

WMUZ Radio Inc.

Annual EEO Report

June 1st, 2025 – May 31st, 2026

The purpose of this EEO Public File Report (Quarterly EEO report) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit (EU) that is comprised of the following station(s):

Station	City of License
WMUZ FM	Detroit, MI
WCHB AM	Royal Oak, MI
WRDT AM	Monroe, MI
WMUZ AM	Taylor, MI

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
DSM Manager	10-25-2026	9	1.1, 3.1, 3.3, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.2	1.1
Account Executive	4-01-2026	5	1.1, 3.1, 3.3, 4.1-4.4, 4.1-5.5, 6.1-6-6.5, 7.1	1.1
On-Air Host	4-06-2026	3	3.1, 3.3, 4.1-4.4, 5.1-5.3, 6.1-6.5, 7.1, 7.2	7.2

Total Interviews During

Applicable Period: 17

Vacancies: 3

Section 2: Recruitment Source Information

		Address	City, State	Contact		# Interviews from this Source
1. RADIO ANNOUNCEMENTS						
1.1	WMUZ / WCHB / WRDT	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434 F: 313-	13
2. CLASSIFIED ADS						
2.1	Michigan Chronicle	479 Ledyard	Detroit, MI 48201	Classified Ads	T: 313-963-5522	
3. WEBSITES						
3.1	WMUZ/WCHB/WRDT Website	www.wmuz.com www.wchb1340.com www.wrds60.com		Website posting	Website posting	2
3.2	Monster.com	www.monster.com		Website posting	Posted on-line	Website posting
3.3	HisAir.net	www.hisair.net		Website posting	Posting on-line	Website posting
3.4	Craig's List	www.craigslist.com		Website posting	Website posting	Website posting
3.5	Kijiji.com (ebay classifieds)	www.kijiji.com		Website posting	Website posting	Website posting
3.6	All Access	www.allaccess.com		Website posting	Website posting	Website posting
3.7	SBE Website	www.sbe.org		Website posting	Website posting	Website posting
3.8	Indeed.com	www.indeed.com		Website posting	Website posting	Website posting
3.9	LinkedIn	www.linkedin.com		Website posting	Website posting	Website posting
3.10	Christianjobs.com			Website posting	Website posting	Website posting
4. SCHOOLS						
4.1	Schoolcraft College	18600 Haggerty Road	Livonia, MI 48152-2696	JoAnne Stadnicar	734-462-4421	
4.2	Wayne State University	1001 Faculty Administration Building	Detroit, MI 48202	Marlena Frontera	313-577-4995	
4.3	University of Detroit Mercy	2700 Martin Luther King Jr. Blvd	Detroit, MI 48208	Prof. Langham	langhac@udmercy.edu	
4.4	Rochester Christian College	800 West Avon Road	Rochester Hills, MI, 48307	Tania Kemp-Covington	tkempcovington@rochesteru.edu	
5. CHURCHES AND MINISTRIES						
5.1	Greater Grace Temple	23500 West 7 Mile	Detroit, MI, 48219	Bishop Ellis	F: 313-543-6052	
5.2	Perfecting Church	7616 East Nevada	Detroit, MI 48234	Beverly Ferguson	F: 313-365-1185	
5.3	Straight Gate Church	10100 Grand River	Detroit, MI 48204	Shirley Wilson	F: 313-491-2224	
6. COMMUNITY ORGANIZATIONS						
6.1	Women Who Inspire	36880 Woodward Ave., Suite 103	Bloomfield Hills, MI 48304	Nancy O'Neale	womenwhoinspire.org	
6.2	Disabled American Veterans	30905 Plymouth Rd	Livonia, MI, 48150	Commander Adams	F: 734-522-8862	
6.3	NAACP	8220 2 nd Ave	Detroit, MI, 48202	Jamel Parks	jparks@detroitnaacp.org	
6.4	Detroit Urban League	208 Mack Avenue	Detroit, MI, 48201	Shelita Richmond	F: 313-863-6155	
6.5	Senior Community Service Employment Program	711 N. Saginaw, Ste 207	Flint, MI, 48503	Iris Malikah	F: 810-766-1473	

