

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 through May 22, 2009.

1) Employment Unit: Greater Media Detroit

2) Unit Members (Stations and Communities of License):

WCSX, Birmingham, MI

WRIF, Detroit, MI

WMGC-FM, Detroit

Greater Media Marketing (GMM, a division of the Employment Unit)

3) EEO Contact Information for Employment Unit:

Mailing Address: One Radio Plaza Ferndale, MI 48220	Telephone Number: 248-591-6800
	Contact Person/Title: Sheila Smith, HR Coordinator
	E-mail Address: ssmith@greatermediadetroit.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. GMM Web Design & Content Manager	Observer & Eccentric Newspaper Website (careerbuilder.com)
2. GMM Business Development Manager	Industry Referral
3. WCSX Account Manager	Management Referral
4. WCSX Account Manager	Management Referral
5. GMM New Business Development Manager	Industry Referral
6. WCSX Morning Show Producer	Management Referral
7. WCSX Sports Director	Industry Referral
8. WCSX Morning Show Host	Industry Referral
9. WCSX Morning Show Host	Industry Referral
10. GMM Business Development Manager	Industry Referral
11. WRIF & WCSX Sales Promotions Director	Employee Referral
12. WRIF Account Manager	Management Referral
13. WCSX Local Sales Manager	Management Referral
14. WRIF Account Manager	Industry Referral
15. WCSX Account Manager	Management Referral
16. WRIF Sports Director	Management Referral

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| 17. Director of Sales | Management Referral |
| 18. WRIF Entry Level News Producer | In House Posting (interviewee was participating in Employment Unit's Internship Program) |
| 19. WCSX Account Manager | Call in |
| 20. GMM General Sales Manager | Employment Unit Website |
| 21. WCSX Account Manager | Management Referral |
| 22. WRIF Account Manager | Management Referral |
| 23. WCSX General Sales Manager | Management Referral |
| 24. WCSX Asst. Program Director and Music Director | R&R Website |
| 25. WCSX Account Manager | Management Referral |
| 26. WCSX Account Manager | Employee Referral |
| 27. WRIF Asst. Program Director & Music Director | Internal Promotion |

5) Recruitment Sources for Each Hire

Vacancy #1: GMM Web Designer & Content Manager

Referral Source of Hiree: Observer & Eccentric Newspaper Website (careerbuilder.com)

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
In-house Posting (company bulletin board & station websites)	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	0	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	14*	See Exhibit A

*All interviewees were referred by the Observer & Eccentric Newspaper website (careerbuilder.com).

Vacancy #2 GMM Business Development Manager

Referral Source of Hiree: Industry Referral*

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referrals	Director of Sales, GMM General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	4	N/A
Industry Referral	See Market Manager	One Radio Plaza, Ferndale MI 48220	248-591-6800	2	N/A
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

*This employee was hired from the same applicant pool and recruitment process as Vacancies #5 and #10, but the hire date was postponed due to financial constraints.

Vacancies #3-4 WCSX Account Manager**Referral Sources of Hires: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No
Management Referral	Local Sales Manager, General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	4	No

*These positions inadvertently were not posted in accordance with the Employment Unit's standard procedures.

Vacancy #5 GMM Business Development Manager**Referral Source of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
MSU Job Fair	Theda Rudd, Asst. Director, Placement Services	113 Student Services Bldg. East Lansing MI 48824-1113	N/A	1	No
Industry Referral	See GMM General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No
Management Referral	GMM General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #6 WCSX Morning Show Producer**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No

*This recruitment had to be conducted confidentially because an incumbent morning show was being replaced.

Vacancy #7 WCSX Sports Director**Referral Source) of Hiree: Industry Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No
Management Referral	Operations Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No

*This recruitment had to be conducted confidentially because an incumbent morning show was being replaced.

Vacancies # 8-9 WCSX Morning Show Host**Referral Sources of Hirees: Industry Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No

*A well-known morning show (2 individuals) became available in the market. Due to an incumbent morning show that would be replaced, negotiations were highly confidential. This position was not technically a vacancy. Rather, the station employment unit wished to hire these particular individuals because of their reputation and following in the market.

