

EEO PUBLIC FILE REPORT

**CARROLL ENTERPRISES, INC.
WKJZ, HILLMAN, MI
WIOS, TAWAS CITY, MI
WKJC, TAWAS CITY, MI
WTZM, TAWAS CITY, MI**

**CARROLL BROADCASTING, INC.
WQLB, TAWAS CITY, MI**

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This EEO Annual Public File report is prepared pursuant to Section 73.2080 of the Federal Communications Commission's Rules. It is to be placed in the WIOS, WKJC, WTZM, WKJZ and WQLB online public files, and if any station owned by Carroll Enterprises, Inc. or Carroll Broadcasting, Inc. maintains a web site for any of the above stations, it will be placed on that site or those sites as well. This EEO Annual Public File Report includes both Carroll Enterprises, Inc. and Carroll Broadcasting, Inc., which have common ownership and which are now a single employment unit.

During the past twelve months, **June 1, 2025 through May 31, 2026**, the employment unit has had one vacancy for an announcer position due to a move by a full time employee to Texas, but that position was not filled by a replacement full time employee. Instead, it was filled by a variety of part-time persons already employed by Carroll Enterprises, Inc., so there was no vacancy to be filled and no candidates not already employed by Carroll Enterprises part time were considered.

When a job becomes available, the following recruitment procedures are implemented:

1. Each radio station will broadcast on-air announcements.
2. Notices are sent to the following local and organizations and entities:

Michigan Association of Broadcasting
Michigan Works
Iosco County News
Oscoda Press
Indeed.com
Central Michigan University
University of Michigan
Michigan State University
Specs Howard School of Broadcasting

Facebook

3. Notices are also sent to the following national broadcast job bank listings:

jobs@freeradiotips.com

www.AllAccess.com

www.ProgramDirector.com

4. During the period, no full-time hires were made. The economics of radio broadcasting in the area have not justified any hiring of additional employees during the period.

5. When available, the Stations have participated in local job fairs. Note, however, that job fairs are not frequent in the Tawas City and Hillman areas. Job fair participation is typically limited to future potential hiring opportunities only, and outreach opportunities that are available in nearby counties and municipalities within the Stations' service areas. The following outreach events were actively participated in by representatives of Carroll Enterprises/Carroll Broadcasting during the period:

WKJC FM, WKJZ FM, WIOS AM, WQLB FM and WTZM FM attended and participated in the Oscoda Area Schools Career Fair in November of 2025. Brad Allen and John Carroll III attended the Career Fair. Brad spent the morning in a classroom discussing his path into radio and discussing all the various roles/careers that exist in the world of radio. He also played examples of radio station clips, such as sports, news, and commercials. John had a booth in the gym with information for students to look at, and he gave students the chance to record their voice using radio equipment. John was also able to answer any questions students had about the business.

WKJC FM, WKJZ FM, WIOS AM, WQLB FM and WTZM FM also attended and participated in the Alpena Expo on March 7, 2026. John Carroll, Jr. and others from the stations set up a booth and chatted with those who might be interested in broadcasting as a career and the opportunities that exist in the industry, and the range of job applicants in all areas of the industry. Students were encouraged to reach out to the Stations via email, for internship opportunities.

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. However, Tawas City has a population of 1800 people, with an average age above 40 and very little socioeconomic diversity. The economic conditions in the local broadcasting market, and the resultant lack of job openings limit the ability of Carroll Enterprises' ability to offer internships, but the program remains in place nevertheless.