

2023– ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report is to comply with Section 73.2080(C) (6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station, for the purposes of the EEO Rules:

Call Sign
WRSR

Community
Owosso MI

Mailing address:
4511 Miller Road
Flint MI 48507

Telephone number:
810-720-9510
Contact Person/Title:
Tiffany Tarno/Office Manager
Email Address:
ttarno@classicfox.com

The information contained in the Annual EEO Report covers the time period from June 1, 2022 to May 31, 2023 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was

placed in the station's public inspection file on 6/1/2023, and posted on the stations' web site, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: June 1, 2022 to May 31, 2023

Stations in Employment Unit: WRSR

Full- Time Positions Filled by Job Title and Date filled	Recruitment Source of Hires	Total Number of Interviews From all Sources for this Position
Account Executive 8/15/2022	Mi Talent Bank	9
On Air 9/12/2022	WRSR Radio	9
Office Traffic Manager 9/30/2022	M-Live	7
On Air 12/19/2022 On Air 1/30/2023	Employee Sister Station WHMI -FM	12
Account Executive 3/13/2023 Account Executive 4/21/2023	WRSR Radio Sister Station WHMI - FM	10

Total Number of People Interviewed for All Positions 47

Section 2: Recruitment Sources

Time Period Covered: June 1, 2022 To May 31,2023

Stations in Employment Unit: WRSR

Recruitment Source: Name, Address, Phone Number, Contact Person	Total Number of Interviewees Source Has Provided	Full-Time Positions for Whi This Source was Utilized
Krol Communications c/o WRSR	0	Account Executive
Office Bulletin Board	0	On Air
	0	Office / Traffic Manager
Krol Communications c/o WRSR	0	Account Executive
Web Site	0	On Air
	0	Office / Traffic Manager
Krol Communications c/o WRSR	4	Account Executive
On Air Announcements	6	On Air
	1	Office / Traffic Manager
Flint Journal Classified Ads	0	Account Executive
200 E First Street Flint MI 48502	0	On Air
810-766-6100	0	Office / Traffic Manager
Mlive.com added 12/8/15	0	Account Executive
	0	On Air
	3	Office / Traffic Manager
Employee Referral	1	Account Executive
	2	On Air
	1	Office / Traffic Manager
Former Employee Referral	0	Account Executive
	0	On Air
	0	Office / Traffic Manager
Client Referral	1	Account Executive
	0	On Air
	0	Office / Traffic Manager
Call In	0	Account Executive
	0	On Air
	0	Office / Traffic Manager

Sister Station WHMI-FM	2	Account Executive
	1	On Air
	0	Office / Traffic Manager
Walk In	0	Account Executive
	0	On Air
	0	Office / Traffic Manager
Friend Referral added 8/15/22	2	Account Executive
	0	On Air
	0	Office / Traffic Manager
University of MI-Flint / Aimi Moss	0	Account Executive
Director/285 University Pavillion, 303 E	0	On Air
Kearsley St Flint MI 48502	0	Office / Traffic Manager
University of MI-Ann Arbor/Laverne Cotham	0	Account Executive
Dept of Comm Studies 105 S State ST	0	On Air
220 Frieze Ann Arbor MI 48109	0	Office / Traffic Manager
Northwood University-Pamela Christie,	0	Account Executive
HR Director, 4000 Whiting Dr Midland MI	0	On Air
48540	0	Office / Traffic Manager
Women in Communications Inc, Minority	0	Account Executive
Executive Search / Sally Ann Brown	0	On Air
PO Box 1288, Royal Oak MI 48068	0	Office / Traffic Manager
U of M Inner Circle / billing@incirclejobs.	0	Account Executive
com	0	On Air
	0	Office / Traffic Manager
Baker College / Eileen Hayes / 1050 W	0	Account Executive
Bristol Rd Flint MI 48507	0	On Air
	0	Office / Traffic Manager
Urban League of Detroit 7 Southeastern	0	Account Executive
MI/Charles Anderson/President/CEO	0	On Air
Urban/208 Mack Ave Detroit MI 48201	0	Office / Traffic Manager
Macomb Community College/Career	0	Account Executive
Services/14500 Twelve Mile Rd/Warren	0	On Air
MI 48088	0	Office / Traffic Manager
Delta College/Mary Keyser/Career &	0	Account Executive

