

WRKR-FM, WKFR-FM, WKMI (AM)
and employees at Battle Creek, MI, stations WBCK-FM and WBXX(FM)
EEO PUBLIC FILE REPORT
June 1, 2008 – May 31, 2009

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive (Kalamazoo)	1, 2, 3, 4, 6, 13, 14, 17	13
Account Executive (Kalamazoo)	1, 2, 3, 4, 6, 13, 14, 17	13
Account Executive (Kalamazoo)	1, 2, 3, 4, 6, 13, 14, 17	14
Account Executive (Kalamazoo)	1, 2, 3, 4, 6, 13, 14, 17	13
Sales Manager (Kalamazoo)	1, 6, 13, 14, 15, 17, 35	35
Account Executive (Battle Creek)	2, 4, 10, 14, 16, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30	16
Account Executive (Battle Creek)	2, 4, 6, 11, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34	25
Sales & Promotion Admin Asst (Battle Creek)	2, 4, 11, 14, 16, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 32, 33, 36	16

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Kalamazoo Gazette www.mlive.com 401 S Burdick Kalamazoo, MI 49007 269-345-3511 kazoobestlocalads@kalamazoogazette.com	No	2
2	Western Michigan University Career & Student Services 1903 W Michigan Avenue Mail Drop 5225 Room 1344 Ellsworth Hall Kalamazoo, MI 49008-5225 269-387-2745 269-387-2555 broncojobs@groupwise.wmich.edu www.experience.com	Yes <i>(for Battle Creek positions only)</i>	2
3	Central Michigan University Career Services 340 Moore Hall Mt Pleasant, MI 48859 989-774-4000 careers@cmich.edu	No	0
4	Kalamazoo Valley Community College 6767 West O Avenue PO Box 4070 Kalamazoo, MI 49003-4070 269-488-4272 269-488-4105 stuemploy@kvcc.edu www.kvcc.edu	Yes <i>(for Battle Creek positions only)</i>	1

5	Traffic Directors Guild 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, CA 92675 Larry Keene tdga@cox.net	No	0
6	Michigan Association of Broadcasters 819 N Washington Avenue Lansing, MI 48906 517-484-7444 mab@michmab.com	No	0
7	Michigan Works Resource Center 1601 S Burdick 49001 Kalamazoo, MI 269-383-2536	No	0
8	All Access allaccess.com	No	0
9	Radio and Records Rosalina Correa rcorrea@radioandrecords.com	No	0
10	Job Fair	No	7
11	cumulusjobs.com	No	2
12	Cumulus Open House	No	0
13	Station On-Air Announcements (all SEU stations)	No	6
14	Station Website Postings (all SEU stations)	No	1
15	Word-of-Mouth Referral	No	1
16	Walk-In/Self-Referral	No	3
17	Internal Posting	No	0
18	Internal Transfer/Promotion	No	0
19	Albion College Career Development Prudie Walters 4900 Kellogg Center Albion, MI 49224 517-629-0332 517-629-0578 www.albion.edu/careersdev carrers@albion.edu	Yes <i>(for Battle Creek positions only)</i>	0
20	Battle Creek Chapter, NAACP PO Box 1436 Battle Creek, MI 49016	No	0

21	<p>Central Michigan University, Broadcast & Cinematic Arts Peter B. Orlik 989-774-2426 340 Moore Hall Mt. Pleasant, MI 48859 orlik1pb@cmich.edu www.bca.cmich.edu 989-774-3851 269-966-4186</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	0
22	<p>Community Action Agency of SC Michigan Luann Sommers 175 Main Street Box 1026 Battle Creek, MI 49016 269-965-7766 269-965-8580 contact@cascm.org</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	0
23	<p>KCC Employment Services Curtis Warren warrenc@kellogg.edu 450 North Avenue Battle Creek, MI 49017 269-965-3931 (ext 2632) 269-965-1099 www.collegecentral.com/kellogg</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	0
24	<p>Michigan Rehabilitation Services Larry Keiser keiserl2@michigan.gov 424 Riverside Drive Suite 202 Battle Creek, MI 49015 269-968-2467 269-968-0338</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	0
25	<p>Michigan Works Susan Moore moores@kellogg.edu 135 Hamblin Avenue Battle Creek, MI 49017 www.michworks.org 269-660-1438 269-965-3653</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	4
26	<p>Robert B Miller College Dori Luker lukerd@millercollege.org 450 North Avenue</p>	<p>Yes <i>(for Battle Creek positions only)</i></p>	0

