

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Flint**  
**WCRZ(FM), WWBN(FM), WRCL(FM), WQUS(FM), WFNT(AM), WLCO(AM)**  
**June 1st 2019– May 31st 2020**

**Section 1. Vacancy List**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Account Executive	23, 24	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	No	0

	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 Prahl 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	No	0

	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	Word-Of-Mouth	No	1
19	Internship	No	2
20	On-Air Announcements	No	0
21	In-House Posting	No	0
22	Station Websites	No	0
23	Linked-In (through Greenhouse)	No	0
24	Indeed.com (through Greenhouse)	No	0
25	Referral- TSM employees	No	4
26	Referral – client agency	No	0
<b>Total Number of Interviews over 12-month period: 7</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 4, 2020, our Sales Manager participated in the MABF Broadcast Media Career & Networking Fair held at the Great Lakes Media Show in Lansing. The Manager communicated with potential job applicants regarding sales/marketing, on-air, and business opportunities.
<b>Participated in Job Fair</b>	On November 8, 2019, our SEU participated in the MABF Broadcast Media Career & Networking Fair held at Lansing Community College 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 Event/Program Sponsored by Educational Institution</b>	SEU representative participated in Reading Month at Kersley Elementary School on March 2, 2020. He read to a group of 2 <sup>nd</sup> and 3 <sup>rd</sup> graders for one hour. After their lunch hour he talked to the schools AV department that produces their morning announcements. He spoke to them about best practices in script writing and on-camera presentation.
<b>Participated in Event/Program Sponsored by Educational Institution</b>	Student from Mott Community College job shadowed on March 12, 2020 for approximately 5 hours. He is interested in voice over work. Our Program Director had him work on producing commercials to introduce him to voice work and background sounds. He also shadowed the on-air radio staff for the WRCL morning show as well as article writing.
<b>Participated in Event/Program Sponsored by Educational Institution</b>	WCRZ morning air staff member participated in career day and gave a presentation at the Perry Innovation Center in Grand Blanc Michigan on March 6, 2020. She gave three 30-minute presentations on radio with a speaker/mic set up where she asked the students to voice certain things that are said on the radio for experience.