

**EEO PUBLIC FILE REPORT**  
**Townsquare Media Flint**  
**WCRZ-FM, WWBN-FM, WRCL-FM, WQUS-FM, WFNT- AM, WLCO-AM**  
**June 1st 2018– May 31st 2019**

**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 Admin	3,4,7,8,9,10,11,12,13,14,15,21,22,23,24,25	22
Customer Admin	3,4,7,8,9,10,11,12,13,14,15,21,22,23,,24,25	24
Live Events Manager/Afternoon Drive Cars 108 Promo Director	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	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 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	2

	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>	0
20	On-Air Announcements	No	0
21	In-House Posting	No	0
22	Station Websites	No	1
23	Linked-In	No	0
24	Indeed.com (through Greenhouse)	No	1
25	Referral- TSM employees	No	2
26	Referral – client agency	No	0
<b>Total Number of Interviews over 12-month period:5</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 20, 2019, Our Business Manager and Local Sales Manager participated in the University of Michigan-Flint School of Management 2019 Career Fair held at the University of Michigan-River Front Center. The manager representatives communicated with potential job applicants regarding sales/marketing, on air, business opportunities. Resumes were collected.
<b>Participated in Job Fair</b>	On March 2019, 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 Educational Event 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 November 2018 April 2019 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 22, 2019
<b>Hosted Career Day as well as participated</b>	Pat and AJ on WCRZ broadcast live from Carmen Ainsworth High School on February 5, 2019 from 8am to 10am during their Career Fair. They also gave a lecture about broadcasting what courses to take and schools to attend for broadcasting. WCRZ also had a table set up so students could ask questions from the follow up lecture.

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<b>Participated in Educational Event</b>	Mott Community College works with special needs workers with potential jobs that they are interested in. TSM of Flint hosted this time for DL Kusky Services on behalf of Mott. Introduction, tour and training were given to this gentleman. 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 February the 11 <sup>th</sup> 2019 from 8am to 4pm
<b>Participated in an Education Event/Job Shadowing WRCL</b>	Student from Montrose High School had a Sr. project. He was interested in voice work. Our program director had him participate in producing commercials to introduce him to voice work and background sounds. He also shadowed the on radio staff on WRCL as they were live on the air. April 11, 2019
<b>Participated in an Education Event/Job Shadowing WWBN</b>	Student from Bendle High school worked with on-air staff by job shadowing. October 10, 2018 10am -1pm. He learned how to operate hardware/software, find and use information for live shows, promos etc. Tony covered on air content, programming and promotions. He saw how we did live show broadcasts/giveaways. Learned how to set up events to promote and present the station.
<b>Participated in Educational Event</b>	Clay Church from WRCL and program director attended Kearsley Middle School on April 4 <sup>th</sup> 2019 to discuss with 8 <sup>th</sup> graders what broadcast is all about and what are the best course and the different avenues you can get into for broadcasting.
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