

## EEO Public File Report

<b>Group:</b> Tawas City, East Tawas					
<b>Stations:</b> WKJC-FM, WIOS-AM, WKJZ-FM, WQLB-FM					
A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.					
<b>A. Job Vacancies Filled Between 2013-05-01 and 2014-06-03</b>					
1. Job Title: Administrative Assistant (J019429)			Date Submitted: 2013-04-05		Date Filled: 2013-05-29
<b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>					
1. Job Title: Administrative Assistant			Date Filled: 2013-05-29		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Action Management Corporation	Tom Smela	915 South Grand Traverse Flint, MI 48502	313-234-2828	NO	NO
Antrim County Social Services Department	Fred Harris	205 East Cayuga Street PO Box 316 Bellaire, MI 49615	616-533-8664	NO	NO
Arab American Heritage Council	Alex Isaac	515 Stevens St Flint, MI 48502	810-235-2722	NO	NO
Arenac Opportunities, Incorporated	William Thorp	3709 Deep River Road PO Box 130 Standish, MI 48658	517-846-4441	NO	NO
Atwil Employment Services	Gail Smith	927 South Saginaw Street Flint, MI 48502	810-233-9510	NO	NO
Bay City Chamber of Commerce	Leann Harrison	Commerce One Building 910 Saginaw St. Bay City, MI 48708	989-895-4567	NO	NO
Beecher Adult and Community Education	Robert Hill	1149 Klein Street Mount Morris, MI 48458	313-686-3500	NO	NO
Belding Community Education-Adult Education	Ann VanDusen	315 West Washington Street Belding, MI 48809	616-794-1750	NO	NO
Bergmann Center, Incorporated	Suzanne Muma	Box 236 08855 Martin Road Charlevoix, MI 49720	231-547-2979	NO	NO
Blue Water Center for Independent Living	Toni Mazure	1042 Griswold Street Suite 2 Port Huron, MI 48060	810-987-9337	NO	NO
BoothMichigan-Ann Arbor.com-Bay City Times-Flint Journal-Grand Rapids Press	Michelle Covington	155 Michigan, NW Grand Rapids, MI 49503	989-222-5317	NO	NO

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Broadcast And Cinematic Arts	Dr. Peter Orlik	340 Moore Hall Central Michigan University Mount Pleasant, MI 48859	989-774-3851	NO	NO
Carroll Broadcasting, Incorporated-WKJC On-Air-On-Line	Tim Carroll	523 Meadow Road PO Box 549 Tawas City, MI 48764	989-362-3417	NO	NO
Center for Independent Living of Mid-Michigan		1206 James Savage Road Midland, MI 48640		NO	NO
Clare County Michigan Veterans Services	Renee Haley	225 West Main Street Harrison, MI 48625	989-539-3273	NO	NO
Clare County Social Services Department	Stephen Smith	725 Richard Drive Harrison, MI 48625		NO	NO
College-Alma College-Center for Student Development	Virginia Holmes	Career Services, Alma College 614 West Superior Street Alma, MI 48801	989-463-7225	NO	NO
College-Baker College, Flint	Niki Somerlott	1050 West Bristol Road Flint, MI 48507	810-766-4211	NO	NO
College-Baker College, Owosso-Career Services	Lisa Lynch	1020 South Washington Street Owosso, MI 48867	989-729-3322	NO	NO
College-Baker College, Owosso	Niki Perkins	1020 South Washington Street Owosso, MI 48867	989-729-3350	NO	NO
College-Brown College	Amber Luckie	1440 Northland Drive Mendota Heights, MN 55120	651-905-3465	NO	NO
College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915 Chicago, IL 60640	773-907-4436	NO	NO
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307 Chicago, IL 60605	312-369-7282	NO	NO
College-Coppin State College-Mass Communication	Peter Brooks	2500 West North Avenue Baltimore, MD 21216	410-383-5408	NO	NO
College-Delta College	Jeanette Lesko	Career & Employment Services 1961 Delta Road University Center, MI 48710	989-686-9072	NO	NO
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street Elmhurst, IL 60126	630-617-3198	NO	NO
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect Elmhurst, IL 60126	630-617-3729	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO

