



## II. Section 2. Recruitment Source List

<b>RS Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	American Legion Post Deborah 658 Michigan St, NE Grand Rapids, MI 49503	N	0
2	Acset 1550 Leonard St NE, Suite 1 Grand Rapids, MI 49505	N	0
3	Aquinas College Career Development - Ann Post 1607 Robinson Rd SE Grand Rapids, MI 49506 616-459-8282 careerservices@aquinas.edu	N	0
4	Breakthrough Jackson's Office Services 1467 Kalamazoo SE Grand Rapids, MI 49507	N	0
5	Calvin College Glenn Triezenberg 3201 Burton SE Grand Rapids, MI 49506 <a href="mailto:career@calvin.edu">career@calvin.edu</a>	N	0
6	Davenport College 6191 Kraft Avenue SE, Grand Rapids, MI 49512 <a href="http://www.davenport.edu/career-services">http://www.davenport.edu/career-services</a>	N	3
7	Elks Lodge 1546 Linden SE Grand Rapids, MI 49507 616-247-9359	N	0
8	GRACE – Racial Justice Institute Attn: Ms. Carissa 207 E. Fulton, 4 <sup>th</sup> Floor Grand Rapids, MI 49503 616-774-2321	N	0
9	Grand Rapids First Judy Pepple 2100 – 44 <sup>th</sup> St, SW Grand Rapids, MI 49509 616-531-2100	N	0
10	Grand Rapids Foundation Kevin Harmelink 185 Oakes St SW Grand Rapids, MI 49508	N	0
11	Grand Rapids Press	N	0

	Classified Department 3100 Walker Ridge NW Grand Rapids, MI 49544 616-222-5555		
12	Grand Rapids Times Classified Advertising 2016 Eastern SE Grand Rapids, MI 49503 616-245-8737	N	0
13	Grand Valley State University Charlene Hayes-Joseph 1 Campus Drive Allendale, MI 49401 616-331-5000 <a href="mailto:career@gvsu.edu">career@gvsu.edu</a> *Includes Job Fair leads	N	2
14	Grand Rapids Urban League Employment Services 745 Eastern SE Grand Rapids, MI 49506 <a href="mailto:info@grurbanleague.org">info@grurbanleague.org</a>	N	0
15	Hispanic Center Of Western MI Attn: Ms Daisy 730 Grandville SW Grand Rapids, MI 49503 616-233-0566	N	0
16	Kent County Social Services Attn: M.O.S.T. Unit 415 Franklin SE Grand Rapids, MI 49503 616-247-6000	N	0
17	Life Guidance Service Richard Ney 1400 Leonard NE Grand Rapids, MI 49505 616-774-0633	N	0
18	Michigan Department of Civil Rights Jorge Rivas 350 Ottawa NW Grand Rapids, MI 49503	N	0
19	NAACP 640 Eastern SE Grand Rapids, MI 49503 616-243-1300	N	0
20	Northstar Masonic Lodge #5 C/O Brown's Funeral Home P.O. Box 6522 Grand Rapids, MI 49516 616-243-1425	N	0

21	Restorers Inc. Asher Thayer 1413 Madison SE Grand Rapids, MI 49507 616-243-1984	N	0
22	Sheldon Complex Maureen Downer 121 Franklin SE Grand Rapids, MI 49507 616-336-4000	N	0
23	Women's Resource Center Sharon Newton 678 Front NW #180 Grand Rapids, MI 49504 616-458-5443	N	0
24	Woodrick Institute C/O Aquinas College Steve Robbins 1607 Robinson Rd SE Grand Rapids, MI 49506 616-459-8281 Ext 4424 careerservices@aquinas.edu	N	0
25	M-Live C/O Grand Rapids Press Classified 3100 Walker Ridge NW Grand Rapids, MI 49544 616-222-5555 Mlive.com	N	0
26	Michigan Association of Broadcasters Job Bank 819 N Michigan Ave Lansing, MI 48906 517-484-7444 www.michmab.com	Y	0
27	Specs Howard School of Broadcasting 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000	Y	0
28	Unity Walter Mathis 1014 Franklin SE, Suite 3215 Grand Rapids, MI 49507	N	0
29	On –air Announcements All Stations	N	13
30	Internal Station Postings	N	0
31	Word-of-Mouth	N	29
32	www.allaccess.com	N	0
33	Michigan Department of Civil Rights 350 Ottawa NW Grand Rapids, MI 49503 616-356-0380	N	0
34	Institute for Healing Racism 1621 E. Fulton	N	0

	Grand Rapids, MI 49503 616-774-2321		
35	Office for Multi-Cultural Affairs Grand Valley State University Allendale, MI 49401 616-331-5000	N	0
36	Michigan State University (thru HANDSHAKE.COM) Assistant Director of Career Development Lansing, MI 49401 616-458-6505	N	0
37	Grand Rapids Help Wanted.com	N	0
38	(formerly MI Works) Pure MI Talent Connect <a href="http://www.mitalent.org/">http://www.mitalent.org/</a>	N	0
39	Inside Radio InsideRadio.com 800-640-8852	N	0
40	GRCC Job Placement Center 143 Bostwick NE Grand Rapids, MI 49503	N	0
41	Grand Rapids Chamber of Commerce 111 Pearl St NW Grand Rapids, MI 49503 616-771-0300	N	0
42	WGRD-FM Station Website <a href="http://www.wgrd.com">www.wgrd.com</a>	N	0
43	WLHT-FM Station Website <a href="http://www.mychannel957.com">www.mychannel957.com</a>	N	0
44	WTRV-FM Station Website <a href="http://www.rivergrandrapids.com">www.rivergrandrapids.com</a>	N	0
45	WFGR-FM Station Website <a href="http://www.wfgr.com">www.wfgr.com</a>	N	0
46	WNWZ-AM/FM Station Website <a href="http://www.MyMagicGR.com">www.MyMagicGR.com</a>	N	5
47	Walk-In/Unsolicited/Non-Sourced	N	1
48	Western Michigan University Kalamazoo, MI 269-387-1000 (thru HANDSHAKE.COM)	N	0
49	Townsquaremedia.com	N	0
50	SimplyHired.com	N	0
51	Craigslist.com	N	0
52	Monster.com	N	0
53	Intercompany Transfer	N	2
54	Recruited from Competitor	N	13
55	Partners for a Racism Free Community 118 Commerce SW Suite 200 Grand Rapids, MI 49503 (616) 466-6187 <a href="http://prfc-gr.org/">http://prfc-gr.org/</a> <a href="mailto:staff@prfc-gr.org">staff@prfc-gr.org</a>	N	0