	Battle Creek, MI 49017 www.experience.com 269-660-8021 (ext 2720)		
27	Michigan State University Kim Croel or Gary Reid 409 Communication Arts Building East Lansing, MI 48824 bassa@msu.edu 517-432-1412	Yes <i>(for Battle Creek positions only)</i>	0
28	Specs Howard School of Broadcast Arts Katie Peters k.peters@specshoward.edu 19900 West 9 Mile Road Southfield, MI 48126 www.specshoward.edu 248-358-9000 248-746-9770	Yes <i>(for Battle Creek positions only)</i>	0
29	Urban League of Battle Creek Kyra Sichinga kyraw@ulbc.org 172 West Van Buren Street Battle Creek, MI 49017 269-962-5553 269-962-2228	Yes <i>(for Battle Creek positions only)</i>	0
30	Washington Heights Community Ministries Felicia Reeves 153 North Wood Street Battle Creek, MI 49017 communityministries@ctsmail.net 269-968-8773 269-966-4186	Yes <i>(for Battle Creek positions only)</i>	0
31	Battle Creek Area Chamber of Commerce Samantha Kemp 77 West Michigan Avenue Suite 80 Battle Creek, MI 49017 269-962-4076 269-962-6309 skemp@battlecreek.org	Yes <i>(for Battle Creek positions only)</i>	0
32	NASBA www.careerpage.org	No	0
33	TV and Radio Jobs.com www.tvandradiojobs.com	No	0
34	Battle Creek Shopper News	No	0
35	Radio Advertising Bureau	No	3

	www.rab.com		
36	Source Unknown	No	1

TOTAL INTERVIEWEES OVER REPORTING PERIOD 33

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host job fair	<p>On October 29, 2008, this SEU hosted the Wings Stadium Job Fair and also participated as an exhibitor. We secured the exhibit space, solicited local employers and organized all logistical aspects of the event. The Market Manager and General Sales Manager manned the Cumulus booths and spoke with interested attendees.</p>
2	Host job fair	<p>On March 18, 2009, this SEU hosted the Kellogg Arena Job Fair and also participated as an exhibitor. We secured the exhibit space, solicited local employers and organized all logistical aspects of the event. The Market Manager and General Sales Manager manned the Cumulus booths and spoke with interested attendees.</p>
3	Participate in job fair	<p>On February 5, 2009, this SEU participated in the Western Michigan University job fair in Kalamazoo. Stations participants included the Battle Creek Market Manager and Kalamazoo Business Manager.</p>
4	Participate in job fair	<p>On March 25, 2009, this SEU participated in the Kalamazoo Valley Community College career fair. The Kalamazoo and Battle Creek Market Managers hosted the Cumulus booth and presented information about job opportunities in broadcasting and within the SEU.</p>

6	Provide training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination.	On February 5, 2009, outside communications counsel provided a training session on the FCC's EEO rules to the SEU's Business Manager and Market Manager. Attending personnel received written materials to assist with EEO compliance, and were afforded the opportunity to seek input from outside counsel on ways of improving the stations FCC EEO compliance.
7	Participate in job fair	On October 1, 2008, this SEU participated in the Western Michigan University job fair in Kalamazoo. Stations participants included the Kalamazoo Market Manager and Battle Creek Market Manager.
8	Internship Program (<i>for Kalamazoo SEU only</i>)	Cumulus Kalamazoo takes on interns at various times throughout the year from area colleges and universities. Internships are available in Sales, Programming and Promotions. Four interns have been hosted in the June 1, 2008 – May 31, 2009 period. Interns are recruited through postings at WMU, KVCC and through career fairs at these entities. While duties vary, interns help with station events, show preparation for station morning call, assisting with sales department lead generation, going on sales calls, assisting with promotional projects. Interns are supervised by station personalities, the program directors and/or the market manager. Interns earn college credit for their internship.