

**WNIC(FM), WJLB(FM), WKQI(FM), WMXD(FM), WDTW-FM,
WDFN(AM) & WDTW(AM)**

EEO PUBLIC FILE REPORT

June 1, 2008 – May 31, 2009

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|--|--|--|
| 1 | Clear Channel Clear Careers Website www.clearcareers.com | N | 4 |
| 2 | [intentionally omitted] | N | 0 |
| 3 | Internal Posting | N | 10 |
| 4 | National Association of Broadcasters Job Placement 1771 N Street NW Washington, DC 20036 (202) 429-5498 www.nab.org | N | 0 |
| 5 | MediaRecruiter.com Website www.mediarecruiter.com | N | 0 |
| 6 | MarketingJobs.com Website www.marketingjobs.com | N | 0 |
| 7 | Black United Fund of Michigan 2187 West Grand Boulevard Detroit, MI 48208 (313) 894-2200 (313) 894-7562 (fax) Attn: John McClain | N | 0 |
| 8 | Detroit Black Media Coalition 15787 Fairfield Street Detroit, MI 48238 Attn: Robert A. Hood | N | 0 |
| 9 | Davenport University Career Services (313) 581-4400 Attn: Libbie Hall | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 10 | Lewis College of Business 17370 Meyers Road Detroit, MI 48235 (313) 862-6300, Ext. 217 Attn: Dr. Phyllis Ponders www.lewiscollege.edu | N | 0 |
| 11 | Urban League of Pontiac 295 W. Huron Street Pontiac, MI 48341 (248) 338-4581 (248) 335-8130 (fax) Attn: John Buckley | N | 0 |
| 12 | Wayne State University Job Placement 6050 Cass Avenue Detroit, MI 48202 (313) 577-2424 Attn: Arlinda Pringle | N | 0 |
| 13 | Wayne County Community College Job Placement 1001 W. Fort Street Detroit, MI 48226 (313) 496-2617 Attn: Richard Lightbody www.wccc.edu | N | 0 |
| 14 | American Indian Services, Inc. 1110 Southfield Road Lincoln Park, MI 48146 (313) 388-4100 (313) 388-6566 (fax) Attn: Fay Givens | N | 0 |
| 15 | Jewish Vocational Services & Community Workshop 29699 Southfield Road Southfield, MI 48076 (248) 559-5000 Attn: Teresa Swartz | N | 0 |
| 16 | Latin Americans For Social and Economic Development 4138 W. Vernor Highway Detroit, MI 48209 Attn: Maria Guerrero (313) 554-3233 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|---|--|--|
| 17 | Latino Family Services, Inc. 3815 W. Fort Street Detroit, MI 48216 (313) 841-7380 (313) 841-3730 (fax) Attn: Arlene Nixon | N | 0 |
| 18 | NAACP 2990 E. Grand Boulevard Detroit, MI 48202 (313) 871-2087, Ext. 225 Attn: Lori Moore or Stephanie Brown www.detroitnaacp.org | N | 0 |
| 19 | Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, MI 48075 (248) 358-9000 (248) 746-9772 (fax) Attn: Dick Kernan www.specshoward.edu | N | 0 |
| 20 | Michigan Association of Broadcasters Job Placement 819 N. Washington Avenue Lansing, MI 48906 (517) 484-7444 Attn: Sarah Beeskow, Member Services Director www.michmab.com | N | 3 |
| 21 | Word-of-Mouth Referral | N | 17 |
| 22 | Station On-Air Announcements (all SEU stations) | N | 6 |
| 23 | National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, DC 20045 (202) 662-7145 Email: jobbank@nahj.org | Y | 0 |
| 24 | Central Michigan University Mount Pleasant, MI 48859 (989) 774-4000 Email: mertel1sj@cmich.edu | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 25 | Western Michigan University 1903 W. Michigan Avenue Kalamazoo MI 49008-5200 (269) 387-1000 Email: broncojobs@groupwise.emich.edu | N | 0 |
| 26 | Eastern Michigan University 202 Welch Hall Ypsilanti, MI 48197 (734) 487-1849 Email: maryjones@emich.edu | N | 0 |
| 27 | Henry Ford Community College 5101 Evergreen Road Dearborn, MI 48128 Attn: Christine Mastroberto Email: emastro@hfcc.net | N | 0 |
| 28 | Experience E-Recruiting Network http://www.erecruiting.com/stu/pick_school | N | 0 |
| 29 | Detroit Urban League 15770 James Couzens Freeway Detroit, MI 48206 (313) 863-0300 (313) 895-2500 (fax) Attn: Thoepa Thomas | N | 0 |
| 30 | Women's Economic Club 155 West Congress Street, Suite 310 Detroit, MI 48226 (313) 578-3230 Attn: Cindy Wowk | N | 0 |
| 31 | Adcrafter Advertising 3011 West Grand Boulevard Detroit, MI 48202 Email: bjentzen@adcraft.org | N | 0 |
| 32 | Spots 'n' Dots Website www.spotsndots.com | N | 0 |
| 33 | Job Fairs | N | 2 |
| 34 | Detroit News 615 W. Lafayette Detroit, MI 48226 (313) 222-2300 | N | 0 |
| 35 | Career Builder Website www.careerbuilder.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 36 | Station Open Houses (held on August 15, 2007 and March 5, 2008) | N | 0 |
| 37 | Oakland University Career Services 275 W. Vandenberg Hall Rochester, MI 48309-4401 (248) 370-3250 http://www4.oakland.edu/?id=61&sid=68 | N | 0 |
| 38 | University of Michigan—Dearborn Career Services 4901 Evergreen Road Dearborn, MI 48128 (313) 593-5000 www.umd.umich.edu/CareerServices | N | 0 |