56	Cornerstone University <a href="mailto:career@cornerstone.edu">career@cornerstone.edu</a> (thru HANDSHAKE.COM)	N	0
57	Leonard Street Counseling lindajohnson@eacares.com	N	0
58	Ferris State University kcadcareerservices@ferris.edu	N	0
59	Grand Rapids Community College ses@grcc.edu	N	0
60	Hope College careers@hope.edu	N	0
61	Indeed.com	N	0
62	SBE Jobs On Line info@sbe.org	N	0
63	CareerBuilder.com	N	0
64	Linked In.com	N	0
65	Workbox Staffing 1350 Scribner Avenue Northwest Grand Rapids, MI 49504 616.242.9919 <a href="http://www.workboxstaffing.com">http://www.workboxstaffing.com</a>	N	0
66	<a href="http://www.jobvite.com/">http://www.jobvite.com/</a>	N	0
67	RadioPeeps – Facebook page <a href="https://www.facebook.com/groups/SparxxMedia/">https://www.facebook.com/groups/SparxxMedia/</a>	N	0
68	Central Michigan University (thru HANDSHAKE.COM)	N	0
69	University of Michigan (thru HANDSHAKE.COM)	N	0
70	Greenhouse – thru TSM CORP	N	21
71	Society of Broadcast Engineers <a href="http://www.sbe.org/">http://www.sbe.org/</a>	N	0
72	ITT Technical Institute: <a href="https://www.itt-tech.edu/">https://www.itt-tech.edu/</a> <a href="http://careerservices.itt-tech.edu/employer/postjob.cfm">http://careerservices.itt-tech.edu/employer/postjob.cfm</a>	N	2
73	Michigan Technological University (thru HANDSHAKE.COM)	N	0
74	Eastern Michigan University (thru HANDSHAKE.COM)	N	0
<b>Total Number of Interviews over 12-month period: 91</b>			

### **III. Section 3. Outreach Initiatives**

- 1. Participation in Events/Programs Sponsored by Educational Institutions -**  
Girls Inc – thru YMCA – July 19, 2016, The Digital Managing Editor hosted a tour group of 9 to 12-year-old students from Girls Inc summer camp through the YMCA. This year they're focusing on media literacy and women in the media.
- 2. Participation in Events/Programs Sponsored by Educational Institutions -**  
Northview High School Communications – October 26, 2016, The PM Drive host on WFGR-FM, spoke to the Northview High School Communications class from 7:45-8:45 am. 4451 Hunsberger Ave., NE, Grand Rapids, MI 49525
- 3. Unpaid Internship Program** – Townsquare Media taught 9 college students 1 high school student with our unpaid internship program during the period: 3 from Grand Valley State University, 1 from Olivet, 1 from Aquinas College, 1 from Cornerstone University, 2 from Grand Rapids Community College, 1 from Lowell High School, 1 from Eastern Michigan University.
- 4. Participation in Events/Programs Sponsored by Educational Institutions -**  
Social Skills Group – February 13, 2017, The Production Director, PM Drive host on WFGR, IT Director & National Sales Coordinator hosted a tour group of 6 to from a social skills group in Grand Rapids, MI.
- 5. Participation in Job Fair -** Michigan Association of Broadcasters – October 11, 2016, Central Michigan University in Mt. Pleasant, MI, the Live Events Manager, represented Townsquare Media at this Career Fair providing opportunities to learn about broadcasting careers.
  - a. Ran 100 on-air and 100 online Career Fair PSA's prior to the event
- 6. Participation in Events/Programs Sponsored by Educational Institutions -**  
The Lighthouse Academy at Wedgwood Christian Services – February 2017, the WLHT Morning Show hosts talked about how each got into radio, and gave some ways that the students might be able to get their foot in the door in the radio industry. They also answered a bunch of questions from the students as well. The kids were all Child Protective Service kids.
- 7. Participation in Events/Programs Sponsored by Educational Institutions -**  
GRCC Recording Technology – March 17, 2017, The WLHT Midday host, WFGR Afternoon Drive host, IT Director & National Sales Coordinator hosted a tour group of 6 students from the Grand Rapids Community College Recording Technology 2 class. They observed our on-air, engineering and production departments.
- 8. Participation in Events/Programs Sponsored by Educational Institutions -**  
Grand Rapids University Preparatory Academy – May 10, 2017, Production Assistant, Midday host on WLHT, the Afternoon Drive host on WLHT and Digital Managing Editor, represented Townsquare Media with an internship shadow experience for 13 students from UPrep with a communication field focus. They rotated between three sessions, one going over Production, another in studio discussing OnAir, and then an overview on the digital elements of media. They produced a commercial script in their session, were live on-air and learned about the different multi-media and broadcasting career possibilities.