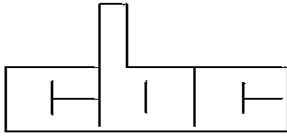


**CRAWFORD  
BROADCASTING  
COMPANY**



WMUZ CHRISTIAN RADIO  
12300 Radio Place ■ Detroit, MI 48228 ■ (313) 272-3434

**Annual EEO Public File Report June 1, 2008 to May 31, 2009**

**EEO Outreach Narrative**

WMUZ, WEXL, and WRDT are religious broadcast stations programming a Christian format. We recruit widely among Christian and minority organizations in our community in order to fill full-time job openings.

Our most effective recruiting tools are the radio stations themselves. Each station is programmed toward a different demograph, so that a wide variety of people have an opportunity to learn about job openings at the radio stations.

The job posting on the WMUZ website was also successful in our recruiting efforts.

The third most effective recruiting resource is the Specs Howard School of Broadcasting. As one of the nation's leading communications training centers, we are able to recruit from a wide range of Specs Howard students and graduates. This year they provided two interns who are participating in several areas of the broadcasting business at WMUZ. They are gaining valuable experience that will contribute to their goals of employment.

We also have had much success by placing classified ads in two widely read African-American newspapers in the Detroit area, The Michigan Front Page and The Michigan Chronicle. Combined they serve 75,000 subscribers, 53% African-American, 13% Hispanic, 31% White, and 3% others.

We have had success recruiting to 3 very large African-American churches in the Detroit area, Greater Grace, Perfecting Church, and Straight Gate Church. With job postings in the churches, we have been able to find candidates from the African-American community, and have made hires from the church postings in the past.

Careerbuilders.com supplies us with many resumes. As the U.S.'s largest online job site, careerbuilders.com reaches millions of job seekers.

New this year, in addition to the other minority recruitment resources already utilized by WMUZ, we have added organizations that will reach out specifically to women, the disabled, veterans, and seniors. We just added these recruitment sources in February, therefore we have not had the opportunity to use them because we have not made any hires since December.

We did seven Supplemental Recruitment Initiatives this past year.

1. We co-sponsored the Michigan Association of Broadcasters Job Fair at Specs Howard School of Broadcasting on 10/16/08. The Program Director and Production Manager attended and met with 47 job applicants. More than 350 students and business-minded professionals attended the job fair.
2. On October 6, 2008 we recruited an intern from Specs Howard School of Broadcasting. Our intern is participating in several areas of the broadcasting business at WMUZ, providing her with valuable experience that will contribute to her goal of employment.
3. On December 3, 2008 we recruited another intern from Specs Howard School of Broadcasting. She is participating in several areas of the broadcasting business at WMUZ, providing her with valuable experience that will contribute to her goal of employment.
4. Our Annual Anti-Discrimination Meetings were held 1/24/09, 1/25/09, and 1/26/09. All full time and part time employees attended for a total of 49 employees.
5. WMUZ sponsored and organized a Job Fair at the station's main studio on 3/17/09. 11 people attended and met with the General Manager. We were recruiting for a sales position, but have not yet made the hire.
6. On March 31, 2009 the Program Director spoke to approximately 50 students in the morning session of the Michigan Association of Educational Broadcasters at their annual conference. She spoke about commercial copywriting and production.
7. WMUZ sponsored and organized a Job Fair at the station's main studio on 4/14/09. 10 people attended and met with the General Manager. We were recruiting for a sales position, but have not yet made the hire.

With a total of 19 recruitment sources and 7 supplemental recruitment initiatives, we believe that we succeed in distributing our job vacancies widely among Christian organizations and minority organizations throughout the community.