| 39 | Clear Channel Detroit Station Websites www.wnic.com ; www.fm98wjlb.com ; www.channel955.com ; www.mix923fm.com ; www.1067thedrive.com ; www.1310wdtw.com ; www.wdfn.com | N | 23 |
| 40 | <i>[intentionally omitted]</i> | N | 0 |
| 41 | American Women in Radio & Television 8405 Greensboro Drive, Suite 800 McLean, VA 22102 (703) 506-3290 (703) 506-3266 (fax) www.awrt.org | N | 0 |
| 42 | African American Media Incubator 2164 Wisconsin Avenue, NW Washington, DC 20007 (202) 342-6661 (202) 342-6667 (fax) Attn: Executive Director | N | 0 |
| 43 | Black Broadcasters Alliance 3474 William Penn Highway Pittsburgh, PA 15235 (412) 829-9788 (412) 829-0313 (fax) Email: e-mail@thebba.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|------------------|---|--|--|
| 44 | Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102 (415) 346-2051 (415) 346-6343 (fax) Email: national@aja.org www.aja.org | N | 0 |
| 45 | The Association for Women in Communications 3337 Duke Street Alexandria, VA 22314 www.womcom.org | N | 0 |
| 46 | National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 (301) 445-2600 (301) 445-1693 (fax) | N | 0 |
| 47 | Walk-Ins/Self Referral | N | 3 |
| 48 | DiversityJobFairs.com Website http://diversityjobfairs.com | N | 0 |
| 49 | IM Diversity Website www.iminorities.com | N | 0 |
| 50 | All Access Website www.allaccess.com | N | 0 |
| 51 | Bit Board Website www.bitboard.com | N | 0 |
| 52 | Michigan Department of Labor & Economic Growth (DLEG) – Talent Bank Website www.michworks.org | N | 0 |
| 53 | Monster.com Website www.monster.com | N | 0 |
| 54 | Craigslist Detroit Website http://detroit.craigslist.org/ | N | 10 |
| 55 | ITT Technical Institute Email: sream@itt-tech.edu http://www2.itt-tech.edu | N | 0 |
| 56 | Former Employee (Rehire) | N | 0 |
| 57 | Internal Transfer/Promotion | N | 2 |
| 58 | Walsh College Jill M. English 248-689-3306 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|---|--|--|
| 59 | Radio & Records | | 0 |
| 60 | Inside Radio | | 0 |
| 61 | Detroit Workforce Development Department Nikita Morgan 313-962-9675 nmorgan@detroitmi.gov | | 0 |
| 62 | Michigan State University Nami Lilly 517-353-2597 | | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 80 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|---|--|
| 1 | Participate in Job Fair | 09/25/2008- Oakland University Fall Career Fair Hosted by Jessica Pulis, Retail Sales Manager and Charlene Little, HR Director. The participants discussed job opportunities at the stations with individuals interested in broadcasting careers. |
| 2 | Annual Expand Notices | Annual Outreach notices aired on all stations July, August and September. |
| 3 | Internet Program Designed To Promote Outreach Generally | Our job openings are posted on www.ccdetroit.com , which provides information on all local Detroit job opportunities, |
| 4 | Internship Program | Our stations hosted interns from local colleges and universities in various departments. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. |
| 5 | Participate in Activities Designed to Disseminate Information on Broadcast Employment Opportunities | 06/20/2008 – Lauren Budesky spoke to Spec’s Howard Broadcasting graduating class on experiences and opportunities in broadcasting. |
| 6 | Participate in Activities Designed to Disseminate Information on Broadcast Employment Opportunities | 01-04/2008 Consistent use of promotional avails and unsold inventory for Recruitment Announcements. Over 3,300 spots ran throughout the summer. |

| | | |
|----|--|--|
| 7 | Participate in Activities Designed to Disseminate Information on Broadcast Employment Opportunities | 10-12/2008 Consistent use of promotional avails and unsold inventory for Recruitment Announcements. Over 4,900 spots ran throughout this quarter. |
| 8 | Participate in Job Fair | On March 13, 2009, our stations participated in the Michigan Collegiate Job Fair sponsored by Mi-ACE and MC-ICE held at Burton Manor in Livonia, MI. Station participants included Human Resources Director and Payroll Administrator who discussed job opportunities at the stations with individuals interested in broadcasting careers. |
| 9 | Participate in Event Sponsored by Educational Institution Related to Broadcasting Career Opportunities | On April 2, 2009, our Production Director spoke to students about broadcasting careers at Wagner Middle School's Career Day 2009. |
| 10 | Participate in Internship Fair | On April 23, 2009, our stations participated in the Spec's Howard School of Broadcasting's Internship Fair. Station participants included Payroll Administrator and Promotions Staff Manager who collected resume's for current internship opportunities. |
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