Vacancy #10 GMM Business Development Manager.**Referral Source of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Industry referral	See GMM General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Management referral	GMM General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #11 WCSX & WRIF Sales Promotions Director**Referral Source of Hiree: Employee Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No

*This position was created with a specific individual in mind and, inadvertently, was not posted in accordance with the Employment Unit's standard practice.

Vacancy #12 WRIF Sales Account Manager**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	General Sales Manager	One Radio Plaza, Ferndale MI 48220	248-591-6800	3	No
Call in	N/A	N/A	N/A	1	No

*The Employment Unit also considered applicants who responded to the postings for Vacancies 19 and 21 for this position.

Vacancy #13 WCSX Local Sales Manager**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No

*This recruitment was conducted confidentially because a current employee was being replaced. The ultimate hire was interviewed during the recruitment process for Job Vacancy #20.

Vacancy #14 WRIF Sales Account Manager**Referral Source of Hiree: Industry Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Industry Referral	<i>See General Sales Manager</i>	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No
Call in	N/A	N/A	N/A	1	No

*The Employment Unit also considered applicants who responded to the postings for Vacancies 19 and 21 for this position.

Vacancy #15 WCSX Account Manager**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager, Director of Sales, various Sales Managers	One Radio Plaza, Ferndale, MI 48220	248-591-6800	5	No

*The Employment Unit also considered applicants who responded to the postings for Vacancies 19 and 21 for this position.

Vacancy #16 WRIF Sports Director**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager, Operations Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	3	No
Industry Referral	<i>See Market Manager</i>	One Radio Plaza Ferndale, MI 48220	248-591-6800	2	No

*This recruitment was conducted confidentially because a current air talent was being replaced.

Vacancy #17 Director of Sales**Referral Source of Hiree: Management Referral***

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Req. Notification? (Yes or No)
Management Referral	Market Manager	One Radio Plaza, Ferndale, MI 48220	(248) 591-6800	4	No
Employment Unit Website*	N/A	N/A	N/A	1	No
Call in*	N/A	N/A	N/A	2	No

*This recruitment was conducted confidentially because a current employee was being replaced. The opening was not actually posted on the Employment Unit website, but one person was interviewed who contacted the Market Manager through the company website, and another person was interviewed who called the Employment Unit to inquire about vacancies.

Vacancy #18 WRIF Entry Level News Producer**Referral Source of Hiree: In-house Posting**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Req. Notification? (Yes or No)
In-House Posting	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248/591-6800	4	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	11*	See Exhibit A
Management Referral	Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No

*All interviewees were referred by Crain's Detroit Business.

Vacancy #19 WCSX Account Manager**Referral Source of Hiree: Call-in**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Call-in	N/A	N/A	N/A	3	No
Management Referral	See Market Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	3	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #20 GMM General Sales Manager**Referral Source of Hiree: Employment Unit Website**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
Industry Referral	See Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
Management Referral	Market Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	2	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #21 WCSX Account Manager**Referral Source of Hiree: Management Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	2	No
Call-in	N/A	N/A	N/A	2	No
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #22 WRIF Account Manager**Referral Source of Hiree: Management Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Various Sales Managers	One Radio Plaza Ferndale, MI 48220	248-591-6800	6	No
Industry Referral	See General Sales Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	8	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #23 WCSX General Sales Manager**Referral Source of Hiree: Management Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Market Manager	One Radio Plaza Ferndale, MI 48220	248-591-6800	3	No
Employment Unit Website	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Call-in	N/A	N/A	N/A	1	No

*This recruitment was conducted confidentially because the incumbent employee was being replaced. The opening was posted on the Employment Unit Website after the employee was informed that he was being replaced.