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College-International College of Broadcasting	Gary Doster	6 South Smithville Road Dayton, OH 45431	937-258-8251	NO	NO
College-Mid Michigan Community College, Harrison Campus	Camille Spitzley	1375 S. Clare Avenue Harrison , MI 48625	989-386-6661	NO	NO
College-Missouri Valley College-Communications	Harry Carrell	500 East College Marshall, MO 65340	660-831-4216	NO	NO
College-Montcalm Community College	Karen Stevens	2800 College Dr. Sidney, MI 48885	517.291.5066	NO	NO
College-Mott Community College	Cindy McDaniel	117 Curtis Building 1401 East Court Street Flint, MI 48503	810-232-3285	NO	NO
College-Mott Community College-Hispanic Club	Carlos Cisneros	1401 E. Court St. Flint, MI 48503	810-762-5125	NO	NO
College-Saint Clair County Community College	Julie Ruiz	PO Box 5015 323 Erie Street Port Huron, MI 48061	810-989-5775	NO	NO
College-Vassar College	Sarah Kozloff	Department of Film, Box 741 Vasser College 124 Raymond Avenue Poughkeepsie, NY 12604	845-437-5473	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
College-West Virginia State College- Communications Department	Dr. David Wohl	P.O. Box 1000 Institute, WV 25112	304-766-3195	NO	NO
Concerned Pastors for Social Action	Pastor Marvin Jennings	3502 Lapeer Road Flint, MI 48503	810-743-3900	NO	NO
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38 Arlington, VA 22202	703-415-7600	NO	NO
Connecticut School of Broadcasting, Cherry Hill	Tom DeFranco	1 Mall Drive 1 Cherry Hill, #203 Cherry Hill, NJ 08002	856-755-1200	NO	NO
Connecticut School of Broadcasting, Hasbrouck Heights	Janet Hutsebaut	377 Route 17 South Suite 410 Hasbrouck Heights, NJ 07604	201-288-5800	NO	NO
Connecticut School of Broadcasting, Westbury, L.I.	Marty Herstein	1400 Old Country Road Suite 211 Westbury, NY 11590	516-338-1000	NO	NO
Department of Social Services	Irene Bazan Waller	515 South Sandusky Road Sandusky, MI 48471	810-648-4420	NO	NO
Department of Social Services	Doug McCombs		989-734-2108	NO	NO

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		1242 West Third Street PO Box 197 Rogers City, MI 49779			
Department of Social Services	Randy Barst	411 East Genessee PO Box 5070 Saginaw, MI 48605	989-758-1500	NO	NO
Department of Social Services	Cynthia Gill Pushman	1999 Walden Drive Gaylord, MI 49735	989-732-1702	NO	NO
Department of Social Services	Bernell Wiggins	1399 West Center Road Essexville, MI 48732	989-895-2100	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	NO	NO
DMG-Maximus		2343 Delta Road Bay City, MI 48706	517-684-4111	NO	NO
Do-All, Incorporated-Employment Services Division	Tina Adams	1400 South Lincoln Street Bay City , MI 48708	989-894-2851	NO	NO
Evert Public Schools-Michigan	Carol Bogner	901 North Main Street Evert, MI 49631	231-734-3051	NO	NO
Experience Works-Alpena Michigan	Beckie Gould	315 West Chisholm Street Alpena, MI 49707	989-358-3113	NO	NO
Experience Works-Michigan State Headquarters	Andrea Bridgewater	405 North Euclid Bay City, MI 48706	989-414-1252	NO	NO
First Ward Community Services	Sheilda Braddock	1410 North Twelfth Street Saginaw, MI 48601	989-753-0411	NO	NO
Genesee Area Skill Center	Mike Martel	5081 Torrey Road Flint, MI 48507	810-760-1444	NO	NO
Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Goodwill Industries of Mid-Michigan, Incorporated	Lakeysa Adams	501 South Averill Avenue Flint, MI 48507	810-762-9960	NO	NO
Hispanic Service Center	Norma Young	150 South Elmont Avenue Suite C Imlay City, MI 48444	(810) 724-3665	NO	NO
Human Investment And Development Corporation	Harold Drayton	711 N. Saginaw St. Suite 225 Flint, MI 48503	810-235-6011	NO	NO
Huron County Economic Development	Dale Benish	250 East Huron Avenue Bad Axe, MI 48413	517-269-6431	NO	NO

