

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Flint**  
**WCRZ-FM, WWBN-FM, WRCL-FM, WQUS-FM, WFNT- AM, WLCO-AM**  
**June 1st 2017– May 31st 2018**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Customer Service	18,21,22,23,24,25	25
Account Executive 1	18,21 22,23,24	24
Account Executive 1	18, 21,22,23,24,25	25
Account Executive 1	18, 21,22,23,24,25	25
Account Executive 1	18,21, 22,23,24,26	26
Account Executive 1	18,21, 22,23,24,25	25

**Section 2. Recruitment Source List**

RS Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Urban League of Flint Attention Lisa Hairston 5005 Cloverlawn Dr Flint, MI 48504 P: 810-789-7611 F: 810-787-4518	No	0
2	Michigan Employment Agency Attn: Kathleen Lavallier 711 N Saginaw St Flint, MI 48504 P: 810-232-4674 F: 810-768-4011	No	0
3	Baker College Attn: Laura Donajkowski 1050 W Bristol Rd Flint, MI 48507 P: 810-766-4211 F: 810-766-4201 Email: jennie.main@baker.edu	No	0
4	Genesee Area Chamber of Commerce Attn: Paul Stainbrook 519 S Saginaw St Flint, MI 48503 P: 810-232-7101 F: 810-233-7437 Email: info@flintandgenesee.org	No	0
5	Foss Avenue Baptist Church Attn: Rev. Avery Aldridge 1159 E Foss Ave Flint, MI 48505 P: 810-232-7101 F: 810-233-7437	No	0
6	Specs Howard School Of Broad. 19900 W 9 Mile Rd Southfield, MI 48075 P: 248-358-9000 F: 248-746-9772	Yes	2

	Email:n.shiner@specshoward.edu		
7	Davenport University Attn: Lorraine Fields 3488 N Jennings Rd Flint, MI 48504 P: 810-732-9977 F: 810-732-9128 Email: careerservices@davenport.edu	No	0
8	Michigan Indian Employment Center Attn: Joan Krueger 4511 Miller Rd Flint Township, MI P: 810-732-7057 F: 517-272-9283	No	0
9	Mt. Olive Baptist Church Attn: Rev Ray Greer 424 Kennelwoth Flint, MI 48503 P: 810-234-8168 F: 810-234-7295 Emil: info@mcoliveflint.com	No	0
10	New Jerusalem Baptist Church Attn: Rev Odis A. Floyd 1035 E Carpenter Rd Flint, MI 48505 P: 810-787-8311 F: 810-785-0707 Email: njfgec2@att.net	No	0
11	Mott Community College Attn: Myesha Campbell Student Employment Center Prah Building Flint, MI 48503 P: 810-762-5620 F: 810-232-4980 Email: myesha.cannon@mcc.edu	No	0
12	University Of Michigan Flint Career Development Center Sarah Barton 285 University Pavillion 303 E. Kearsley St. Flint, MI 48502 P: 810-762-0919	Yes	1

	F: 810-762-3024 Email: careers@umflint.edu		
13	University of Michigan Ann Arbor The Career Center 515 E Jefferson Room 3200 Ann Arbor, MI 48109 P: 734-764-7460 F: 734-763-9268 Umich.joinhandshake.com/register	No	0
14	Central Michigan University Attn: Peter Orlik 340 Moore Hall Mt. Pleasant, MI 48859 P: 989-774-3851 F: 989-774-2426 Email:bca@cmich.edu	No	0
15	Michigan Association of Broadcasters Attn: Karole White 819 N Washington Lansing, MI 48906 P: 517:484-7444 F: 517-484-5810 Email: jobbank@michmab.com	No	0
16	MLIVE Attn: Syverrita Robinson 200 E First St Flint, MI 48504 P: 810-789-0220 F: 810-767-9480	No	0
17	AllAccess.com	No	0
18	<i>Word-Of-Mouth</i>	<i>No</i>	0
19	<i>Internship</i>	<i>No</i>	3
20	On-Air Announcements	No	0
21	In-House Posting	No	0
22	Station Websites	No	0
23	Linked-In	No	4
24	Indeed	No	3
25	Referral- TSM employees	No	8
26	Referral – client agency	No	1
<b>Total Number of Interviews over 12-month period:22</b>			

**Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Participated in Job fair</b>	On March 21, 2018, Our SEU participated in the University of Michigan-Flint School of Management 2018 Career Fair held at the University of Michigan- Flint campus. SEU representatives communicated with potential job applicants regarding sales and on-air opportunities. Resumes were collected. Station Participants included the Market President and Digital Sales Manager.
<b>Participated in Job Fair</b>	On March 7, 2018, Our SEU participated in the MABF Broadcast Media Career & Networking Fair held at the Lansing Center in Lansing, MI SEU representatives communicated with potential job applicants regarding sales and on-air opportunities. Resumes were collected. Station Participants included the Market President and Digital Sales Manager.
<b>Participated in Mock Interviews</b>	Dave Perry a senior Account Executive for TSM Flint attends every year at the U of M Flint both spring and fall and participates in mock interviews for the communication graduates to help them get acclimated to job interviews which was April 6, 2017 Dave held mock interviews with 5 people individually for about 20 each minutes each.
<b>Participated in Scholarship</b>	Dave Perry account executive is on the Board for the selection process for the American Advertising Federation of Greater Flint he participated in this year's selection after the applications were submitted on February 9, 2018
<b>Participated in Career Services</b>	Derek Sorenson participated with a panel of 3 other grads at Specs Howard 5/17/18 from 6:15 to 8:30pm. He talked to prospective students about the awesome night gigs, and time at Specs Howard. Explained what they are doing after their schooling and how they used their teachings in the real world. How internship can turn into a real job in broadcasting.

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Training program for Special Needs</b>	New Horizon Program works with special needs workers with potential jobs that they are interested in. TSM of Flint hosted this time for New Horizon. Introduction, tour and training were given to this gentleman. He had a supervisor with him at all times. He is very interested in radio and already knew quite a bit as to how things work around a broadcast board. He shadowed several employees and learned what it took to not only broadcast but how to cut a commercial as well as administrative work. He was here Tuesdays and Thursdays from Noon to 5pm in the month of February 2018.
<b>Participated in Career Day Mott Community College</b>	Dan Foley donated his time May 21, 2018 at a “Work/Arts conference. Dan sat in on breakout sessions sharing his knowledge and experience in broadcasting to enlighten students on their career pathways.
<b>Internship – Live Event/Business</b>	Student from University of Michigan Flint worked with Live Event manager as well as the business manager. He participated in daily tasks and learned what the process was to create live events. Meeting with clients, scheduling and follow up after an event. He also sat in on the process of the daily tasks in the business dept. A/P, A/R, approving orders and retaining files.
<b>Internship - WWBN</b>	Student from Specs Howard worked with on-air staff and learned how to operate hardware/software, find and use information for live shows, promos etc. Worked with our Digital Managing Editor with digital and streaming posts. She participated in live show broadcasts/giveaways. Learned how to set up events to promote and present the station.
<b>Internship - WWBN</b>	Student from Specs Howard worked with on-air staff and learned how to operate hardware/software, find and use information for live shows, promos, etc. He participated in live show weekend remotes and broadcasts/giveaways. Learned how to set up events to promote and present the station.