

EEO Public File Report

| Group: Tawas City, East Tawas | | | | | |
|---|----------------|---|----------------------------|-------------------------|--------------------------|
| Stations: 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. | | | | | |
| A. Job Vacancies Filled Between 2012-06-01 and 2013-05-31 | | | | | |
| 1. Job Title: Administrative Assistant (J019429) | | | Date Submitted: 2013-04-05 | | Date Filled: 2013-05-29 |
| B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy | | | | | |
| 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 |
| ARC, Genesee County | Joanna White | G-5069 Van Slyke Rd Flint, MI 48507 | 810-238-3671 | 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 |

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|---|--------------------|---|--------------|----|----|
| 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 |
| 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-Baker College, Port Huron-Career Services | Betsy White | 3403 Lapeer Road Port Huron, MI 48060 | 810-989-2117 | NO | NO |
| College-Baltimore City Community College | Rene Johnson | 2901 Liberty Heights Ave. Baltimore, MD 21215 | 410-462-8250 | NO | NO |
| College-Brown College | Amber Luckie | 1440 Northland Drive Mendota Heights, MN 55120 | 651-905-3465 | NO | NO |
| College-Calvin College-Communications and Media Studies | Yvonne Posthuma | DeBos Communication Center 250A 1810 East Beltline Avenue, Southeast Grand Rapids, MI 49546 | 616-526-6322 | 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 |

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| 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 |
| 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 | | 703-415-7600 | NO | NO |

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| | | 2170 Crystal Plaza Arcade, #38 Arlington, VA 22202 | | | |
| 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 |
| Crossroads Industries, Incorporated-Gaylord Opportunity Center | Jessica Kane | 2464 Woodward Avenue Suite 268 Gaylord, MI 49735 | 517-732-1233 | NO | NO |
| Daughters of Isabella | Marge Foster | 2513 South First Street Alpena, MI 49707 | 989-354-4768 | NO | NO |
| Department of Social Services | Randy Barst | 411 East Genessee PO Box 5070 Saginaw, MI 48605 | 989-758-1500 | NO | NO |
| Department of Social Services | Doug McCombs | 1242 West Third Street PO Box 197 Rogers City, MI 49779 | 989-734-2108 | 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 |
| Department of Social Services | Irene Bazan Waller | 515 South Sandusky Road Sandusky, MI 48471 | 810-648-4420 | NO | NO |
| Detroit Area Film & Television | Janice King | PO Box 1443 Royal Oak, MI 48068 | 248-547-0847 | NO | NO |
| Disability Network of Mid Michigan | Andrea Sneller | 1705 South Saginaw Road Midland, MI 48640 | 989-835-4041 | 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 |
| Evart Public Schools-Michigan | Carol Bogner | 901 North Main Street Evart, 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 |

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| 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 |
| Flint Jewish Federation | Gary Alter | 619 Wallenberg Street Flint, MI 48502 | 810-767-5922 | 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 | PAT KELLER | 1013 26TH ST PORT HURON, MI 48060 | 810-987-9333x | NO | NO |
| Goodwill Industries of Mid-Michigan, Incorporated | Lakeysa Adams | 501 South Averill Avenue Flint, MI 48507 | 810-762-9960 | NO | NO |
| Growth and Opportunity, Incorporated | Robert Shemanski | 525 South Court Street Lapeer , MI 48446 | 810-664-8504 | 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 |
| 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 |

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| 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 |
| 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 |

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| 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 |
| Muskegon County PRIDE | Tim Brown | 1019 Beachtree Court Muskegon, MI 48441 | 231-537-6329 | 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 |
| NAACP-Celveland, Ohio | Neisha | 2131 Stokes Boulevard Cleveland, OH 44106 | 216-231-6260 | NO | NO |
| 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 |

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| 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-Van Buren County | Flozene King | 72238 East 34th Avenue Covert, MI 49043 | 269-764-3718 | 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 |
| Ohio and Illinois Centers for Broadcasting | Gary James | 9000 Sweet Valley Drive Valley View, OH 44125 | 216-447-9117 | 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 Chippewa Indian Tribe of Michigan | Dennis V. Kequom | Tribal Office 7070 East Broadway Mt. pleasant, MI 48858 | 989-775-5600 | 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 |
| SAINT CLAIR CO COMMUNITY COLLEGE | CAREER SERVICES | 323 ERIE ST PO BOX 5015 PORT HURON, MI 48061 | 810-984-3881x | NO | NO |

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| 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 |
| Specs Howard School of Broadcast Arts | Angenetta Hicks | 19900 West Nine Mile Road Southfield, MI 48075 | 248-358-9000 | 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 of Wisconsin-LaCrosse-Communication Studies | Dr. Linda Dickmeyer | 1725 State Street 346 Center for the Arts La Crosse, WI 54601 | 608-785-8519 | 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, Caro Campus | Lisa Merz | 1231 Cleaver Road (M-24) Caro, MI 48723 | 989-673-5857 | NO | NO |
| University-Davenport University, Flint Campus | Paul Hebert | | 810-732-9977 | NO | NO |

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| | | 4318 Miller Road Suite A Flint, MI 48507 | | | |
| University-Davenport University, Midland Campus | John Jones | 3555 East Patrick Road Midland, MI 48642 | 989-835-5588 | NO | NO |
| University-DePauw University-Communication Arts | | 101 East Seminary Street Greencastle, IN 46135 | 765-658-4800 | NO | NO |
| University-Eastern Illinois University-Communication Studies | Mark Borzi | 600 Lincoln Avenue Charleston, IL 61920 | 217-581-2016 | NO | NO |
| 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 |
| | Peter Ensel | | 518-564-4287 | NO | NO |

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| University-State University of New York CollegePlattsburgh-SUNY | | 101 Broad Street Yokum Hall-103B Plattsburgh, NY 12901 | | | |
| 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 |
| 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 |
| Volunteer Resource center of Bay County | Cindy Miller | 909 Washington Ave PO Box 602 Bay City, MI 48707 | 989-893-6060 | NO | NO |
| WHPK/ University of Chicago | | 5706 South University Avenue Chicago, IL 60637 | 773-702-8289 | NO | NO |
| WICB/ Ithaca College Radio Station | | 953 Danby Road Ithaca, NY 14850 | | 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 | | 810-238-2620 | NO | NO |

EEO Public File Report

| | 310 East Third Street Flint, MI 48503 | | | |
|--|---|---|--------------|----------------------------------|
| Resources Sent by Station/Group | Alpena Community College Saginaw Valley State University Delta Community College Kirtland Community College | | | |
| Total Resources: 193 | | | | |
| C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2012-06-01 and 2013-05-31 (this will be a raw number): | | | 16 | |
| D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2012-06-01 and 2013-05-31 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 |
| Iosco County News-Herald | John Morris | 110 West State Street PO Box 72 East Tawas, MI 48730 | 989-362-3456 | 4 |
| E. Outreach Activities: | | | | |
| Date | Other Outreach Activity | Description of Activity | | |