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Huron County Social Service Department	Thomas Dillon	1911 Sand Beach Road Bad Axe, MI 48413	517-269-9201	NO	NO
Iosco County News-Herald	John Morris	110 West State Street PO Box 72 East Tawas, MI 48730	989-362-3456	YES	NO
ITHACA COLLEGE/DEPT OF TELEVISION/RADIO	WENMOUTH WILLIAMS	953 DANBY RD 376 PARK HALL ITHACA, NY 14850	607-274-3331	NO	NO
Job Corps Center-Flint/Genesee	John Rios	2400 North Saginaw Street Flint, MI 48502	810-232-9102	NO	NO
KALASKA SOCIAL SVC DEPT	FRED HARRIS	503 N. BIRCH ST P.O. BOX 730 KALKASKA, MI 49646	231-258-8606x	NO	NO
KETTERING UNIVERSITY	CAREER SERVICES	1700 W THIRD AVE FLINT, MI 48504	810-762-9500x	NO	NO
Kettering University - Cooperative Education and Career Services	Tammy Loud	1700 W Third Avenue Flint, MI 48504	810) 762-9648x2	NO	NO
LAPEER COUNTY SOCIAL SVC	THOMAS DILLON	1505 SUNCREST DR P.O. BOX 400 LAPEER, MI 48446	810-667-0801x	NO	NO
Michigan Association of Broadcasters	Denise Weston	819 North Washington Avenue Lansing , MI 48906	517-484-5810	NO	NO
Michigan Department of Labor	Dan Blaha	711 N. Saginaw Flint, MI 48503	810-235-8903	NO	NO
Michigan Departmentt of Civil Rights	Bobby Curtis	State of MI Office Bldg, 125 E Union Street 7th Floor Flint, MI 48502	810-760-2805	NO	NO
MICHIGAN REHABILITATION SERVICES	DONNA	100 MCMORRAN 5TH FLOOR PORT HURON, MI 48060	810-982-8571x	NO	NO
Michigan Works-Alpena	Elaine Carter	315 West Chisolm Alpena, MI 49707	989-358-3116	NO	NO
Michigan Works-Crawford County	Betty Krueger	4595 Salling Road PO Box 333 Grayling, MI 49738	989-348-8709	NO	NO
Michigan Works-Emmet County-Petoskey Service Center	Don Smith	2225 Summit Park Drive Petoskey, MI 49770	231-347-5150	NO	NO
Michigan Works-Gratiot County	Carolyn Newell	327 East Center Street Alma, MI 48801	989-466-4832	NO	NO
Michigan Works-Great Lakes Bay	Ed Oberski	1600 North Michigan Room 400 Saginaw, MI 48602	989-754-1144	NO	NO