Vacancy #24 WCSX Assistant Program Director & Music Director**Referral Source of Hiree: Radio & Records Website**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
In House Posting	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248-591-6800	1	No
Management Referral	Operations Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	1	No
EEO Distribution List*	See Exhibit A	See Exhibit A	See Exhibit A	1*	See Exhibit A

*Interviewee was referred by the Radio & Records website.

Vacancies #25-26 WCSX Account Manager**Referral Sources of Hirees: Management Referral; Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Management Referral	Various sales managers	One Radio Plaza, Ferndale, MI 48220	248-591-6800	4	No
Employee Referral	Account Manager	One Radio Plaza, Ferndale, MI 48220	248-591-6800	1	No
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	0	See Exhibit A

Vacancy #27 WRIF Assistant Program Director & Music Director Referral Source of Hire: Internal Promotion

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EEO Distribution List	See Exhibit A	See Exhibit A	See Exhibit A	2*	See Exhibit A
In-House Posting	Sheila Smith	One Radio Plaza Ferndale, MI 48220	248/591-6800	0	No
Management Referral	Market Manager	One Radio Plaza Ferndale MI 48220	248-591-6800	4	No

*Both interviewees were referred by the MAB Job Bank.

(6) Total # of Interviewees Referred: For the period from May 23, 2008 through May 22, 2009, this Employment Unit interviewed 150 interviewees for full-time job vacancies.

(7) Supplemental Recruitment Initiatives.

(a) Internship Program

The Employment Units has a joint ongoing internship program in the programming, promotion, sales and production departments of each station. These are semester-long, unpaid, for-credit programs that allow students to experience radio station operation firsthand. Students work side by side with station employees on projects and promotions. Interns are informed at the beginning of the program that they will be treated as an employee of the station, subject to the same expectations and disciplines they will encounter in the workplace. In addition, time is provided for department head managers to answer questions in a formal setting which will explain and provide context for students on the various procedures, techniques and events they experience during the internship.

During the reporting period, the Employment Unit hosted 95 interns in the program. Currently, the Employment Unit has 30 interns participating in our summer 2009 session. The Intern Manager for the Employment Unit devotes approximately 50% of his workweek to the program.

The Employment Unit solicits candidates from a variety of local educational institutions through placement offices, communication department contacts and through student initiative. Participating institutions during the reporting period include:

- Baker College Auburn Hills and Allen Park
- Bayliss College
- Calvin College
- Central Michigan University
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- ITT Technical
- Lawrence Technical University
- Macomb Community College
- Madonna University
- Michigan State University
- Oakland Community College
- Rochester College
- Saginaw Valley University
- University of Michigan Dearborn

University of Michigan, Ann Arbor
University of Detroit/Mercy
Washtenaw Community College
Western Michigan University

(b) Participate in four job fairs with station personnel who have substantial responsibility for hiring

The Employment Unit participated in the following local and regional job fairs during the reporting period, accepting resumes from interested individuals and providing information about careers at the Employment Unit:

- i. 9/17/08: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Walsh College Job Fair.
- ii. 10/15/08: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Wayne State Career Fair.
- iii. 10/27/08: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Michigan State University's PRSSA 2088 Career Fair.
- iv. 11/13 & 11/14/08: The WRIF Local Sales Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Michigan State University's Career Fair.
- v. 1/31/09 - The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Eastern Michigan University's Career Fair.
- vi. 2/20/09: The Employment Unit Intern Manager and WMGC Promotions Manager, each whom have substantial responsibility in making hiring decisions, represented the Employment Unit at the Specs Howard School of Broadcast Arts career fair.
- vii. 2/21/09: The Employment Unit Intern Manager attended the planning meeting for MSU Convergence, a career fair that focuses on Broadcasting, Marketing and Journalism.
- viii. 4/23/09: Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Specs Howard School of Broadcast Arts Career Fair.

(c) Participate in four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

- i. 10/16/08: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Michigan Association of Broadcasters Day @ Specs Howard School of Broadcast Arts.
- ii. 10/31/08 & 11/1/08: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Greater Media Detroit at Specs Howard School of Broadcast Arts Open House.
- iii. 10/08 - 5/08: The Employment Unit General Sales Manager mentored a Central Michigan University student in a project for her Broadcast & Communications class.
- iv. 3/19/09: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Henry Ford High Career Expo.

