

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 2016-06-01 and 2017-05-04

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2016-06-01 and 2017-05-04 (this will be a raw number):

0

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2016-06-01 and 2017-05-04 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
-----------------	----------------	---------	-------	----------------------------------	--

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
05/04/2017	EEO Midterm Outreach Efforts	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.