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Michigan Works-Ionia County Service Center	R. Dean Morehead	307 West Adams Street Ionia, MI 48846	616-527-1360	NO	NO
Michigan Works-Isabella County-Mt. Pleasant Service Center	Heidi Rich	1803 South Mission Street Mt Pleasant, MI 48858	989-772-5304	NO	NO
Michigan Works-Port Huron	Danele Apsey	100 Mc Morran Boulevard 6th Floor Port Huron, MI 48060	810-966-3300	NO	NO
Michigan Works-Saginaw County Satellite Office	Leonard Meisel	3875 Bay Road Saginaw, MI 48603	989-249-5232	NO	NO
Michigan Works-ThumbWork-Lapeer County	Tanya Kihn or Scott Beattie	550 Lake Drive Lapeer, MI 48446	810-664-1680	NO	NO
Michigan Works-ThumbWorks-Huron County	Angel Schornack	614 North Port Crescent Bad Axe, MI 48413	989-269-2311	NO	NO
Michigan Works-ThumbWorks-Marlette	Marvin N. Pichla, PhD	Employment and Training Consortium 3270 Wilson Street Marlette, MI 48453	989-635-3561	NO	NO
Michigan Works-ThumbWorks-Sanilac County	Amanda Kritzman	575 West Sanilac Sandusky, MI 48471	810-648-5800	NO	NO
Michigan Works-ThumbWorks-Tuscola County	Marvin N. Pichla, PhD	1184 Cleaver Road Suite 900 Caro, MI 48723	989-673-8103	NO	NO
NAACP	Dorothy Foggie	PO Box 1574 BENSALEM, PA 19020	609-951-1954	NO	NO
NAACP	Charles Misheaux	625 North Euclid Avenue Saint Louis, IL 63108	314-361-8600	NO	NO
NAACP Indianapolis Branch	Natalie Bryant	300 East Fall Creek Parkway North Drive PO Box 88676 Indianapolis, IN 46208	317-925-5127	NO	NO
NAACP of Fort Wayne, Indiana	Reverend Bill McGill	1307 East Lewis Street Fort Wayne, IN 46806	260-426-1255	NO	NO
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441 Terra Haute, IN 47808	812-234-4209x235	NO	NO
NAACP-Albion Michigan	Lenn Reid	PO Box 751 Albion, MI 49224	517-629-2283	NO	NO
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue Altoona, PA 16602	814-942-1126	NO	NO

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NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1 Cincinnati, OH 45206	513-281-1900	NO	NO
NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court Adrian, MI 49221	517-263-1714	NO	NO
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063 Mount Clemens, MI 48046	586-783-7530	NO	NO
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513	NO	NO
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive Baltimore, MD 21215	877-622-2798	NO	NO
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street Paducah, KY 42003	270-443-5430	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-273-3170	NO	NO
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915 Washington, DC 20005	202-463-2940	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
New Horizons Rehabilitation Services, Inc	Mandi McCann	303 West Water street Flint, MI 48503	810-768-0093	NO	NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
Radio-First Advertising	Larry Smith	808 Huron Port Huron, MI 48060	810-982-9000	NO	NO
RAVE (Relief After Violent Encounter)	Jody Smith	109 Spring Street PO Box 472 St Johns, MI 48879	989-224-4662	NO	NO
Saginaw Intermediate School District	Linda Jensen	6235 Gratiot Road Saginaw, MI 48638	989-799-4733	NO	NO
Saginaw Valley State University-Communication Department	Robert Drew	7400 Bay Road Curtiss Hall-161 University Center, MI 48710	989-964-7495	NO	NO

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SAINT CLAIR CO COMMUNITY COLLEGE	CAREER SERVICES	323 ERIE ST PO BOX 5015 PORT HURON, MI 48061	810-984-3881x	NO	NO
Salvation Army-Michigan in Alma	Majors Robert and Kathleen Edmonds	425 Republic Avenue Alma, MI 48801	989-463-2864	NO	NO
Salvation Army-Michigan in Flint	Michael Thomas	2200 North Dort Highway Flint, MI 48506	810-234-2678	NO	NO
Salvation Army-Michigan-Alpena Corps	Major Craig Stoker	2321 US 23 South PO Box 6 Alpena, MI 49707	989-356-4419	NO	NO
Salvation Army-Michigan-Bay City Corps	Major Michael Myers	401 Tenth Street Bay City, MI 48708	989-893-3041	NO	NO
Salvation Army-Michigan-Genesee County Command-Fint Citadel	Captain Jon Augenstein	211 West Kearsley Street Flint, MI 48502	810-232-2199	NO	NO
Salvation Army-Michigan-Midland Corps	Captain Matthew O'Neil	330 Waldo Avenue Midland, MI 48642	989-496-2787	NO	NO
Salvation Army-Michigan-Mount Pleasant Corps	Captains Brian and Heidi Reed	1308 Burch Stret Mount Pleasant, MI 48858	989-773-4663	NO	NO
Salvation Army-Michigan-Owosso Corps	Major Keith Bailey	302 East Exchange Street Owosso, MI 48867	517-725-7485	NO	NO
Salvation Army-Michigan-Petoskey Corps	Majors Matt and Patricia Grindle	712 Pleasant Street PO Box 869 Petoskey, MI 49770	231-347-3531	NO	NO
Salvation Army-Michigan-Port Huron Corps	Major Philip Davisson	2000 Court Street Port Huron, MI 48060	810-984-2679	NO	NO
Salvation Army-Michigan-Saginaw Corps	Major David Luft	2030 North Carolina Street Saginaw, MI 48602	989-793-8371	NO	NO
Selective Case Management	Rebecca Schrader	3110 Davenport Avenue Saginaw, MI 48602	989-249-8844	NO	NO
SOCIAL SERVICE DEPT	PHIL LARSON	920 E. LINCOLN P.O. BOX 506 IONIA, MI 48846	616-527-5200x	NO	NO
SOCIAL SERVICE DEPT	ROBERT ROBERGE	711 W. CHISHOLM ST ALPENNA, MI 49707	517-354-7200x	NO	NO
SOCIAL SVC DEPT	JAMES NUNNOLD	3111 ELECTRIC AVE PORT HURON, MI 48060	810-966-2187x	NO	NO
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street Indianapolis, IN 46208	317-927-8000	NO	NO



