

EEO Public File Report
 Covering the Period from June 1, 2019 to May 31, 2020
 Stations Comprising Station Employment Unit:
 WKCQ-FM, WMJO-FM, WSAG-FM, WSAM-AM

	FULL-TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIRER	TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION	DATE OF HIRE
1.	ACCOUNT EXECUTIVE	ON AIR	8	6-3-19
2.	TRAFFIC DIRECTOR	INDEED.COM	3	6-10-19
3.	OPERATIONS MANAGER	ALL ACCESS	4	7-19-19
4.	ACCOUNT EXECUTIVE	OWNER REFERRAL	6	7-22-19
5.	ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL	9	12-2-19
6.	ACCOUNT EXECUTIVE	ON-AIR	6	1-6-20
7.	CREATIVE DIRECTOR	ALL ACCESS	3	2-3-20
8.	OPERATIONS MANAGER	ALL ACCESS	10	5-4-20

**Full-Time Positions
Filled by Job Title**

Recruitment Sources Used

**Individuals
Interviewed from
Recruitment
Source**

1. ACCOUNT EXEC.			
		BCS Compliance*	
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike #400	
		Rockville, Maryland 10852	
	Phone:	301-998-6136	
	Fax:	301-775-3185	
	Email:	robincooper@bcs-ok.com	
	Website:	www.bcs-ok.com	
	Notification:	website	
		LinkedIn Corporation	
	Address:	2029 Sterling Ct.	
		Mountain View, CA 94043	
	Email:	LinkedIn.com	
	Notification:	ZIP RECRUITER	
		Websites WKCQ, WMJO, WSAG	
	Contact:	Duane Alverson	
	Address:	2000 Whittier	
		Saginaw, MI 48601	
	Phone:	989-752-8161	
	Notification:	written	
		On-Air Recruitment	8
	Contact:	Duane Alverson	
	Address:	2000 Whittier	
		Saginaw, MI 48601	
	Phone:	989-752-8161	
	Notification:	written	
		ZIP Recruiter	
	Address:	1453 3 rd St., Promenade 335	
		Santa Monica, CA 90401	
	Phone	877-252-1062	
		INDEED.COM	
	Address:	2029 Sterling Ct.	
		Mountain View, CA 94043	
	Notification	Website	
		TOTAL INTERVIEWS FOR POSITION	8

STATION: Audio-, WKCQ-FM, WMJO-FM, WSAG-FM, WSAM-AM
***Resources Contacted by Broadcast Compliance Services**

