

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2010 to May 31, 2011.

Cornerstone University of Grand Rapids, Michigan, the licensee of Stations WCSG, WAYK, WAYG, WCFG and WAYO, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002).

As a religious broadcaster, Cornerstone University has established a religious qualification for all employee positions at WCSG, WAYK, WAYG, WCFG and WAYO. In accordance with the FCC's rules, Cornerstone University makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by the list of recruitment sources used during the period to solicit applicants.

1) Employment Unit: Cornerstone University Radio– Grand Rapids, Michigan

2) Unit Members (Stations and Communities of License):

WCSG Grand Rapids, Michigan FID # 13935

WAYK Kalamazoo, Michigan FID # 24786

WAYG Grand Rapids, Michigan FID # 24772

WCFG Springfield, Michigan FID # 91422

WAYO Benton Harbor, Michigan FID 91618

3) EEO Contact Information for Unit Member:

Mailing Address: Cornerstone University 1159 East Beltline N.E. Grand Rapids, MI 49525	Telephone Number: (616)949-5300
	Contact Person: Tom Bosscher
	E-mail Address: Tom.bosscher@cornerstone.edu

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hiree
------------------	---	---

- | | | |
|-------------------------------------|------|--------------------------------------|
| 1. CU Radio
Underwriter Director | 1-11 | Michigan Association of Broadcasters |
|-------------------------------------|------|--------------------------------------|

This was opening filled by an applicant who was notified by source # 1, due to this units presence at the March 9, 2010 job fair.

The hire date was 5-30-2011.

There were 17 interviews.

Stations WCSG, WAYK, WAYG, WCFG and WAYO are Equal Opportunity Employers.

--	--	--	--	--	--

6) Total # of Interviewees Referred: For the period from May 31, 2010 to May 31, 2011 this Employment Unit interviewed 17 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participate in job fairs

In October, 2010 Cornerstone University Radio participated in the MAB Regional Broadcast Media Career and Networking Fair at Western Michigan University. Our Operations Manager disseminated information on job opportunities, Accepted resumes, and spoke with attendees at the fair about careers in broadcasting.

The MABF Broadcast Media Career & Networking Fair at GLBC on March 9, 2011. Participants include Dodd Morris, operations Manager and Chris Lemke, Executive Director of Cornerstone University Radio, at least one of which has substantial responsibility in hiring decisions. This event is geared toward college students looking for entry level positions and returning non-traditional students.

(b) Initiative: Establishment of training program

We offer higher education to employees in their chosen field by attending classes at Cornerstone University.

Between June 2010 and May 2011 we had four employees take advantage of this educational opportunity

enabling them to acquire skills that could qualify them for higher level positions.

(c) Initiative: As defined in 73.2080(c)(2)xii

All full time job listings of upper-level category openings were posted in the job bank of the Michigan Association of Broadcasters,
a media trade group whose membership includes substantial participation of women and minorities.

(d) Initiative: As defined in 73.2080(c)(2)xiv

Every level of management in this unit, director and executive director, is required once a year to be trained by Cornerstone Universities human Resource in methods of ensuring equal employment opportunity and preventing discrimination.

Analyze. As defined in 73.20809(c)3.

Over the last two years, this unit has only had to fill one (1) full time job. However, the Radio-Leadership Team met and decided
that any future full openings will have a broader outreach, utilizing the resources of the Michigan Association of Broadcasters
EEO outreach partner, the Broadcast Compliance Services Company of Rockville, Maryland.