Employment Services/1961 Delta Road	0	On Air
University Center MI 48710	0	Office / Traffic Manager
Lansing Community College/PO Box	0	Account Executive
40010/Lansing MI 48901	0	On Air
	0	Office / Traffic Manager
Davenport University/Shelley Lowe		
Executive Dir Career Svcs/220 E	0	Account Executive
Kalamazoo/Lansing MI 48933	0	On Air
	0	Office / Traffic Manager
MI Talent Bank Web Site		
Flint MI	8	Account Executive
	1	On Air
	2	Office /Traffic Manager
Michigan State University/Becky	0	Account Executive
Hoppenstand, Student Services Bldg	0	On Air
556 E Circle Dr Rm 113/East Lansing MI	0	Office /Traffic Manager
48824		
	0	Account Executive
Wayne State University/Padmaja Rao,	0	On Air
Career Services/1001 Faculty/Administra	0	Office /Traffic Manager
tion Bldg 656 Reuther Mall, Detroit MI		
48202		
Ferris State University, Career Services	0	Account Executive
805 Campus Dr, Ran135, Big Rapids MI	0	On Air
49307	0	Office /Traffic Manager
Kettering University, Susan Reynolds	0	Account Executive
Career Services, 1700 W Third Avenue	0	On Air
Flint MI 48504	0	Office /Traffic Manager
Andrews University, Leilani Langdon	0	Account Executive
Career Services Bell hall 123, Berrien	0	On Air
Springs MI 49104	0	Office /Traffic Manager
Andrews University, Carlotta Witzel	0	Account Executive
Student Success Dept, Berrien Springs	0	On Air
MI 49104	0	Office /Traffic Manager
Central MI University WMHW-FM	0	Account Executive
340 Moore Hall, Mt Pleasant MI 48859	0	On Air
	0	Office /Traffic Manager

Lawrence Technological University	0	Account Executive
Kevin Finn, Career Services, Wayne Beull	0	On Air
Management Bldg M123, 21000 West	0	Office /Traffic Manager
Ten Mile Rd, Southfield MI 48075		
Grand Valley State University, Anthony	0	Account Executive
Thompson Career Services 290 Lake	0	On Air
Superior Hall Allendale MI 49401	0	Office /Traffic Manager
Wayne State University, Career Services	0	Account Executive
	0	On Air
	0	Office /Traffic Manager
Northern MI University, Job Search Ctr	0	Account Executive
1401 Presque Isle, 1102 University Ctr	0	On Air
Marquette MI 49855	0	Office /Traffic Manager
Central MI University Broadcast &	0	Account Executive
Cinematic Arts Dept, 180 Moore Hall,	0	On Air
Mt Pleasant MI 48859	0	Office /Traffic Manager
Siena Heights College, Gail Clark, Career	0	Account Executive
Services 1247 E Siena Heights Dr, Adrian	0	On Air
MI 49221	0	Office /Traffic Manager
Spring Arbor College, Heidi England	0	Account Executive
Career Planning & Development, 106 E	0	On Air
Main St, Spring Arbor, MI 49283	0	Office /Traffic Manager
Western MI University, Career & Student	0	Account Executive
Employment Services, 1401 Ellsworth	0	On Air
Hall, 1903 W Michigan Ave, Kalamazoo	0	Office /Traffic Manager
MI 49008		
Mott Community College, Cindy	0	Account Executive
McDaniels, Student Employment Ctr	0	On Air
1401 Court St, PrahI College Ctr PCC2020	0	Office /Traffic Manager
Flint MI 48503		
Michigan Association Broadcasters,	0	Account Executive
Michmedia.com	0	On Air
Dan Kelly, 819 N Washington Ave,	0	Office /Traffic Manager
Lansing MI 48906		
Saginaw Valley State University, Liz	0	Account Executive

