

WMUZ Radio Inc.

Annual EEO Report

June 1, 2015 to May 31,2016

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 Executives (2)	6-1-15	12	1.1, 3.1-3.3, 3.6 4.1-4.4, 5.1-5.3,6.1-6.5 7.7	3.2 & 7.7
Receptionist	6-22-15	6	1.1, 3.1-3.3, 3.6 4.1-4.4, 5.1-5.3,6.1-6.5 7.2,7.7	7.2
Executive Asst/Sales Secretary	8/17/15	8	1.1, 3.1-3.3, 3.6 4.1-4.4, 5.1-5.3,6.1-6.5 7.7	1.1
Production Coordinator	9/1/15	7	1.1, 3.1-3.4, 4.1, 4.3-4.4, 5.1-5.3, 6.1-6.5, 7.4	7.4
Receptionist	10/19/15	8	1.1,3.1-3.3,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1	3.2
Chief Engineer	3/14/16	2	1.1,3.13.2,3.3,3.7,4.1-4.4, 5.1-5.3, 6.1-6.5,7.1,7.4	7.4
Account Executive	4/4/16	6	3.1, 3.2, 3.3, 3.8, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1	3.8
WRDT Program Coordinator	4/18/16	5	3.1,,3.2,3.3,3.8,4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1	3.1

Total Interviews During Applicable Period 54

Vacancies: 9

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-	3
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	4
3.2	Monster.com	www.monster.com	Website posting	Posted on-line	Website posting	27
3.3	HisAir.net	www.hisair.net	Website posting	Posting on-line	Website posting	1
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	1
3.8	Indeed.com	www.indeed.com	Website posting	Website posting	Website posting	4
3.9	LinkedIn	www.linkedin.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	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	1
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's Ministry Network	P.O. Box 2545	Farmington Hills, MI 48334	Lynn Karidis	info@womensministrynetwork.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 Malikhah	F: 810-766-1473	
7. OTHER						

		Address	City, State	Contact		# Interviews from this Source
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					1
7.4	Previous or Existing Employee					4
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	Hosted an Open House	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	4
7.8	Concert Events	Various	Various	Various	Various	

Section 3: Supplemental Recruitment Activities

WMUZ/WRDT/WEXL Participated in Local Christian Concert Events - WMUZ Account Executive, Kim McMonagle and other station personalities participated at the following area concerts providing information regarding our stations and providing hand-outs regarding job descriptions for Account Executives, Writer Producers and Board Operators for those who were interested: Take 6 – 9/19/15, Toby Mac – 10/15/15, Michael W. Smith – 12/9/15 and Mercy Me – 4/14/16

Ongoing - WMUZ/WRDT/WEXL – Cross-Training Key Personnel – In order to foster a more well-rounded office team; the current Receptionist is training weekly to learn the Traffic Director’s duties and the Executive Assistant is training weekly to learn the Office Manager’s duties and vice versa.

March 22, 2016 - WMUZ/WRDT/WEXL – Mentor Opportunity - Val Monroe, host of “In the Spirit”, mentored at Charles H. Wright Academy of Arts and Science in Detroit, Michigan. Val was invited to speak in part due to her being a positive role model in Radio for young, African Americans. In the inner city, it is so important to expose students early and often to various occupations that will stimulate their dreams for a future career in radio.

May 2, 2016 & May 9, 2016 (Ongoing) – WMUZ/WRDT/WEXL - On Going Tailored Plan Sales Training – The weekly sales meeting is a venue used to keep the sales staff up to date and honed on their Tailored Plan skills. These two dates were specifically used for CCQ role playing; a very important part of CBC Tailored Plan selling.

May 14, 2016 – WMUZ/WRDT/WEXL – Sales Workshop – General Manager, Frank Franciosi conducted a Sales Workshop advertised on all three stations and attended by four very interested parties anxious to learn Biblical Selling Principles used by CBC stations.