Agency Name	Contact Name	Address1	City	State	Zip	Phone
Action Management Corporation	Tom Smela	915 South Grand Traverse	Flint	MI	48502	313-234-2828
Arab American Heritage Council	Alex Isaac	515 Stevens St	Flint	MI	48502	810-235-2722
ARC, Genesee County	Joanna White	G-5069 Van Slyke Rd	Flint	MI	48507	810-238-3671
Arenac County One Stop Career Center	Gayl	4480 West M-61 PO Box 829	Standish	MI	48658	517-846-2111
Arenac Department of Social Services	William Thorp	3709 Deep River Road PO Box 130	Standish	MI	48658	517-846-4551
Bay City Chamber of Commerce	Leann Harrison	Commerce One Building 910 Saginaw St.	Bay City	MI	48708	989-895-4567
Beecher Adult and Community Education	Robert Hill	1149 Klein Street	Mount Morris	MI	48458	313-686-3500
Broadcast And Cinematic Arts	Dr. Peter Orlik	340 Moore Hall Central Michigan University	Mount Pleasant	MI	48859	989-774-3851
Center for Independent Living of Mid-Michigan		1206 James Savage Road	Midland	MI	48640	
Central Michigan Universtiy-Broadcast & Cinematic Arts Dept	Peter Orlik	340 Moore Hall	Mount Pleasant	MI	48859	
Citadel-Saginaw	Terry Zietz	1740 Champagne Drive North	Saginaw	MI	48604	
Clare County Social Services Department	Stephen Smith	725 Richard Drive	Harrison	MI	48625	
College for Creative Studies	Alana Bartol	201 E. Kirby	Detroit	MI	48202	313-664-7690
College-Adrian College	Lisa Napierala	Career Planning Office 110 South Madison Street	Adrian	MI	49221	517-265-5161
College-Alma College-Center for Student Development	Virginia Holmes	Career Services, Alma College 614 West Superior Street	Alma	MI	48801	989-463-7225
College-Baker College, Flint	Niki Somerlott	1050 West Bristol Road	Flint	MI	48507	810-766-4211
College-Baker College, Owosso-Career Services	Lisa Lynch	1020 South Washington Street	Owosso	MI	48867	989-729-3322
College-Baker College, Owosso	Niki Perkins	1020 South Washington Street	Owosso	MI	48867	989-729-3350
College-Baltimore City Community College	Rene Johnson	2901 Liberty Heights Ave.	Baltimore	MD	21215	410-462-8250
College-Brown College	Amber Luckie	1440 Northland Drive	Mendota Heights	MN	55120	651-905-3465
College-Calvin College-Communications and Media Studies	Yvonne Posthuma	DeBoss Communication Center 250A 1810 East Beltline Avenue, Southeast	Grand Rapids	MI	49546	616-526-6322
College-City College of Chicago-Truman College	Alan Meyers	1145 West Wilson Avenue Room 2915	Chicago	IL	60640	773-907-4436
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307	Chicago	IL	60605	312-369-7282
College-Coppin State College-Mass Communication	Peter Brooks	2500 West North Avenue	Baltimore	MD	21216	410-383-5408

College-Delta College	Diana Gutierrez	1961 Delta Road	University Center	MI	48710	989-686-9077
College-Delta College	Mary Keyser	Career & Employment Services 1961 Delta Road	University Center	MI	48710	989-686-9072
College-Delta College	Lorna Allen	1961 Delta Road	University Center	MI	48710	989-686-9072
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street	Elmhurst	IL	60126	630-617-3198
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect	Elmhurst	IL	60126	630-617-3729
College-Ferrum College/ WFFC 89.9 FM		PO Box 1000	Ferrum	VA	24088	540-365-4338
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department	Dearborn	MI	48128	313-845-6477
College-Hope College	Sara DeVries	100 East 8th Street	Holland	MI	49423	616-395-7950
College-International College of Broadcasting	Gary Doster	6 South Smithville Road	Dayton	OH	45431	937-258-8251
College-Iowa Lakes Community College	Kathy Miller Cornwall	300 South 18th Street	Estherville	IA	51334	712-362-7914
College-Lansing Community College	Alandis Baker	PO Box 40010	Lansing	MI	48901	517-483-1172
College-Macomb Community College-Center Campus	Steve Markham	44575 Garfield Road Career Resource Lab-Building G	Clinton Township	MI	48038	586-286-2220
College-Mid Michigan Community College, Harrison Campus	Camille Spitzley	1375 S. Clare Avenue	Harrison	MI	48625	989-386-6661
College-Missouri Valley College-Communications	Harry Carrell	500 East College	Marshall	MO	65340	660-831-4216
College-Mott Community College	Cindy McDaniel	117 Curtis Building 1401 East Court Street	Flint	MI	48503	810-232-3285
College-Mott Community College-Hispanic Club	Carlos Cisneros	1401 E. Court St.	Flint	MI	48503	810-762-5125
College-Parkland College-Career Center	Sandy Spencer	2400 West Bradley Avenue	Champaign	IL	61821	217-351-2637
College-Saint Clair County Community College	Julie Ruiz	PO Box 5015 323 Erie Street	Port Huron	MI	48061	810-989-5775
College-Schoolcraft College	Kathy Cox	18600 Hagerty Road	Livonia	MI	48152	734-462-4421
College-Stephens College-Communications	Kerry Yost	1200 East Broadway	Columbia	MO	65215	573-876-7133
College-West Virginia State College-Communications Department	Dr. David Wohl	P.O. Box 1000	Institute	WV	25112	304-766-3195
Concerned Pastors for Social Action	Pastor Marvin Jennings	3502 Lapeer Road	Flint	MI	48503	810-743-3900
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38	Alrington	VA	22202	703-415-7600
Connecticut School of Broadcasting, Cherry Hill	Tom DeFranco	1 Mall Drive 1 Cherry Hill, #203	Cherry Hill	NJ	08002	856-755-1200
Connecticut School of Broadcasting, Hasbrouck Heights	Janet Hutsebaut	377 Route 17 South Suite 410	Hasbrouck Heights	NJ	07604	201-288-5800
Cristo Rey Community Center	Bob Vogel	1717 North High Street	Lansing	MI	48906	517-372-4700
Department of Social Services	Bernell Wiggins	1399 West Center Road	Essexville	MI	48732	989-895-2100
Department of Social Services	Randy Barst	411 East Genessee PO Box 5070	Saginaw	MI	48605	989-758-1500
Detroit Area Film & Television	Janice King	PO Box 1443	Royal Oak	MI	48068	248-547-0847