7400 Bay Road, University Ctr, Saginaw MI 48710	0 0	On Air Office /Traffic Manager
American Indian Services	0 0 0	Account Executive On Air Office /Traffic Manager
YMCA, Stevie Cooper, 411 E 3rd Street Flint MI 48503		
MI Indian Employment Ctr, Joan Krueger 1048 Pierpoint Dr 2B Lansing MI 48911	0 0 0	Account Executive On Air Office /Traffic Manager
Urban League of Flint, Lisa Hairston 5005 Cloverlawn Dr, Flint MI 48504	0 0 0	Account Executive On Air Office /Traffic Manager
Flint Area Chamber of Commerce/Paul Stainbrook, 519 S Saginaw Flint MI 48503	0 0 0	Account Executive On Air Office /Traffic Manager
Foss Avenue Baptist Church, Rev Avery Aldridge, 1159 E Foss Ave, Flint 48505	0 0 0	Account Executive On Air Office /Traffic Manager
Mt Olive Baptist Church, Rev Ray Greer 424 Kennelwoth Flint MI 48503	0 0 0	Account Executive On Air Office /Traffic Manager
New Jerusalem Baptist Church, Odis Floyd, 1035 E Carpenter Rd, Flint MI 48505	0 0 0	Account Executive On Air Office /Traffic Manager
All Access.com /added 4/2/2015	0 8 0	Account Executive On Air Office /Traffic Manager
*Genesee Career Institute / added 11/9/2017 Dr. Michael Martel 2413 W Maple Avenue Flint, MI 48507	0 0 0	Account Executive On Air Office /Traffic Manager
My City Magazine / Added 1/24/23 5152 Commerce Rd Flint, MI 48507	1 0 0	Account Executive On Air Office /Traffic Manager

103.9 The Fox Facebook Page/Added 8/9/2022	0	Account Executive
103.9 The Fox Facebook Page/Added 8/9/2022	3	On Air
	0	Office /Traffic Manager
The Lund Consultants/added 8/2/2022	0	Account Executive
	0	On Air
	0	Office /Traffic Manager

*Indicates sources that have requested notification of job openings.

Section 3:

Supplemental (Non- Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered June 1, 2022 to May 31, 2023

Stations in Employment Unit: WRSR

Description of Activity:

1). Career Day

On Monday, June 6, 2022 WRSR's Program Director and Sly the Fox attended and presented at Career Day at Torey Hill Intermediate School districts 5th grade classroom. The program Director was available to talk to students about radio and the broadcasting industry. After the radio presentation, the program director did his 'Theater of the Mind' exercise with the kids, and Sly gave each student a Fox keychain. He also answered questions about educational paths to the radio industry.

2). Scholarship-

On October 6, 2022 WRSR'S General Manager Bill Bailey bestowed a \$1000.00 scholarship to The Foundation for Mott Community College. The Foundation assists the college in providing critical financial resources for a variety of college programs and initiatives. This Scholarship will be presented to a student in the following fields of study. Digital technology, Media design, Graphic design, Media arts and or Media entertainment technology. This gift will benefit Mott programs and students committed to academic development and distinction.

3). Station Self-Assessment –

On 3/14/2023, Rod Krol, President, Bill Bailey, General Manager, Jeremy Fenech, Program Director and Tiffany Tarno, Office Manager, met to discuss the stations effectiveness in making sure that the Wide Dissemination being conducted is bringing in a diverse pool of applicants. We had a general discussion evaluating current recruitment sources. For this annual EEO report we added My City Magazine to our recruitment list. We had five full-time positions filled. We filled two Account Executive positions, two On Air talent positions and one Office Manager position. Three recruitment sources brought in the most job candidates: WRSR radio, followed by AllAccess.com and MI Talent Bank. Between now and May, 2023 we plan on adding a job shadow and/or a station tour for initiatives.

In addition, we assessed the following:

- Whether we regularly convey our EEO program to employees and applicants. The station has EEO notices posted on our bulletin board, on job applications, in on air announcements and located on the station web site. In Compliance.

- Our seniority practices, to ensure that they are not discriminatory. In Compliance.
- Our salary and benefits programs, to ensure they provide equal pay for equal work and are not in any discriminatory manner. In Compliance. Promotions, to ensure they are not based on any discriminatory practices. In Compliance. Whether we have avoided any indication in our recruiting
- advertisements that there is any preference for persons of a particular race, national origin or gender. In Compliance.
- Union agreements, if they exist, to make sure that they provide for equal opportunities for all. Not Applicable.
- Selection techniques, to avoid tests or other hiring evaluation techniques that could be discriminatory in effect. In Compliance.

4.) WRSR Station Tour

On 4/25/2023, the Lake Fenton Media Class was welcomed in by Jeremy Fenech for a tour of the broadcast facility of 103.9 The Fox, WRSR-FM. We educated the students on broadcasting basics, then dove deeper into the technical side of how everything works. They went in the air studio, saw Steve do several live breaks, and then put them on the air for a quick interview. They enjoyed seeing the similarities and differences between radio and television.