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St. Clair Community College	Teresa Goheen	Employment Planning 206 Main Building Port Huron, MI 48061	810-989-5515	NO	NO
St. Clair County Community College - Educational and Career Serv	Teresa Goheen	323 Erie Street 206 Main Building Port Huron, MI 48061	810-989-5520x2	NO	NO
Tuscola County Department of Human Services	Len Richards	1365 Cleaver Road Tuscola County Caro, MI 48723	989-673-9100	NO	NO
United Way Community Volunteer Center	Marsha Cooley	100 S. Jefferson Avenue 3rd Floor Saginaw, MI 48607	989-755-0505	NO	NO
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building College Park, MD 20742	301-405-8979	NO	NO
University of Michigan Times		381 University Center Flint, MI 48502	810-762-3475	NO	NO
University of Michigan-Flint-Career Center	Barbara Griffin	285 University Pavilion 303 East Kearsley Street Flint, MI 48502	810-762-3085	NO	NO
University of Michigan-WCBN-FM 88.3 Ann Arbor	Jason Voss	530 Student Activities Building Ann Arbor, MI 48109	734-647-4122	NO	NO
University of The District of Columbia-Mass Media	Isadora Posey	4200 Connecticut Avenue NW Building 44, Room 200-18 Washington, DC 20008	202-274-5548	NO	NO
University-Ashland University Radio and TV	Daniel O'Rourke	401 College Avenue Ashland, OH 44805	419-289-4142	NO	NO
University-Central Michigan University-WCMU-89.5 FM	John Sheffler	1999 East Campus Drive WCMU Radio Mount Pleasant, MI 48859	989-774-3851	NO	NO
University-Central Michigan University-WCMU-TV	Rick Schudiske	WCMU Public Broadcasting 1999 East Campus Drive Mt. Pleasant, MI 48859	989-774-3105	NO	NO
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116 Chicago, IL 60628	773-995-2280	NO	NO
University-Davenport University ,Saginaw	Scott Miller	5300 Bay Road Saginaw, MI 48604	989-799-7800	NO	NO
University-Davenport University, Flint Campus	Paul Hebert	4318 Miller Road Suite A Flint, MI 48507	810-732-9977	NO	NO
University-Davenport University, Midland Campus	John Jones	3555 East Patrick Road Midland, MI 48642	989-835-5588	NO	NO
University-Eastern Illinois University-Communication Studies	Mark Borzi		217-581-2016	NO	NO