DMG-Maximus		2343 Delta Road	Bay City	MI	48706	517-684-4111
DMG-Maximus		935 North Washington Avenue M.A.C. Building	Lansing	MI	48906	517-484-4240
East Lansing High School	Paula Steele	509 Burcham Dr.	East Lansing	MI	48823	517.333.7539
Economic Development Corporation- Tuscola County	Jim McLocksy	157 North State Street	Caro	MI	48723	989-673-2849
Experience Works-Michigan State Headquarters	Andrea Bridgewater	405 North Euclid	Bay City	MI	48706	989-414-1252
Flint Jewish Federation	Gary Alter	619 Wallenberg Street	Flint	MI	48502	(810) 767-5922
Genesee Area Skill Center	Mike Martel	5081 Torrey Road	Flint	MI	48507	810-760-1444
Geoffrey R Conway School of Broadcasting and Communication	J. Mattka	PO Box 486	Niagra Falls	NY	14302	905-332-0444
Gier Community Center	Milton Alston	2400 Hall Street	Lansing	MI	48906	517-483-4313
GOODWILL INDUSTRIES	RENEE McMANN	501 S AVERILL AVE	FLINT	MI	48506	810-762-9960x
Goodwill Industries of Mid-Michigan, Inc.	Lakeysa Adams	501 S. Averill Ave.	Flint	MI	48507	810-762-9960
Hispanic Service Center	Norma Young	150 South Elmont Avenue Suite C	Imlay City	MI	48444	(810) 724-3665
Human Investment And Development Corporation	Harold Drayton	711 N. Saginaw St. Suite 225	Flint	MI	48503	810-235-6011
Huron County Economic Development	Dale Benish	250 East Huron Avenue	Bad Axe	MI	48413	517-269-6431
Huron County Social Service Department	Thomas Dillon	1911 Sand Beach Road	Bad Axe	MI	48413	517-269-9201
ITHACA COLLEGE/DEPT OF TELEVISION/RADIO	WENMOUTH WILLIAMS	953 DANBY RD 376 PARK HALL	ITHACA	NY	14850	607-274-3331
Jewish Community Services	Linda Yeotis	619 Wallenberg	Flint	MI	48502	810 767-5922
Job Corps Center-Flint/Genesee	John Rios	2400 North Saginaw Street	Flint	MI	48502	810-232-9102
KETTERING UNIVERSITY	CAREER SERVICES	1700 W THIRD AVE	FLINT	MI	48504	810-762-9500x
Kettering University - Cooperative Education and Career Services	Tammy Loud	1700 W Third Avenue	Flint	MI	48504	810) 762-9648x2
LAPEER COUNTY SOCIAL SVC	THOMAS DILLON	1505 SUNCREST DR P.O. BOX 400	LAPEER	MI	48446	810-667-0801x
LINCOLN UNIV/JOURNALISM- COMMUNICATIONS	DON GOVANG	820 CHESTNUT ST	JEFFERSON CITY	MO	65102	573-681-5280x
MAXIMUS, INC.	JOB PLACEMENT	2651 N. COOLIDGE RD SUITE 210	EAST LANSING	MI	48823	517-324-9901x
Michigan Association of Broadcasters	Denise Weston	819 North Washington Avenue	Lansing	MI	48906	800-968-7622
Michigan Department of Labor	Dan Blaha	711 N. Saginaw	Flint	MI	48503	810-235-8903
Michigan Department of Civil Rights	Bobby Curtis	State of MI Office Bldg, 125 E Union Street 7th Floor	Flint	MI	48502	810-760-2805
Michigan Disability Rights Coalition	Norm DeLisle	740 West Lake Lansing Rd., Ste.#400	East Lansing	MI	48823	517. 333.2477
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Hwy Suite 206	Southfield	MI	48075	248-208-9915
Michigan Works-Bay County-Great Lakes Bay	Ed Oberski	4061 North Euclid Avenue	Bay City	MI	48706	989-667-0500
Michigan Works-Gratiot County	Carolyn Newell	327 East Center Street	Alma	MI	48801	989-466-4832