		Address	City, State	Contact		# Interviews from this Source
7. OTHER						
7.1	In House Posting CBC Bulletin Board	12300 Radio Place	Detroit, MI, 48228	Frank Franciosi	T: 313-272-3434	
7.2	Employee/Staff Referral					2
7.3	Client Referral					
7.4	Previous or Existing Employee					
7.5	Intra-company Transfer					
7.6	United Career Fair- 11/12/2024	Various	Michigan	Kirk Elliott	702-614-9537	
7.7	United Career Fair – 3/26/2025	Various	Michigan	Kirk Elliott	702-614-9537	

SECTION 3: Supplemental Activities

MAB FOUNDATION MEDIA CAREER FAIR

Great Lakes Broadcast & Sports Media Academy - Thursday, November 6th, 2024

On Thursday, November 6th, 2025, EU representatives, Brandon Woods and Anthony (Vito) Faletti attended fourth annual Great Lakes Broadcast and Sports Media Academy’s career fair portion of this annual MAB sponsored event held at Ford Field in Detroit, Michigan.

Over 1,000 students and business-minded professionals registered to attend this career outreach event. The EU representatives attended from 12 noon – 3 p.m.

Although the EU unit was not actively recruiting for a specific position, the EU representatives set up signage at their table providing job descriptions for Account Executives and Board Operators.

The EU representatives interacted with several attendees, collecting resumes and other information for future reference by the EU.

SPECS HOWARD CAREER DAY AT LAWRENCE TECH – WEDNESDAY, FEBRUARY 25, 2026

On Wednesday, February 25th, the EU’s Operations Manager, Anthony Faletti, was invited to speak to approximately 25 Specs Howard students at Lawrence Technological University. He spoke about careers in broadcasting and fielded questions from some of the students. He also met one-on-one with those who wanted more in-depth answers to their questions.

HARASSMENT & DISCRIMINATION MEETING – FRIDAY, MAY 8, 2026

EU representative, Business Manager, Lorrie Lewis led a Discrimination, Harassment and Retaliation Prevention meeting with twenty Detroit EU staff via ZOOM on Friday, May 8, 2026. During this ZOOM, the EU representative specifically defined DISCRIMINATION and HARASSMENT using the company handbook for reference, then provided opportunity for those in attendance to ask questions. The EU representative gave examples of how to report an incident and who to approach within the company to file a written complaint.

HARASSMENT & DISCRIMINATION MEETING (Continued)

The final segment of this meeting was regarding RETALIATION; its definition and company action were provided. An opportunity to ask question was given at the conclusion of this section.

HAZEL PARK HIGH SCHOOL 2026 CAREER DAY – TUESDAY, MAY 12,2026

Thursday, May 12th, EU’s Operations Manager, Anthony Faletti attended the Hazel Park High School Career Day.

EU was one of fifteen companies manning tables for students to approach and receive a one-on-one question and answer opportunity regarding a career in radio broadcasting.

WEEKLY SALES SPECIFIC TAILORED PLAN TRAINING MAINTAINED

The EU’s proprietary way of selling, known as Tailored Plan, developed by company President, Donald B. Crawford, is a comprehensive, on-going program designed to educate Account Executives, Writer Producers, and Digital and Promotions Coordinators on the company’s advertising philosophy.

In an effort to educate and hone the skills of current and new EU staff, weekly Monday morning ZOOM meetings were instituted in September 2021 and are ongoing. These meetings include staff from multiple markets (Detroit, Michigan and Birmingham, Alabama).

A different tenet of Tailored Plan is covered each week with opportunities during each ZOOM to apply their knowledge with roleplay.

Additional company provided SALES BULLETS, authored by President, Donald B. Crawford, are distributed weekly and used during these sessions.

FOOTNOTE:

SEU SELF ASSESSMENT

The SEU completed a self-assessment regarding our EEO Recruitment Sources. All non-productive recruitment sources have been removed from our source lists. Current contact information has been verified. The SEU is working on a continual basis to seek recruitment sources that will provide a broad response to each EU effort.