

WCSY-FM, WCXT-FM, WIRX, WSJM-AM, WSJM-FM, WYTZ**EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Representative	3, 5-6, 8-17, 19-22, 25, 27, 29	6
Engagement & Promotions Manager	2-4, 6-8, 10-13, 15-17, 20-21, 23, 26-30	23
Account Executive	1, 3, 5, 8-13, 15-18, 20-21, 24, 27, 29	1
SALES ASSISTANT	3, 5, 8-13, 15-18, 20-21, 27, 29	18

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	1
2	Facebook - Not Directly Contacted by SEU	N	1
3	Family Radio-LaCrosse 201 State St. LaCrosse, Wisconsin 54601 Email : kristyn@mwfroadcasting.com Kristy Nix	N	0
4	Former Employee Referral	N	1
5	Grand Valley State University 206 Student Services Allendale, Michigan 49401 Phone : 616-331-3350 Email : knapplis@gvsu.edu Fax : 1-616-331-2070 Lisa Knapp	N	0
6	Indeed.com Indeed.com Indeed.com Indeed.com, Michigan Phone : Job Listings Job Listings Job Listings Manual Posting	N	4
7	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : Job Listings Job Listings Job Listings Manual Posting	N	1
8	Michigan Works-Cass/VanBuren 32849 Red Arrow Hwy. Paw Paw, Michigan 49079 Phone : 800-533-5800 Email : arandag@michigan.gov Fax : 1-269-655-1094 Gerry Aranda	N	0

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9	Michigan Works-Dowagiac 601 D N. Front St. Dowagiac, Michigan 49047 Phone : 269-782-9864 Email : vallejug@michigan.gov Fax : 1-269-782-5706 Ginger Vallejo	N	0
10	Michigan Works-South Haven 128 Veterans Blvd. South Haven, Michigan 49090 Phone : 269-637-1145 Email : alemanj@michigan.gov Fax : 1-269-637-1795 Juan Aleman	N	0
11	Mid-West Family Broadcasting-Madison 730 Rayovac Dr. Madison, Wisconsin 53711 Email : rj.brachman@mwfbg.com RJ Brachman	N	0
12	Mid-West Family-Rockford 2830 Sandy Hollow Rd. Rockford, Illinois 61109 Email : mpaterson@rmgmwf.com Mike Paterson	N	0
13	Mid-West Management-Eau Claire 944 Harlem St. Altoona, Wisconsin 54720 Email : neilbauer@midwestfamilyec.com Neil Bauer	N	0
14	MidWestFamilySWMI.com 580 E. Napier Ave. Benton Harbor, Michigan 49022 Job Listing Job Listing Manual Posting	N	0
15	MW Spring MO, Inc. 2453 Elm St. Springfield, Missouri 65802 Phone : 417-886-5677 Email : btyndall@mwfmarketing.fm Brian Tyndall	N	0

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16	NAACP-Niles 924 Cherry St. Niles, Michigan 49120 Phone : 269-683-7048 Email : naacp.niles@gmail.com Fax : 1-419-624-8825 Saundria Wilson	N	0
17	NAACP-VanBuren County 72238 E. 34th Ave. Covert, Michigan 49043 Phone : 269-764-3718 Email : jadams@naacpnet.org Fax : 1-269-764-8598 Fozene King	N	0
18	On-Air Announcement (One or More SEU Stations)	N	4
19	Pure Michigan Talent Connect 499 W. MAIN ST. BENTON HARBOR, Michigan 49022 job listings job listings Manual Posting	N	0
20	Saint Mary's College 31 Spec Unica Hall, Room 112 Notre Dame, Indiana 46556 Phone : 574-284-4775 Email : sjeffirs@saintmarys.edu Fax : 1-574-284-4775 Stacie Jeffirs	N	0
21	Southwest Michigan Regional Chamber 811 Ship St., Suite 303 St. Joseph, Michigan Email : spoonholtz@smrchamber.com Sarah Spoonholtz	N	0
22	Southwestmichiganjobs.com 6465 Greenwood Plaza Centennial, Colorado 80111 Phone : 800-365-8630 Kristy Daily Manual Posting	N	0
23	Station Website	N	1
24	Temp Agency	N	1