Michigan Works-Isabella County-Mt. Pleasant Service Center	Heidi Rich	1803 South Mission Street	Mt Pleasant	MI	48858	989-772-5304
Michigan Works-Midland County Service Center-Great Lakes Bay	Dennis Brieske	1409 Washington	Midland	MI	48640	989-631-3073
Michigan Works-Oakland County Service Center	Venita King	1370 South Lapeer Road	Oxford	MI	48371	248-969-2399
Michigan Works-Saginaw County MRS Office	Carolyn Newell	614 Johnson Street	Saginaw	MI	48607	989-758-1171
Michigan Works-Saginaw County Satellite Office	Leonard Meisel	3875 Bay Road	Saginaw	MI	48603	989-249-5232
Michigan Works-Saginaw County-Chesaning Service Center	Leonard Meisel	110 South Chapin Street Unit B	Chesaning	MI	48616	989-845-1427
Michigan Works-ThumbWork-Lapeer County	Tanya Kihn or Scott Beattie	550 Lake Drive	Lapeer	MI	48446	810-664-1680
Michigan Works-ThumbWorks-Huron County	Angel Schornack	614 North Port Crescent	Bad Axe	MI	48413	989-269-2311
Michigan Works-ThumbWorks-Marlette	Marvin N. Pichla, PhD	Employment and Training Consortium 3270 Wilson Street	Marlette	MI	48453	989-635-3561
Michigan Works-ThumbWorks-Tuscola County	Marvin N. Pichla, PhD	1184 Cleaver Road Suite 900	Caro	MI	48723	989-673-8103
NAACP		505 South 8th Street	Paducah	KY	42003	270-443-5430
NAACP	Charles Misheaux	625 North Euclid Avenue	Saint Louis	IL	63108	314-361-8600
NAACP	Dorothy Foggie	PO Box 1574	BENSALEM	PA	19020	609-951-1954
NAACP Indianapolis Branch	Natalie Bryant	300 East Fall Creek Parkway North Drive PO Box 88676	Indianapolis	IN	46208	317-925-5127
NAACP of Fort Wayne, Indiana	Reverend Bill McGill	1307 East Lewis Street	Fort Wayne	IN	46806	260-426-1255
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441	Terra Haute	IN	47808	812-234-4209x235
NAACP-Albion Michigan	Lenn Reid	PO Box 751	Albion	MI	49224	517-629-2283
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue	Altoona	PA	16602	814-942-1126
NAACP-Celveland, Ohio	Neisha	2131 Stokes Boulevard	Cleveland	OH	44106	216-231-6260
NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1	Cincinnati	OH	45206	513-281-1900
NAACP-Flint	A. C. Dumas	PO Box 1336	Flint	MI	48501	810-785-3733
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court	Adrian	MI	49221	517-263-1714
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063	Mount Clemens	MI	48046	586-783-7530
NAACP-Monroe County Branch	William Vance	PO Box 243	Bloomington	IN	47402	812-332-1513
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive	Baltimore	MD	21215	877-622-2798
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street	Niles	MI	49120	616-683-0249
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006	Three Rivers	MI	49093	269-273-3170
NAACP-Van Buren County	Flozene King	72238 East 34th Avenue	Covert	MI	49043	269-764-3718
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915	Washington	DC	20005	202-463-2940
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107	Whittaker	MI	48190	734-480-9654
New Horizons Rehabilitation Services, Inc	Mandi McCann	303 West Water street	Flint	MI	48503	810-768-0093
NOW-East Lansing, Michigan	Alicia Perez-Banuet	PO Box 1392	East Lansing	MI	48826	517-485-9687

Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive	Valley View	OH	44125	216-447-9117
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7	La Crosse	WI	54601	507-450-4604
RAVE (Relief After Violent Encounter)	Jody Smith	109 Spring Street PO Box 472	St Johns	MI	48879	989-224-4662
Saginaw Chippewa Indian Tribe of Michigan	Dennis V. Kequom	Tribal Office 7070 East Broadway	Mt. pleasant	MI	48858	989-775-5600
Saginaw Intermediate School District	Linda Jensen	6235 Gratiot Road	Saginaw	MI	48638	989-799-4733
Saginaw Public Schools Media Center	Jessie Gonzales	1505 Ottawa Blvd.	Saginaw	MI	48602	989-399-6737
Saginaw Valley State University-Communication Department	Robert Drew	7400 Bay Road Curtiss Hall-161	University Center	MI	48710	989-964-7495
SALVATION ARMY	JOHNSON	211 W KEARSLEY ST	FLINT	MI	48502	810-232-2199x
Selective Case Management	Rebecca Schrader	3110 Davenport Avenue	Saginaw	MI	48602	989-249-8844
Shelterhouse - Council on Domestic Violence & Sexual Assault	Sharon Mortenson	PO Box 2660	Midland	MI	48641	989-835-6771
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street	Indianapolis	IN	46208	317-927-8000
Southern Illinois University-Carbondale-College of Mass Communication	Krissi Geary-Boehm	1100 Lincoln Drive Room 1012, Mail Code 6606	Carbondale	IL	62901	618-453-4308
Specs Howard School of Broadcast Arts	Kevin Scollin	19900 West Nine Mile Road	Southfield	MI	48075	248-358-9000
St. Clair County Community College	Julie Bishop	323 Erie Street	Port Huron	MI	48060	810-989-5516
Tuscola County Department of Human Services	Len Richards	1365 Cleaver Road Tuscola County	Caro	MI	48723	989-673-9100
United Way Community Volunteer Center	Marsha Cooley	100 S. Jefferson Avenue 3rd Floor	Saginaw	MI	48607	989-755-0505
University of Indianapolis	Libby Davis	1400 East Hanna Avenue Schwitzer Student Center	Indianapolis	IN	46227	317-788-3296
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building	College Park	MD	20742	301-405-8979
University of Michigan Times		381 University Center	Flint	MI	48502	810-762-3475
University of Michigan-Flint-Career Center	Barbara Griffin	285 University Pavilion 303 East Kearsley Street	Flint	MI	48502	810-762-3085
University of Michigan-WCBN-FM 88.3 Ann Arbor	Jason Voss	530 Student Activities Building	Ann Arbor	MI	48109	734-647-4122
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
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts	La Crosse	WI	54601	608-785-8519
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall	Boone	NC	28608	828-262-2180
University-Ashland University Radio and TV	Daniel O'Rourke	401 College Avenue	Ashland	OH	44805	419-289-4142
University-Bradley University	Sandy McDermott	1501 West Bradley Avenue Smith Career Center	Peoria	IL	61625	309-677-2510
University-Central Michigan University-Broadcast and Cinematic Arts	Dr. Peter Orlik	School of Broadcast and Cinematic Arts 340 Moore Hall	Mount Pleasant	MI	48859	989-774-3851
University-Central Michigan University-WCMU-89.5 FM	John Sheffler	1999 East Campus Drive WCMU Radio	Mount Pleasant	MI	48859	989-774-3851