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- v. 3/21/09: The Employment Unit Intern Manager, who has substantial responsibility in making hiring decisions, represented the Employment Unit at the Central Michigan University Career Expo.
- vi. 3/31/09: The Employment Unit Director of Interactive Marketing spoke to high school and college broadcast students at the University of Detroit Mercy. This is an annual event sponsored by the Michigan Association of Educational Broadcasters.
- vii. The Employment Unit has a standing relationship with the Specs Howard School of Communication, which is a leading metropolitan area educational institution for radio communications. Our managers regularly speak to current and recent students to provide them with a current view of our industry. We cooperate with the placement staff of the school to identify and contact near graduates and recent graduates and make them aware of opportunities within Employment Unit.

Exhibit A – EEO Distribution List

Name of Organization	Address	City	State	Zip Code	Telephone	Contact
American Indian Services*	1110 Southfield Road	Lincoln Park	MI	48146	(313) 388-4100	Fay Givens
B.A.R.T	30045 Summit Drive, Suite 105	Farmington Hills	MI	48334	bartinternationalmedia@gmail.com	Jo Ann Thompson
Broadcast Compliance Services*	1700 Rockville Pike, Ste. 400	Rockville	MD	20852	(301) 998-6136	Robin Cooper
Broadcast Employment Services*	Box 4116	Oceanside	CA	92502	(760) 754-8177	Mark C Holloway
Davenport University*	27650 DeQuindre	Warren	MI	48902	(586) 558-8700	Paul Jones
Davenport University*	27650 DeQuindre	Warren	MI	48902	(586) 558-8700	Lori Liggett
Detroit Unity Temple*	17505 Second Ave.	Detroit	MI	48203	(313) 345-4848	Dorothy Jones
Emma Bowen Foundation, The*	524 West 57th Street	New York	NY	10019	(212) 975-2545	Sandra Rice
GoodsEntertainment*	P.O. Box 1266	Weston	CT	6883	(203)341-0111	Adam Goodman
Henry Ford Community College*	5101 Evergreen	Detroit	MI	48128	(313) 271-2750	Richard Brown
Lawrence Gardner Associates*	2701 Troy Center Drive, Suite 365	Troy	MI	48084	(248) 269-9510	Marcia Eden
Madonna University Career Services*	36600 Schoolcraft Rd.	Livonia	MI	48150	(734) 432-5300	Christine Brant
Michigan State University*	113 Student Services Bldg.	East Lansing	MI	48824-1113	(517) 355-9510	Theda Rudd
North American Indian Assoc. of Detroit, Inc*	22720 Plymouth Rd.	Detroit	MI	48239-1327	(313) 535-2966	Sonya Whiteye
North American Indian Assoc. of Detroit, Inc*	22720 Plymouth Rd.	Detroit	MI	48239-1327	(313) 535-2966	Lorna R. Aikens
Oak Park Career Center (Michigan Works!)*	22180 Parklawn	Oak Park	MI	48237	(248) 691-8437 x223	Kay Mizell
Specs Howard School of Broadcast Arts*	19900 W. 9 Mile	Southfield	MI	48075	(248) 358-9000	Dick Kernen
Walsh College*	3838 Livernois Rd./P.O. Box 7006	Troy	MI	48009-7006	(248) 689-8282	Laurie Siebert
Wayne Co. Community College District*	801 W. Fort St	Detroit	MI	48226	(313) 496-2500	Kaukab Usman
Wayne State University Career Services	656 Reuther Mall, 1001 FAB	Detroit	MI	48202	(313) 577-3390	Marlena Frontera
Wayne State University (Career Planning & Placement Services)	656 Reuther Mall, Room 1001	Detroit	MI	48202	(313) 577-3390	Arlinda J. Pringle
Women in Communications of Detroit*	2744 Ellwood	Berkley	MI	48072	(248) 582-8465	Rose Ann Nicolai
Adcrafter, The	3011 W Grand Blvd., Suite 1715	Detroit	MI	48226	(313) 872-7850	Bob Guerrini
Crain's Detroit Business	1400 Woodbridge	Detroit	MI	48207	(313) 446-1692	Greg Evangelista
Employment Guide, The	12856 Farmington Rd.	Livonia	MI	48150	(800) 752-8296 x239	Kathy Cutler
Michigan Chronicle, The	479 Ledyard	Detroit	MI	48201	(313) 963-5522 x242	Ms Linda Moragne
Observer & Eccentric Newspaper	6200 Metropolitan Pky	Sterling Hts	MI	48312	(586)977-7642	Kevin Heaney
Advantage Staffing	1000 S. Old Woodward, Ste. 101	Birmingham	MI	48009	(248)645-8880	Anne Scott
ALLACCESS.COM	28955 Pacific Hwy., Ste. 210-5	Malibu	CA	90265	(310)457-6616	Joel Denver
BART Job Bank	Slocum Road, P.O. Box 593	Farmington	MI	48332-0593	(313) 873-9762 (Fax)	Calvin Richards