# WMUZ/WRDT/WEXL RADIO

## Annual EEO Public File Report June 1, 2008 to May 31, 2009

Full-Time Position	Date of Hire	Total # of interviewees	Recruitment Source Utilized	Recruitment Source that referred hiree
Account Executive	8/1/2008	6	1 through 18	8
Account Executive	12/1/2008	10	1 through 19	1
Account Executive	12/1/2008	10	1 through 19	19

### Recruitment Sources:

#### Radio Announcements:

						# of interviews from this source
1	WMUZ/WEXL/WRDT	Frank Franciosi	12300 Radio Place	Detroit, MI 48228	313-272-3434	7

#### Classified Ads:

2	Michigan Chronicle	Classified ads	479 Ledyard	Detroit, MI 48201	313-963-5522	1
---	--------------------	----------------	-------------	-------------------	--------------	---

#### Colleges/Churches/Web sites

3	Specs Howard	Katie Peters	19900 West 9 Mile	Southfield, MI 48075	Fax: 248-746-9770	2
4	National Association of Women Business Owners	Marti Murdock	26677 West 12 Mile Road	Southfield, MI 48034	<a href="mailto:mmurdock@nawbogdc.org">mmurdock@nawbogdc.org</a>	
5	Disabled American Veterans	Commander Adams	30905 Plymouth Road	Livonia, MI 48150	Fax: 734-522-8862	
6	NAACP	Jamel Parks	2990 East Grand Blvd.	Detroit, MI 48227	<a href="mailto:jparks@detroitnaacp.org">jparks@detroitnaacp.org</a>	
7	Wayne State University	Marlena Frontera	1001 Faculty Administration Building	Detroit, MI 48202	Fax: 313-577-4995	
8	WMUZ Web Site	Job Posting	wmuz.com	Website posting	Website posting	3
9	Detroit Urban League	Shelita Richmond	208 Mack Avenue	Detroit, MI 48201	Fax: 313-863-6155	
10	University of Detroit Mercy	Prof. Langham	2700 MLK Blvd.	Detroit, MI 48208	<a href="mailto:langhac@udmercy.edu">langhac@udmercy.edu</a>	
11	Staff referrals	Frank Franciosi	12300 Radio Place	Detroit, MI 48228	Phone: 313-272-3434	2
12	Greater Grace Temple	Bishop Ellis	23500 West 7 Mile	Detroit, MI 48219	Fax: 313-543-6052	1
13	Senior Community Service Employment Program	Iris Malukah	711 N.Saginaw, Suite 207	Flint, MI 48503	Fax: 810-766-1473	
14	Perfecting Church	Beverly Ferguson	7616 East Nevada	Detroit, MI 48234	Fax: 313-365-1185	1
15	Straight Gate Church	Shirley Wilson	10100 Grand River	Detroit, MI 48204	Fax: 313-491-2224	1
16	In-house Posting	Frank Franciosi	12300 Radio Place	Detroit, MI 48228	Phone: 313-272-3434	
17	Rochester College	Essie Bryan	800 West Avon Road	Rochester Hills, 48307	<a href="mailto:ebryan@rc.edu">ebryan@rc.edu</a>	

18	careerbuilder.com	Job Posting	careerbuilder.com	Website posting	Website posting	4
19	MAB Job Fair, 10/16/08	Julie Sochay	819 N. Washington Ave.	Lansing, MI 48906	Fax: 517-484-5810	4

Supplemental Recruitment Initiatives

1. We co-sponsored the Michigan Association of Broadcasters Job Fair at Specs Howard School of Broadcasting on October 16, 2008. The Program Director and Production Manager attended and met with 47 job applicants. More than 350 students and business-minded professionals attended the job fair.
2. On October 6, 2008 we recruited an intern from Specs Howard School of Broadcasting. Our intern is participating in several areas of the broadcasting business at WMUZ, providing her with valuable experience that will contribute to her goal of employment.
3. On December 3, 2008 we recruited another intern from Specs Howard School of Broadcasting. She is participating in several areas of the broadcasting business at WMUZ, providing her with valuable experience that will contribute to her goal of employment.
4. Our Annual Anti-Discrimination Meetings were held 1/24/09, 1/25/09, and 1/26/09. All full time and part time employees attended, for a total of 49 employees.
5. WMUZ sponsored and organized a Job Fair at the station's main studio on 3/17/09. 11 people attended and met with the General Manager. We were recruiting for a sales position.
6. On March 31, 2009 the Program Director spoke to approximately 50 students in the morning session of the Michigan Association of Educational Broadcasters at their annual conference. She spoke about commercial copywriting and production.
7. WMUZ sponsored and organized a Job Fair at the station's main studio on 4/14/09. 10 people attended and met with the General Manager. We were recruiting for a sales position.