University-Central Michigan University-WCMU-TV	Rick Schudiske	WCMU Public Broadcasting 1999 East Campus Drive	Mt. Pleasant	MI	48859	989-774-3105
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116	Chicago	IL	60628	773-995-2280
University-Davenport University ,Saginaw	Scott Miller	5300 Bay Road	Saginaw	MI	48604	989-799-7800
University-Davenport University, Caro Campus	Lisa Merz	1231 Cleaver Road (M-24)	Caro	MI	48723	989-673-5857
University-Davenport University, Flint Campus	Paul Hebert	4318 Miller Road Suite A	Flint	MI	48507	810-732-9977
University-Davenport University, Midland Campus	John Jones	3555 East Patrick Road	Midland	MI	48642	989-835-5588
University-Davenport University, Oxford	Kathy Weber	1366 South Lapeer Road	Oxford	MI	48371	248-628-7070
University-Davenport University, Romeo	Stacy Taylor	71180 Van Dyke Road	Romeo	MI	48065	586-752-5229
University-DePauw University-Communication Arts		101 East Seminary Street	Greencastle	IN	46135	765-658-4800
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue	Pittsburgh	PA	15282	412-396-5076
University-East Tennessee State University-Department of Communication	Amber Kinser	P.O. Box 70667	Johnson City	TN	37614	423-439-4491
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue	Charleston	IL	61920	217-581-2016
University-Eastern Michigan University	Sarah Kerey Otto	200 McKinney Hall	Ypsilanti	MI	48197	734-487-0400
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building	Ypsilanti	MI	48197	734-487-0064
University-Elizabeth City State University	Melba Smith	1704 Weeksville Road	Elizabeth City	NC	27909	252-335-3985
University-Ferris State University	Laurie Kilbourne	Timme Center for Student Services 1201 South State Street	Big Rapids		49307	231-591-2685
University-Finlandia University-Career services	Mark Cavis	601 Quincy Street Career Planning and Placement	Hancock	MI	49930	906-487-7276
University-Franciscan University	Nancy Ronevich	1235 University Blvd.	Steubenville	OH	43952	740-283-3771
University-Grand Valley State University	Troy Farley	206 Student Services Building 1 Campus Drive	Allendale	MI	49401	616-331-3311
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW	Washington	DC	20059	202-806-7690
University-James Madison University-Media Arts	Steven Anderson		Harrisonburg	VA	22807	540-568-3032
University-Michigan Technological University	Jim Turnquist	107 Harold Meese Center 1400 Townsend Drive	Houghton	MI	49931	906-487-2313
University-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W	Rolla	MO	65409	573-341-4808
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue	Springfield	MO	65897	417-836-5878
University-Northern Michigan University-JOBSearch Center	Jim Gadzinski	1401 Presque Isle Avenue 112 Whitman Hall	Marquette	MI	49855	906-227-2800
University-Northwood University-Career Services	Kimberley Fischer-Kinne	4000 Whiting Drive Church Family Admistration Building	Midland	MI	48640	989-837-4335
University-Purdue University-Liberal Arts Counseling and Student Services	Jennifer Fecher	Liberal Arts Counseling & Student Svcs	West Lafayette	IN	47907	765-494-3987