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		600 Lincoln Avenue Charleston, IL 61920			
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building Ypsilanti, MI 48197	734-487-0064	NO	NO
University-Franciscan University	Nancy Ronevich	1235 University Blvd. Steubenville, OH 43952	740-283-3771	NO	NO
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW Washington, DC 20059	202-806-7690	NO	NO
University-James Madison University-Media Arts	Steven Anderson	Harrisonburg, VA 22807	540-568-3032	NO	NO
University-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W Rolla, MO 65409	573-341-4808	NO	NO
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue Springfield, MO 65897	417-836-5878	NO	NO
University-Northwood University-Career Services	Kimberley Fischer-Kinne	4000 Whiting Drive Church Family Administration Building Midland, MI 48640	989-837-4335	NO	NO
University-Saginaw Valley State University	Michael W. Major	7400 Bay Road Curtis Hall-111 University Center, MI 48710	989-964-7130	NO	NO
University-Saginaw Valley State University-SVSU Radio	Merry Jo Brandimore	7400 Bay Road University Center, MI 48710	989-964-2489	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE Edwardsville, IL 62026	618-650-2228	NO	NO
University-State University of New York College at Plattsburgh-SUNY	Dr. Nancy J. Church	101 Broad Street Redclay Hall-Room 172 Plattsburgh, NY 12901	518-564-4169	NO	NO
University-State University of New York CollegePlattsburgh-SUNY	Peter Ensel	101 Broad Street Yokum Hall-103B Plattsburgh, NY 12901	518-564-4287	NO	NO
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205 Philadelphia, PA 19122	215 204-3041	NO	NO
Urban League of Flint	Richard Gladney	5005 Cloverlawn Drive Flint, MI 48504	810-789-7611	NO	NO

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VBM Community Outreach	Mel Prior	624 South Outerdrive Saginaw, MI 48601	989-755-1128	NO	NO
Voluntary Action Center of Midland County	Sharon Neuman	220 W. Main Street Suite 103 Midland, MI 48640	989-631-7660	NO	NO
WHPK/ University of Chicago		5706 South University Avenue Chicago, IL 60637	773-702-8289	NO	NO
WIIT/ Illinois Institute of Technology		3300 South Federal Chicago, IL 60616	312-567-6087	NO	NO
Will/ University of Illinois- Urbana		300 North Goodwin Avenue Urbana, IL 61801	217-333-0850	NO	NO
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle Bloomington, IN 47403	812-330-0707	NO	NO
Work First	Tina	1918 Pinegrove Road Port Huron, MI 48060	810-987-2460	NO	NO
Work First Program	Linda Caprathe	310 Johnson Street, Room 310 International Center Saginaw, MI 48607	517-755-9295	NO	NO
WUCM - Channel 19	Kent Wieland	Delta College University Center, MI 48710	517-686-9350	NO	NO
WVKC/Knox College		2 East South Street Box K-254 Galesburg, IL 61401	309-341-7266	NO	NO
WXAV/Saint Xavier University		3700 West 103rd Street Chicago, IL 60655	773-298-3375	NO	NO
YWCA of Greater Flint	Harmony Langford	310 East Third Street Flint, MI 48503	810-238-2620	NO	NO
Resources Sent by Station/Group	Alpena Community College Saginaw Valley State University Delta Community College Kirtland Community College				
Total Resources: 172					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2013-05-01 and 2014-06-03 (this will be a raw number):			16		
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2013-05-01 and 2014-06-03 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
Carroll Broadcasting, Incorporated-WKJC On-Air-On-Line	Tim Carroll	523 Meadow Road PO Box 549 Tawas City, MI 48764	989-362-3417	12	

## EEO Public File Report

Iosco County News-Herald	John Morris	110 West State Street PO Box 72 East Tawas, MI 48730	989-362-3456	4	
<b>E. Outreach Activities:</b>					
Date	Other Outreach Activity	Description of Activity			
05/31/2014	EEO Midterm Outreach Efforts	<p>For outreach, Carroll Enterprises, Inc. regularly interfaces with Central Michigan University, Delta College, and the Michigan Association of Broadcasters for career opportunities for students and new job hires when vacancies exist. Such vacancies have not existed for some time now due to poor economic conditions in the broadcast industry in exurban and rural Michigan, most especially in the AM broadcasting industry. Vacancies when they do occur are announced to all local newspapers and placed on the WKJC web page, on the air on all stations and with "Michigan Works", a job placement agency. Employees of Carroll Enterprises regularly participate in career days in the Tawas City and Hillman areas. When available, Carroll Enterprises uses unpaid interns from local educational institutions, allowing members of the community to acquire skills needed for broadcast employment and to obtain scholastic credit. Those interns receive training and experience in various areas of broadcasting including news, programming, production, promotion, events and sales.</p>			