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25	The South Haven Area Chamber of Commerce 606 Phillips St. South Haven, Michigan Mary Wagaman Manual Posting	N	0
26	WCSY-FM 580 E. Napier Ave. Benton Harbor, Michigan 49022 Email : paul@wcsy.com Paul Layendecker	N	0
27	WSJM - South Bend 1301 E. Douglas Rd. Mishawaka, Indiana 46545 Email : pmorris@wsbtradio.com Pat Morris	N	0
28	WSJM-FM 580 E. Napier Ave. Benton Harbor, Michigan 49022 Email : paul@wcsy.com Paul Layendecker	N	0
29	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
30	WYTZ-FM 580 E. Napier Ave. Benton Harbor, Michigan 49022 Email : paul@wcsy.com Paul Layendecker	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/2/2025	Participation in scholarship programs	WSJM, Inc. has partnered with the Berrien Community Foundation in establishing the David S. Hicks Memorial Scholarship for the Arts. The \$1,000 scholarship is annually awarded to a Berrien County High School senior who is majoring in an arts related program. David was the brother of longtime WSJM, Inc. Air Personality Zack East.	1	On-Air Personality
2	Ongoing Event	Participation in other activities designed by the station employment unit	WSJM, Inc. Chairman Gayle Olson serves on the Board of Directors of the St. Joseph Rotary Foundation, a 103-year-old organization that reaches into all corners of the community, seeking to fund worthwhile educational and community outreach activities. Dozens of organizations in Berrien County interact with the Rotary Foundation, making presentations to the Board, seeking foundation monetary support. These contacts allow Olson to make connections and referrals to and from organizations and community leaders that keep WSJM Inc. in touch with a broad range of people and organizations to whom we can look for contacts in widening and deepening our employment pool of potential applicants.	1	Chairman of the Board
3	6/2/2025	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Paul Layendecker, VP of Content, focuses on outreach in Van Buren County and South Haven, the Northern portion of WSJM, Inc. service area. Paul Layendecker has served for 14 years as a Board Member of South Haven's 'We Care Community Resource Center,' which brings him in contact with numerous organizations and community leaders on whom he relies for referrals, especially for part-time employees in the highly seasonal Van Buren County area.	1	VP of Content

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4	11/6/2025	Co Sponsoring Job Fair	On Thursday, November 6, 2025, Marissa Hunter, Director of Community Engagement and Promotions, attended the Michigan Association of Broadcasters' Media Career Fair, held in conjunction with the Great Lakes Broadcast & Sports Media Academy. The event was held at Ford Field in Detroit, Michigan, and gave future media professionals the chance to learn from industry leaders, explore careers in broadcasting and sports media. More than 1000 students attended.	1	Director of Community Engagement and Promotions
5	2/2/2026	Provision of training to personnel of unaffiliated non-profit organizations	WSJM, Inc. President David Doetsch was the Principal Speaker at two Southwest Michigan Chamber of Commerce gatherings in February and April of 2026 for employers/business owners. Doetsch focused on both the company and how the world of local advertising and media is changing and evolving, and the impact on potential job opportunities in the field. The meetings were held in South Berrien County in Niles and Buchanan, part of WSJM's effort to broaden our recruiting reach beyond the Benton Harbor area.	1	President
6	3/23/2026	Participation in Job Fairs	On Monday, March 23rd, 2026, Marissa Hunter, Director of Community Engagement and Promotions, attended the Berrien Springs Discovery Academy Spring Career, College, and Opportunity Fair. The event was held at Berrien Springs Public School in Berrien Springs, Michigan, and gave 8th-12th graders the chance to learn from industry leaders, explore careers in a variety of fields, take part in interactive sessions, and connect with colleges and employers from across Southwest Michigan. More than 600 students, educators, and professionals attended the event.	1	Director of Community Engagement and Promotions