		Beerling				
University-Saginaw Valley State University	Michael W. Major	7400 Bay Road Curtis Hall-111	University Center	MI	48710	989-964-7130
University-Saginaw Valley State University	Sam Tilmon	7400 Bay Road Wickes 270	University Center	MI	48710	989-964-4954
University-Saginaw Valley State University-SVSU Radio	Merry Jo Brandimore	7400 Bay Road	University Center	MI	48710	989-964-2489
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street	Chicago	IL	60655	773-298-3000
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUE	Edwardsville	IL	62026	618-650-2228
University-Spring Arbor University	John Beck	106 East Main Street	Spring Arbor	MI	49283	517-750-1200
University-Spring Arbor University-WSAE Radio Station	Michelle Dawson	106 East Main Street	Spring Arbor	MI	49283	517-750-9723
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205	Philadelphia	PA	19122	215 204-3041
University-Western Kentucky University- Journalism and Broadcasting	Terry Likes	340 Mass Media and Technology Hall	Bowling Green	KY	42101	270-745-4143
University-Western Kentucky University-School of Journalism	James Letourneau	1906 College Heights Boulevard School of Journalism and Broadcasting-#11070	Bowling Green	Ky	42101	270-745-4144
Urban League of Flint	Richard Gladney	5005 Cloverlawn Drive	Flint	MI	48504	810-789-7611
VBM Community Outreach	Mel Prior	624 South Outerdrive	Saginaw	MI	48601	989-755-1128
Voluntary Action Center of Midland County	Sharon Neuman	220 W. Main Street Suite 103	Midland	MI	48640	989-631-7660
Volunteer Center of Mid-Michigan	Suzanne Eman-Jaehning	1111 Michigan Ave Suite 300	East Lansing	MI	48823	517-203-5010
Volunteer Resource center of Bay County	Cindy Miller	909 Washington Ave PO Box 602	Bay City	MI	48707	989-893-6060
WHPK/ University of Chicago		5706 South University Avenue	Chicago	IL	60637	773-702-8289
WICB/ Ithaca College Radio Station		953 Danby Road	Ithaca	NY	14850	
WIIT/ Illinois Institute of Technology		3300 South Federal	Chicago	IL	60616	312-567-6087
Will/ University of Illinois- Urbana		300 North Goodwin Avenue	Urbana	IL	61801	217-333-0850
WOES-FM (Ovid Elsie High School)		8989 Colony Rd	Elsie	MI	48831	517.862.4237
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle	Bloomington	IN	47403	812-330-0707
Work First Program	Linda Caprathe	310 Johnson Street, Room 310 International Center	Saginaw	MI	48607	517-755-9295
WUCM - Channel 19	Kent Wieland	Delta College	University Center	MI	48710	517-686-9350
WVKC/Knox College		2 East South Street Box K-254	Galesburg	IL	61401	309-341-7266
WXAV/Saint Xavier University		3700 West 103rd Street	Chicago	IL	60655	773-298-3375
Youth Development Corporation	Kimberly Herlick	806 North Capital Avenue	Lansing	MI	48906	517-482-2081
YWCA of Greater Flint	Renee Shelman	310 East Third Street	Flint	MI	48502	810-238-2620

EEO Outreach Program
June 1, 2019 through May 31, 2020
WKCQ-FM, WSAM-AM, WSAG-FM, WMJO-FM

Our Equal Employment Opportunity Outreach Program includes several prongs and items to help disseminate information to our broad and vast listening audience as well as potential applicants throughout the State of Michigan and the United States. MacDonald Broadcasting Company is also an employee group with more than 10 full time employees. Below is a list of items that we have completed for our Equal Employment Opportunity Program.

