seek recruitment sources that will provide a broad response to each EU Recruitment effort.

UPPER MANAGEMENT REVIEW OF EEO FREQUENTLY ASKED QUESTIONS

Upper Management of the EU, including the General Manager and Business Coordinator, read and reviewed the **38 EEO Frequently Asked Questions** posted on the FCC site. Each individual signed and dated a printed version of the questions and is on file as part of the on-site Public File.

HARASSMENT & DISCRIMINATION ANNUAL MEETING – MAY 19, 2022

With an influx of COVID cases in the state of Michigan, the mandatory annual Harassment and Discrimination meeting was held at 9:30 a.m., Thursday, May 19th via conference call. Prior to this meeting, copies of the EU Harassment & Discrimination portion of the company manual were distributed with specific portions highlighted for reference during the meeting. Roll Call was taken as each participant joined the call. This meeting was led by Executive Assistant, Linda Martens. She emphasized the EU's NO TOLERANCE stance of any type of discrimination regardless of age, race, sex, disability, marital status, ethnic background, religion, color, national origin, or veteran status. She also shared the EU's individual definitions for Discrimination, Harassment, and Sexual Harassment, citing examples of each. The floor was opened for questions. Before ending the call/meeting, instructions were given on how to report an incident. Attendance sheet is on file as part of the on-site Public File.