Detroit Urban League, Inc.	208 Mack Ave.	Detroit	Mi	48201	(313) 832-4600	Swavette Stewart
ETS Staffing	11220 Whittier	Detroit	MI	48224	(313) 372-7700	Ms. Leslie George
Fellowship Chapel	19555 W. McNichols	Detroit	MI	48219	(313) 538-8695	Rev. Wendell Anthony
Foundation for Minority Interests in Media, Inc.	825 Seventh Avenue	New York	NY	10019	(212) 456-1992	Ms. Shiemicka Richardson
Hartford Memorial Baptist Church	18900 James Couzens Hwy.	Detroit	MI	48235	(313) 861-1300	Ms. Edith Clifton
JOBTRAK	1964 Westwood Blvd., 3rd Flr.	Los Angeles	CA	90025	(800) 999-8725	N/A
INSIDERADIO	365 Union Street	Littleton	NH	03561	(609) 883-3321	Tom Taylor
L.A.S.E.D. Agency	4138 W. Vernor St.	Detroit	MI	48209	(313) 554-2025	James Garcia
MAB Job Bank	819 N. Washington Ave.	Lansing	MI	48906	(800) 968-7622 x210	Sarah Beeskow
Macomb County Community College	14500 E 12 Mile Rd.	Warren	MI	48093-3896	(586) 445-700	Richard L Severance
NAB Job Bank	1771 N Street NW	Washington	DC	20036	(202) 429-5498	Karen Hunter
Oakland Community College/Pontiac Center	17 S. Saginaw	Pontiac	MI	48342-2227	(248) 338-4627	Pamela Janczarek
Oakland University	275 W. Vanderberg Hall	Rochester	MI	48309-1101	(248) 370-3250	Denise McConkey
Oak Grove A.M.E. Church	19801 Cherrylawn	Detroit	MI	48221	(313) 341-8877	Rev. Jessica K. Ingram
Radio & Records	1930 Century Park W.	Los Angeles	CA	90067	(310) 553-4330	Nina Rossman
Schoolcraft College	18600 Haggerty Rd.	Livonia	MI	48152	(734) 462-4400	Marlene Kershaw
University of Michigan/Dearborn	4901 Evergreen, Rm. 111CAB	Dearborn	MI	48128	(313) 593-5000	Kathy Cordon
University of Phoenix	5480 Corporate Drive, Suite 240	Troy	MI	48084	(248) 925-4100	LaShon Duckworth
Wayne County Community College (Northwest Campus)	9555 Haggerty Road	Belleville	MI	48111-1404	(313) 943-4506	Andrea Juarez, Chief Academic Officer

Organizations marked with a “*” requested notification of vacancies from the Employment Unit.