- 1. Participation in Career Fairs/Career Days** – A number of our staff members have participated in Career Fairs and Career Days, helping to promote radio in its entirety. MacDonald Broadcasting Company strongly believes that radio offers Sales, Programming and Support positions as rewarding careers, and promotes the idea that Radio Advertising Sales and Support Staff can come from all walks of life and that you do not need a major in advertising to have a career in broadcasting.
 - a. On Tuesday, September 17, 2019, Kenneth MacDonald Jr., Owner and CEO of MacDonald Broadcasting Company, John Bouwhuis, Lansing Sales Manager, and Brian Hatfield, Saginaw Operations Manager attended the 2019 MAB Foundation Broadcast Media Career & Networking Fair at Oakland County Michigan Works in Pontiac representing both our Saginaw and Lansing radio stations. They spoke with many students and professionals who attended the event and collected information and resumes on potential employees and interns.
 - b. On Thursday, February 20, 2020, John Bouwhuis, Lansing Sales Manager, and K.C. MacIntosh, Lansing Promotions Director, attended the Job & Internship Expo at Lansing Community College. They represented both our Saginaw and Lansing locations and spoke with many potential employees discussing jobs in the broadcast industry.
 - c. MacDonald Broadcasting was registered for the Great Lakes Bay Job Fair scheduled to take place on Thursday, March 26, 2020 at Delta College in Saginaw. The event was cancelled due to the Coronavirus outbreak and the resulting shutdowns, mandatory physical distancing, and sheltering in place recommendations.

2. Participation in Educational Institution Sponsored Events Relating to Career Opportunities in Broadcasting – Several of our staff members have participated in Educational institution sponsored events relating to career opportunities in broadcasting.

3. Participate in a Scholarship Program – MacDonald Broadcasting Company has established a broadcast scholarship program in the name of company founder Kenneth Hugh MacDonald, Sr. Current Owner/CEO Ken MacDonald, Jr. designed and established this scholarship program. Mr. MacDonald remains actively involved and continues to oversee the program in his father's name. The annual award of \$500.00 is earned by a deserving high school senior pursuing undergraduate studies in a broadcast related field. The annual scholarship is administered by The Saginaw Community Foundation and awarded each spring to a graduating senior from Bay, Clinton, Eaton, Genesee, Huron, Ingham, Lapeer, Midland, Saginaw, Sanilac, Shiawassee, or Tuscola County. The Kenneth Hugh MacDonald, Sr. Scholarship Fund was established shortly after the death of the MacDonald Broadcasting founder in 1990. The scholarship was fully funded in March 2008 to over \$10,000 to allow for an annual \$500.00 award, which began with its first recipient in the Spring of 2008. Ken MacDonald, Jr. continues to fund additional financial contributions to either increase the \$500.00 award, or make additional scholarship awards to deserving students. This year two scholarships were awarded to two deserving students.

4. Participate in general outreach efforts by such means as job banks or Internet programs. In order to be diverse and reach as many candidates as possible, MacDonald Broadcasting Company has made an effort to use as many internet options as possible. We have found this to be a helpful tool in reaching a vast number of candidates. Between 5-31-18 and 6-1-19, besides our own station websites, we have advertised job openings on the following wide variety of internet sources:

- a. allaccess.com
- b. linkedin.com
- c. [puremitalentconnect](http://puremitalentconnect.com)
- d. mediarecruiter.com
- e. careerbuilder.com
- f. craigslist.com
- g. bcs-ok.com
- h. greatlakesbayregionadvertising.com
- i. regionalhelpwanted.com
- j. northernmichigancareers.com
- k. michmab.com
- l. glassdoor.com
- m. ziprecruiter.com (posts to 100+ of the most visited job boards, websites, and social networks on the internet)

5. Host a job fair. With the Coronavirus causing people to shelter in place and observe social distancing, MacDonald Broadcasting ran an 8 day radio campaign from April 23 to April 30 with 72 commercials on each of our three stations inviting candidates to call in and schedule a video interview for the afternoon of April 30th. We also sent a mass e-mail invitation to our WKCQ Email club members. Our intent was to conduct 15 minute “face-to-face” interviews to screen potential candidates for Sales positions.

We received two phones calls inquiring about the interviews but no one scheduled an appointment. We will have to give some thought as to how we might improve this type of recruitment before we have another virtual job fair.